



Equality Act 2010 Specific Duties Publication of Information



SUMMARY

The activity that has been undertaken by the Authority over the course of the past year ensured the organisation complies with the Equality Act 2010. The commitment demonstrated by Members, through the Staff Liaison Group meetings, attendance at the Confidence and Equality Group meetings, Community Consultative and Partnership and Communities Together (PACT) meetings has encouraged the Authority to bring people with different protected characteristics together to discuss issues which matter to them. Through this, the Authority can demonstrate a commitment to advancing equality of opportunity and fostering good relations between people who share/do not share the same protected characteristic.

In addition, Members have also held the Force to account in respect of consideration of equalities issues within internal change projects. This demonstrates clarity and transparency in terms of a decision making process which has due regard to the aims outlined in the Equality Duty.

In terms of the elimination of unlawful discrimination, it can also be seen that the Authority has worked hard to hold the Force to account in terms of both internal and external disproportionality in issues such as stop and search. The Authority has encouraged the Force's focus on improving the amount of reports of disability related harassment, yet recognises that there is a great deal more to be done in this area.

It is imperative that this commitment and dedication to equality and diversity continues as the organisation prepares for a move to the Office of the Police and Crime Commissioner, to ensure that the needs of all the communities within Dyfed-Powys are served and that the police service is accessible to the people within those communities.

BACKGROUND

The Equality Act, 2010 comprises both general and specific duties. The general duties states that a public authority must, in the exercise of its functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.



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In addition, the specific duties request that public authorities are required to prepare and publish “Equality Objectives” no later than April 2012, and thereafter at intervals of no less than every 4 years. These objectives are required to be ones that the public authority believes will further the three aims of the General Equality Duty.

Public authorities are also required to publish information that demonstrates their compliance with the General Equality Duty across all its functions no later than 31st January 2012 and subsequently at intervals of not less than one year. Organisations with 150 employees or more are also required to publish information in relation to recruitment, promotion, number of full time and part time staff and other related HR matters. As the Authority consists of 19 Members and 7 Officers, publication of such information is not required. However, as the Authority is the bridging link between the Force and our communities, it is considered appropriate to provide some information relating to our organisation’s employees.

The Equality and Human Rights Commission is responsible for assessing compliance with and enforcing the Equality Duty. It has the power to issue compliance notices to public bodies that have failed to comply and can apply to the courts for an order requiring compliance. The Equality Duty can also be enforced by judicial review; which can be done by the Commission or a group of people with an interest.

POLICE AUTHORITY ROLE, RECRUITMENT AND MEMBERSHIP

Dyfed-Powys Police Authority is a group of 19 local people who hold the Chief Constable to account on behalf of our communities. One of the duties of the Authority is to make sure the Chief Constable delivers a police service which balances both national strategic priorities and the concern of local people. As part of this the Authority consults with local communities to find out what you want from local police.

The Authority has a statutory duty to foster good relations between different groups of people and given the diverse communities that we represent, it is incumbent upon us to ensure that those we engage with representatives from a cross section of the various groups within the Dyfed-Powys area. The results of all consultation undertaken, including a breakdown of responses by demographic, is presented to the full Authority meeting in December to enable priorities to be set for the forthcoming fiscal year. To read more about the information the Authority considers as part of the priority setting process, including what local residents said their priorities were, click [here](#).

To find out more about local policing priorities, click [here](#).

To find out more about the roles and responsibilities of the Authority, click [here](#).



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Demographic of the Authority

Dyfed-Powys Police Authority consists of 19 members, 10 Councillors and 9 Independent members. To view your local Police Authority Member, click [here](#).

Dyfed-Powys Police Authority is supported by a small team of officers, headed by Chief Executive, Mr Keith Reeves, LLB (Hons) LLM. The Secretariat also consists of an Assistant Chief Executive, 3 Policy Officers and 2 Support Officers. Each Policy Officer has their own specialist area, advising and supporting Members in such areas as community engagement, performance and complaints.

To view the structure of the Secretariat staff, click [here](#).

Demographic of Authority Members as at January 2012, may be viewed below.

Gender	Male	Female					
	16	5					
Age Group	18-24	25-34	35-44	45-54	55-64	65-74	75+
	0	0	0	1	10	9	1
Ethnicity	White						
	21						
Other languages spoken	Welsh						
	12						
Disability	Yes	No	No Replies				
	0	11	8				
Sexuality	Heterosexual	Gay/Lesbian	No Replies				
	11	0	9				
Religion	Christian	Church in Wales	Baptist	Methodist	No replies		
	6	2	2	1	9		



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Recruitment

The Councillor members are appointed from members of the Carmarthenshire, Ceredigion, Pembrokeshire and Powys Local Authorities. Nominations made to a Joint Committee are based on the political make-up of the Local Authority area. Consideration is given to ensuring the appointed Members are representative of the Communities served.

Independent Members are required to apply for the role following advertisement of vacancies. Applications received are sifted and interviews are held for suitable candidates. As the Authority should be representative of the diverse communities, every effort is made to ensure that Membership is reflective in terms of gender, age, ethnicity etc.

In 2010, the Authority achieved the disability two tick symbol which underpins our commitment to being positive about employing disabled people. The symbol is awarded by Jobcentre Plus to employers who have made commitments to employ, keep and develop the abilities of disabled staff. Altogether, employers must make 5 commitments, one of which is to review these each year. In 2011, the Authority applied for renewal of the award for another 12 months and, once again, we proudly achieved it.

HOW ARE WE MEETING THE GENERAL DUTIES IN THE WORK THAT WE DO?

The equality duty requires public bodies to have due regard to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Not only does Dyfed-Powys Police Authority need to ensure that it is meeting the requirements of the Equality Act itself, the organisation also needs to demonstrate effective governance and oversight of the Force in terms of how they are meeting the general and specific duties.

TRAINING AND AWARENESS

It is important for people throughout public bodies to be aware of the obligations set out in both the Equality Act 2010 and within the Human Rights Act, 1998. To ensure that this happens within the Dyfed-Powys Police Authority, training and awareness raising sessions have been held for members, officers and volunteers.



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Members and Staff

All members of the Authority were mandated to attend Equality and Diversity training in 2010. In addition, all staff attended “Managing Differences” training following which, completion of a portfolio was required to demonstrate evidence of how staff have managed and challenged discriminatory attitudes thereby promoting equality and diversity.

Volunteers

Every Police Authority has a statutory duty to provide an Independent Custody Visiting (ICV) scheme. Through this scheme, the Authority is able to monitor the compliance of the Force in relation to detainee’s human rights. To achieve this, the Authority’s Independent Custody Visitors are provided with training in relation to human rights issues. Additionally, ICVs were provided with Equalities training to educate volunteers as regards to individual differences and raise awareness of some of the specific requirements this may bring in the custody environment.

GOVERNANCE AND OVERSIGHT

The Authority’s Human Resources and Staff Liaison (HR&SL) Committee has oversight of matters relating to the Force’s Human Resources and has ensured that the redesigned structure and service delivery processes which have been developed in response to the major cost savings reviews, continue to support the elimination of discrimination, harassment, victimisation, foster good relations and preserve equality of opportunity for the staff and officers of Dyfed-Powys Police.

Each quarter the Committee receives performance information from the Human Resources Department (which includes Occupation Health Unit and Learning a Development Unit) on key performance indicators. Progress against targets for numbers of BME and Female police officers, police staff, Police Community Support Officers (PCSOs) and Special Constables is monitored. The Committee also examines the actions taken to try and attain the targets. Presently close attention is being paid to the diversity of staff affected by the cost saving reviews to try and ensure that Welsh speaking staff are not disproportionately affected.

The Force has committed to undertake positive action in its recruitment of additional PCSOs next year and the Committee will monitor this.

The Authority’s Human Resources and Staff Liaison Committee has responsibility for monitoring equality and diversity and fostering good relations between different groups. This is achieved by submission of regular reports to the Committee detailing updates of the Authority’s work in respect of promoting equality of opportunity which would include:

- Updates of progress made to achieve targets detailed within our Single Equality Scheme and supporting action plan ([click here](#));
- Establishment and maintenance of an Independent Advisory Group;
- Stop and Search monitoring.



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In order to secure the maintenance of an efficient and effective Police Service, the Human Resources and Staff Liaison Committee also receives regular reports from the Force in relation to:

- Confidence and Equality Group meetings;
- Updates in respect of changes to Employment Law;
- Oversight and scrutiny of the Force Change Programme (Operation Sage);
- Progress against its Single Equality Scheme and supporting action plan;
- Developments in relation to collaborative working to address recommendations borne out of the EHRC's Disability Harassment Inquiry Report "Hidden in Plain Sight";
- Updates of recruitment, promotion, selection and retention of staff, officers and volunteers.

To view equality information published by the Force, [click here](#).

This information has enabled Members to challenge the Force to continue to improve their performance in relation to equality, diversity and human rights and has provided a platform for the profile to be raised.

To further foster good relations, the Chair and two other members from the HR&SL Committee along with the Vice Chair of the Police Authority attends meetings with representatives from the Force staff associations, which are an opportunity for the associations to raise any issues they have.

For more information of items considered by the Human Resources and Staff Liaison Committee, [click here](#).

DECISION MAKING PROCESS

Having due regard means consciously thinking about the three aims of the Equality Duty as part of the decision making process. This means that consideration of equality issues must influence the decisions reached.

Committee Reports and Decisions

In 2010, Committee report templates were revised to ensure that a key consideration of information and recommendations submitted to the Authority's Committees included regard to impact on equality and diversity and human rights. Authors of reports are required to explain any impact, positive or negative, that decisions may have on protected groups, including staff and service users or whether the decisions taken as a result of the report may infringe on a person's human rights.

Lead Member/Membership

The Authority appointed a Lead Member for Equality and Diversity. The Councillor Member attends both Force and County Confidence and Equality



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Group meetings and regularly feeds back any outcomes or matters of relevance to the Authority. The Lead Member is also a Member of the Human Resources and Staff Liaison Committee, thereby providing effective communication channels.

The Authority is represented on each of the Local Confidence and Equality Groups as well as the Force Group. Outcomes of all meetings are presented to the Human Resources Committee for scrutiny and information.

The Lead Member for Children and Young People is responsible for ensuring that the Rights to Action agenda is promoted by the Authority and Force. The development of the Authority's Children and Young People's Participation Strategy and supporting Action Plan ([click here](#)) sets out clearly how the Authority will promote equality of opportunity for those aged below 25 years old within the Dyfed Powys area. The Authority is a statutory member on each of the County Children and Young People's Partnerships and outcomes of these meetings are reported regularly to our Community Engagement and External Relations Committee. For more information of items considered by the Community Engagement and External Relations Committee, [click here](#).

Oversight of Equality Impact for Force Change Programme

The Authority has received a number of reports detailing assessments of equality implications undertaken in respect of the Force's change programme (Operation SAGE). These have supported the Authority in their decision making process, and enabled full consideration of any impact of the changes on individuals or communities with protected characteristics. In particular the Authority has requested information in relation to the recruitment and retention of Welsh speakers following concerns that the Force should be able to respond appropriately to its communities in their language of choice. As outlined previously, the Force has committed to undertake positive action in its recruitment of additional PCSOs next year and the Committee will monitor this.

Development of robust recording practices in relation to stop and search

Recent changes to the requirement to record Police Stops has impacted on the level of information recorded by the Force.

As part of the Authority's legal duty to foster good relations between different groups, Members have challenged the Force in relation to disproportionality in some of the data. In their drive to eliminate discrimination, victimisation and harassment on this issue, Members have asked the Force to provide regular reports to the Community Engagement and External Relations Committee. To ensure this duty is discharged effectively and in order to improve the robustness of stop and search data provided, a working group consisting of Force and Authority representation was tasked with developing new ways of recording information with a particular emphasis on ensuring officer defined ethnic origin is recorded at all times. The rollout of mobile data has provided an excellent opportunity to dovetail improved recording of police information and increase police officer time spent out in communities or responding to calls. Outcomes of



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the working group are regularly reported the Authority's Community Engagement Committee and items considered may be accessed [here](#).

Policies and Practices

In order to clearly set out our commitment to equality and diversity, the Authority published a Single Equality Scheme in April 2011. The Scheme sought to bring together the separate Disability, Gender and Race Equality Schemes whilst also extending to the additional protected groups as set out within Section 4 of the Equality Act 2010. Whilst it is understood that there is no longer a requirement to publish Equality Schemes, the Authority will continue to promote the ethos of our Single Equality Scheme as it was reflective of local responses to consultation about the Authority's roles and responsibilities.

As a public authority in Wales, it is important to set out our commitment to the Welsh language. This was achieved through the publication of a joint Welsh Language Strategy which detailed both the Force and Authority's ethos to ensuring Welsh Language was fully supported, encouraged and promoted throughout both organisations. To view the joint Welsh Language Strategy and supporting action plan, click [here](#).

All policies developed by the Authority are subsequently Equality Impact Assessed to identify negative impact on any protected groups. To ensure cognisance is taken of any impact on protected groups, the Authority is due to review its Equality Impact Assessment template and will revise it accordingly if appropriate.

Outcomes of all Equality Impact Assessments are not routinely published but can be made available upon request.

CONSULTATION AND ENGAGEMENT

The Authority has a statutory duty to consult with community members as regards to their policing priorities for the forthcoming year. This duty will continue throughout the transition from a Police Authority to the Office of Police and Crime Commissioner in November 2012, and beyond.

Community Consultation

The Authority's community engagement and consultation opportunities are as wide and varied as possible. The Authority has developed on-line and paper questionnaires for adults and those aged below 18, as well a quick two minute exercise that is carried out at all public events which assists Members determine policing priorities based on local opinion.

Work has been done to target specific communities throughout 2011, including older people, young people and BME communities as gaps in those consulted with had been recognised. Consultation methods utilised included face to face activities to provide opportunity to engage with those that may not necessarily utilise on-line surveys. Events the Authority attended sought to target specific



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groups in our communities and included multi-generational events, multicultural events and County shows such as the Royal Welsh show.

Consultation methods for 2012 are undergoing review to capture additional demographic data to better inform whether there are any gaps in respect of groups and individuals consulted with. The addition of some ethnic categories including Gypsy/ Romany/ Traveller will enable robust conclusions to be drawn and comparisons made against the census data of 2011. In particular this work will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and in the future will seek to foster good relations across these groups.

To have your say on Policing Priorities, click [here](#).

Children and Young People's Participation

Engagement and participation by children and young people was a key focus of the work of the Authority during 2011 and this will continue throughout 2012.

The Authority recently developed a [webpage](#) to provide information about policing governance on the Force's XRAY99 website (specifically designed for those aged below 18 years of age). The development of the information was resultant from feedback received from children and young people that advised the Authority to ensure accessibility of information. It is considered that by making available information in this way, the Authority has advanced equality of opportunity between persons.

In order to continue informing younger members of our local communities thereby continuously fostering good relations and improving communication, newsletters have been designed specifically for those aged under 18 years. These are disseminated on a quarterly basis through our partners, key organisations as well as being uploaded on to both the Authority's website and XRAY99. To view the newsletters, click [here](#).

Detailed reports of the Authority's work with children and young people are submitted to the Community Engagement and External Relations Committee on a quarterly basis.

Independent Advisory Group

The Stephen Lawrence Inquiry Report (1999) criticised the Metropolitan Police Service for its loss of contact with communities, particularly black communities and recommended the involvement of local people in policing. In response to this, the Metropolitan Police established an Independent Advisory Group. This practice has since been extended to other Forces and Authorities.

Dyfed Powys Police Force originally consulted with the Local Criminal Justice Board (LCJB) Independent Advisory Group (IAG) between 2004 and 2009. The Authority consulted with its own Race Equality Advisory Group before 2007, however, in 2008 the Authority resolved to consult with LCJB IAG to glean a more

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holistic view of equalities matters. However, following its disbandment, the Force and Authority sought to collectively establish a multi-agency Independent Advisory Group.

Recruitment took place throughout 2011 and the IAG met for the 1st time in September 2011. They will subsequently meet 3 times a year to discuss matters of relevance to the Authority and Force. Individuals are from a wide range of backgrounds and are able to offer independent advice based on their own experiences, skills and knowledge. To read more about the Authority and Force Independent Advisory Group, click [here](#).

To apply to join the IAG, click [here](#).

COMMUNICATION AND INFORMATION

The Authority developed a [Community Connection Strategy](#) and supporting [Action Plan](#) to outline how we will communicate, inform and create dialogue with our diverse communities.

Communication and engagement objectives are also set out within the Authority's [Media strategy](#), [Single Equality Scheme](#) and [Children and Young People's Participation Strategy](#), thereby ensuring that all are aligned to facilitating communication with communities in the Dyfed-Powys area.

DPPA Website

Dyfed-Powys Police Authority is committed to making its website accessible to all visitors. Advice is provided of how to make the website more accessible to those who require it and guidance is also provided of access keys which assist easier navigation of the site.

It is the Authority's policy to meet or exceed level AA of the Web Content Accessibility Guidelines which, in practice, means that we try to:

- Use the simplest language possible and avoid jargon
- Use a logical document structure using paragraphs, headings, lists and other appropriate elements
- Allow users to resize all text
- Allow sufficient contrast in background and foreground colours
- Use descriptive link text that makes sense out of context
- Ensure that any image that conveys information has a text equivalent
- Provide access keys

To learn more about the accessibility of the Authority's website, click [here](#).

When the Authority posts surveys, online magazines or uses any other non-standard content the information is always made available in an alternative format. For example, as well as browsing our online magazines, readers can either download a pdf or where an online alternative isn't possible (for example with



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some surveys), people are invited to get in touch with us with a view to us being able to supply them with a version that suits their needs.

A great deal of the information presented on the website is now written in Plain English, which aids not only with comprehension, but this is also easier in terms of translation to alternative languages and formats.

Additionally, the Authority's website is fully bilingual to ensure that all public information is provided in both English and Welsh languages.

Social media

Social media accounts are used more widely, to foster good relations. The Authority regularly sends face-book updates to inform of latest news, upcoming Committees and related items as well as notify of any planned public engagement events.

All matters posted onto the Authority's website "Latest News" section are automatically updated onto our Face-book and Twitter accounts. This helps to ensure that all information pertinent to our communities is made available in a variety of different ways, thereby increasing accessibility.

The Authority's use of Face-book has been well received and the number of those who "Like" our Face-book page is continually increasing. Use of Face-book has also provided the Authority with opportunity to communicate with established groups that represent specific sectors of our community thereby, enabling the Authority to foster good relations and advance equality of opportunity.

Public meetings and Committees

The Police Authority's main meetings as well as its Committee meetings are open to the public and are publicised via the Authority's website. Additionally, when undertaking consultation, the Authority holds community meetings to engage and inform local residents of the Dyfed Powys area. In accordance with our Welsh Language Scheme, simultaneous translation is provided at public meetings upon request. Following requests made by Members in 2011, a number of our Authority meetings now include simultaneous translation provision as a matter of course.

Stop and Search

The Authority has a statutory duty to raise awareness of individual's rights if stopped and searched by the Police. To ensure that the information is up to date and accords with current legislation, the Authority recently revised its "Know Your Rights" leaflet. In order to ensure the information was provided bilingually, Dyfed-Powys Police Authority led on a project to provide translated leaflets.

Members and Officers of the Authority actively promote individual's rights by utilising public events and engagement opportunities to disseminate the leaflets and make themselves available for any resulting questions.



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For further information about individual's rights if stopped and searched by police, click [here](#).

COMPLAINTS AND PROFESSIONAL STANDARDS

The Authority's Standards Committee monitors all complaints against the Force and Members receive demographic information of complainants (where the information was provided). Regular reports are submitted to the Committee outlining the categories of complaints received and any emerging trends are addressed accordingly.

In addition the Committee scrutinises information relating to complaints received as a result of a police stop and search. This information is also provided to the Community Engagement and External Relations Committee as they have responsibility for monitoring data pertaining to stop and search data.

For more information of items considered by the Standards Committee, [click here](#).

Complaints Procedure / leaflets / website

Over the past year, DPPA has made the complaints system more transparent and open to the public. The website pages have been updated to make it 1) more relevant and easy to find, and 2) clearer to understand and make a complaint.

For more information of how to make a complaint, click [here](#).

Dip Sampling

The Authority carries out dip sampling of complaints prior to each Standards Committee meeting. Checks are made of the recording process and final complaint files to ensure it is consistent for all people entering the complaints system.

POLICE AND CRIME COMMISSIONER

The Police Reform and Social Responsibility Act became law on 15th September 2011. For the first time, on 15th November 2012, the people of Carmarthenshire, Ceredigion, Pembrokeshire and Powys will be given the opportunity to vote for one person to oversee policing in the Dyfed Powys area. The individual will be known as a Police and Crime Commissioner (PCC).

Acting as the checks and balances within the new system, or in other words, scrutinising the work of the Commissioner will be the Police and Crime Panel. The Panel will be made up of at least 10 County Councillors from the local authorities within the police force area and 2 independent members. The Home Secretary is responsible for the establishment of Police and Crime Panels in Wales. The Panel will be entirely separate and independent of the Commissioner. It will act as a critical friend, offering challenge and support as appropriate.



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The Police and Crime Commissioner will be subject to the Equality Act as well as other legislation that currently governs Police Authorities. A key function of the Commissioner will be to represent the views of our diverse communities in decisions taken relating to policing governance. As such, opportunities to engage with communities will be continuously sought and utilised. It will also remain a key consideration that those consulted with are representative of all protected groups within our communities, thereby ensuring equality of opportunity for all residents of the Dyfed-Powys area.

AREAS FOR IMPROVEMENT

In order to inform the Authority of any gaps in our equalities work, consultation was undertaken with individuals and groups from a wide range of backgrounds. The outcomes were utilised to better inform the development of our Single Equality Scheme and supporting action plan. As the Scheme was drafted and published in April 2011, the action plan was reviewed in September 2011 to assess progress. The Authority continues to work towards achieving the targets detailed within the action plan and a full annual review will take place before April 2012.

In addition to the action plan, the Authority will be setting strategic Equality Objectives by 6th April 2012 in order to continuously improve our services to both internal and external staff, officers and service users.

CONTACT US

If you would like to contact the Authority with regard to any equality related matters, please e-mail Mrs Kerrie Phillips Kerrie.phillips@dyfed-powys.pnn.police.uk as the Policy Officer with responsibility for Equality and Diversity. Alternatively, to view other ways to contact the Authority, click [here](#).