

North Wales Police and North Wales
Police and Crime Commissioner

Joint Equality Plan 2019/23



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

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OFFICE OF THE **POLICE & CRIME
COMMISSIONER** NORTH WALES

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Introduction

Foreword by the Chief Constable and Police and Crime Commissioner

Welcome to the North Wales Police and North Wales Police and Crime Commissioner's Joint Strategic Equality Plan 2019-2023. This plan outlines the equality challenges our organisations face and how we will rise to those challenges as we continue to meet the requirements of the general and specific duties of the Equality Act 2010.

We serve very diverse communities in North Wales and we are committed to delivering a high quality service to all. It is vital that our police officers and staff are able to engage with the different people in our communities to deliver a policing service appropriate to their needs. It is also important that those who work for us are reflective of the communities who live and work in North Wales. We are working hard to ensure our workforce is truly representative of those we serve, but we do not underestimate the challenges we face.

We police by consent, therefore North Wales Police officers and staff must build trust and confidence to ensure that services are delivered in a fair and consistent way, always upholding human rights. We train and equip our staff to do this and we then closely monitor service delivery.

We also work in partnership with groups and individuals from our communities, and actively listen to views and opinion from all sections of society about the issues that matter and our effectiveness in tackling them.

The needs of North Wales communities are wide ranging and the nature of crime and the way policing is carried out can affect people's quality of life. Both the Force and the Commissioner are committed to doing everything within our power to prevent crime and anti-social behaviour and protect the vulnerable in our communities.

Crimes against Older People and Children and Young People have particularly come into focus in recent times. Some people can be particularly vulnerable to crime when they are at the younger or older end of the age spectrum. We have recognised this and through this plan and other policies are committed to ensuring our younger and older communities receive the right policing service that meets their needs.

Nationally, we continue to experience a particularly difficult political environment which impacts heavily on many people. We have seen issues such as Brexit raise ill-feeling which can lead to hate speech, hate incidents and hate crime. We will not accept hate in our communities and we will not tolerate hate crime. We are alive to concerns and will do all we can to protect vulnerable people and effectively tackle offenders.

This equality plan links to the Police and Crime Plan which sets out the policing priorities. The Commissioner scrutinises, monitors and supports North Wales Police in its delivery of the police and crime plan priorities which all have equality principles embedded at their core.

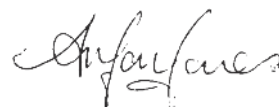
Understanding various types of crime and its impact on communities is pivotal to our approach to policing in North Wales. Ensuring all policing services are delivered fairly and appropriately is a key challenge for both the Force and the Commissioner. We will monitor performance against the equality plan and will regularly review and assess activity to ensure we are moving forward to improve equality.

We assure you that together, we will do our utmost to ensure that the people of North Wales are continually afforded an effective and efficient Police Service that meets the needs of all our communities.

We would like to thank everyone, both internally and externally, who has contributed to the development of this plan and we will work diligently to ensure that both our organisations deliver on the goals set.



Carl Foulkes,
Chief Constable North Wales Police

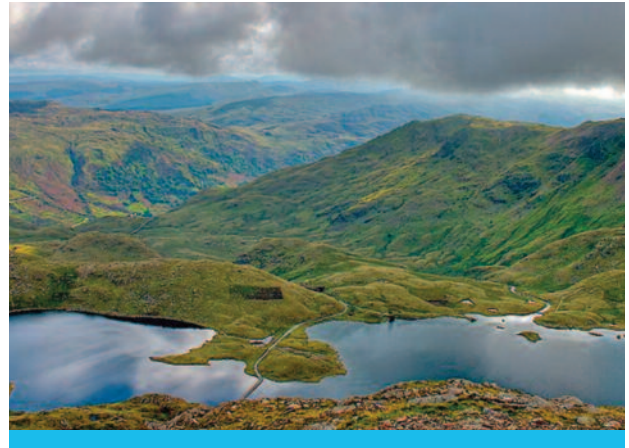


Arfon Jones,
North Wales Police and Crime Commissioner

1. North Wales

North Wales generally has relatively low crime figures compared to other parts of England and Wales.

North Wales covers the counties of Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham and is one of the safest places to live in the United Kingdom. It covers a diverse area including urban and rural areas, Snowdonia National Park, two ports, expanding industrial regions and numerous towns, many of which attract high numbers of tourists during the summer months.



North Wales Police provide policing services to a population of almost 696,000 people and cover an area of 6,300 square kilometres. There are approximately 1,500 Police Officers and 240 Police Community Support Officers and almost 1,100 police staff.

North Wales Police and Crime Commissioner ("the Commissioner") is one of 43 police and crime commissioners in England and Wales elected to oversee the work of the local police force. The Home Secretary directs policing nationally. The Commissioner along with Chief Officers are responsible for policing in North Wales.

The Commissioner ensures that North Wales Police Force is efficient and effective and seeks to improve performance and standards in the policing service delivered to North Wales' diverse communities. Part of the Commissioner's role is to make sure local people have a say in how their area is policed and to hold the Chief Constable to account for services delivered.

2. The Equality Act 2010

Section 149 of the **Equality Act 2010** sets out the general equality duty. Under the Act the Commissioner and the Force must have due regard to the need to:

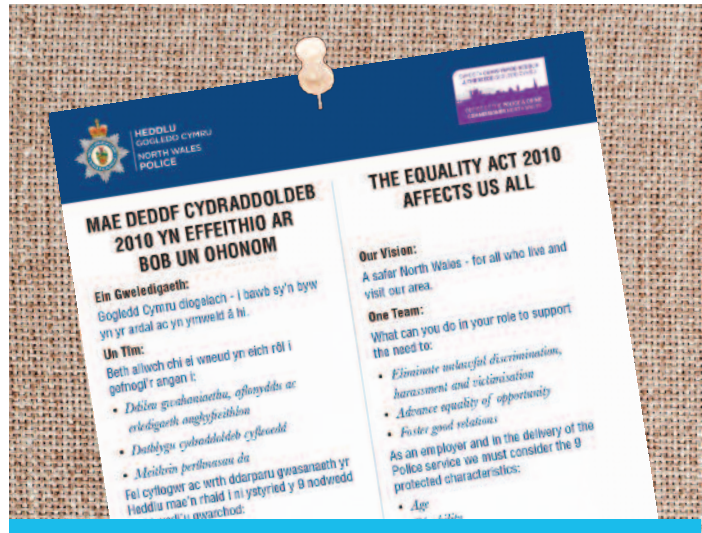
- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The specific duties imposed on the Force and the Commissioner as public bodies are to:

- Set equality objectives. These are milestones to aim towards that ensure improvements in equality performance and helps us to meet the general duties.
- Publish sufficient equality information to demonstrate compliance with the general equality duties.
- Include information on the effect of policy and practices on people who have a particular "protected characteristic" (this includes service users and employees).
- Evidence analysis of policy and practice and details of information considered.
- Provide details of engagement undertaken.
- Publish an annual report highlighting progress made during the year. This report must be produced by 31st March each year.

The protected characteristics referred to are:

- Age;
- Disability;
- Gender reassignment;
- Marriage and civil partnership
- Pregnancy and maternity;
- Race;
- Religion or Belief;
- Sex;
- Sexual Orientation.



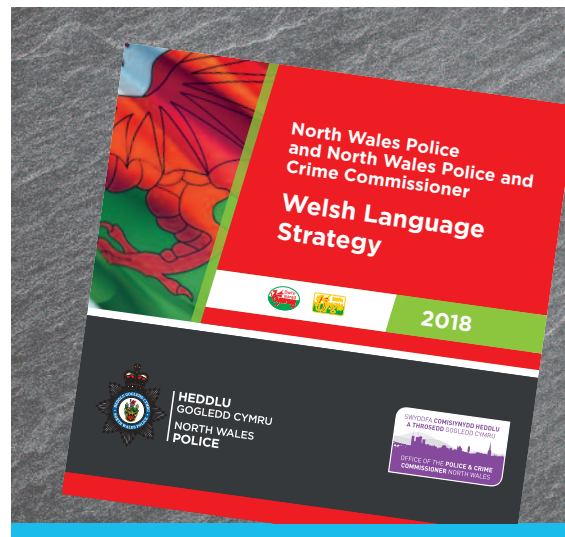
Although North Wales Police and the North Wales Police and Crime Commissioner are public bodies in Wales, policing is governed centrally by the Home Office. North Wales Police and the Police and Crime Commissioner are therefore legally bound by the specific duties that apply in England. These are slightly different to the specific duties set in Wales by the Welsh Government. However, we continue to work closely with other Welsh public bodies in the preparation and execution of our Plan and Equality Objectives and have endeavoured to set objectives that are consistent with the Welsh regulations.

3. Welsh Language

In accordance with duties under the Welsh Language Standards, North Wales Police and the North Wales Police and Crime Commissioner have produced a Joint Welsh Language Strategy. Having originally been approved by the Welsh Language Commissioner in 2013 a new strategy was officially launched in May 2018 and an implementation plan has been prepared to support this work.

It contains commitments to develop as a bilingual organisation and to ensure language choice when providing services. This is supported by a Welsh language skills policy which contains initiatives to improve the bilingual capacity of the Force.

A Welsh Language Annual Monitoring Report is produced each year to assess the progress of North Wales Police against the Welsh Language Standards.



4. Children and Young People

In order to ensure sufficient focus on the crime and policing issues that impact upon young people the Police and Crime Commissioner has established a Children & Young People's Strategy. The purpose of the strategy is to consider the types of crime that particularly affect young people and the provision of the policing services they receive. The overarching aim of the strategy is to create an environment of improved confidence of children in the police, resulting in better relationships and a willingness to report crime. In addition we want to see a reduction in the number of young people being drawn into the criminal justice system.

5. How we developed our objectives

Since the introduction of the Equality Act 2010 the Chief Constable and the Police and Crime Commissioner have set joint strategic objectives within a Single Equality Plan. These objectives have driven significant work around equality over the years that have enabled both organisations to meet the requirements of the Public Sector Equality Duty.

In preparing this plan we have reflected upon previous plans to ensure that we continue to learn and maintain our momentum. In developing these objectives we have considered the following:

5.1 Engagement with staff and communities

Our engagement must be open, inclusive and accessible to everyone who has an interest in this work and we acknowledge that it should be a continual process. We will continue to involve people through the life of our Equality Plan, drawing on the experience of a wide range of stakeholders to inform our detailed actions, judge whether we have succeeded and consider what more needs to be done.

We have maintained engagement with communities using existing, long established stakeholder engagement forums. The Force and Commissioner have engaged and consulted to understand people's policing priorities and the equality challenges that consequently arise.

Our engagement and consultation processes are firmly embedded in order that we are permanently able to hear and respond to what our diverse communities have to say about policing services in North Wales. Additionally we have undertaken further engagement with our internal staff networks and our public sector partners (particularly the North Wales Public Sector Equality Network).

5.2 Analysis of Information from Engagement

In conjunction with stakeholders we reviewed the objectives established under the previous Equality Plan to find out what we should be prioritising for the coming years.

We asked our stakeholders what was most important when it came to promoting issues of equality and fairness within the policing service.

One of the overriding themes is the desire that the police service should maintain investment in equality and diversity. There was awareness that the police service must deal with financial pressures but an expectation that the equality agenda must continue to be met and resourced. Particular concerns were expressed this time about increases in hate crime due to the global political climate and particularly Brexit.

Another emerging concern was around the types of crime that are targeted towards younger and older people for example online crime and fraud.

5.3 Current Crime Issues and Crime Trends

All crime has an impact on equality and diversity. It is therefore important to have an understanding of the types of crime that are dealt with by North Wales Police. The Police and Crime Commissioner's Police and Crime Plan (and 2019 Revision) outlines key crime issues that cause the most serious harm in our communities such as domestic and sexual abuse, exploitation of children and adults, modern slavery, human trafficking, substance misuse, and terrorism. Furthermore, the Plan undertakes to develop and improve the policing response to vulnerable people including those with mental health issues. The Force response to dealing with all of these crimes is monitored and scrutinised by the Police and Crime Commissioner.



5.4 Analysis of Force Data

Information held on North Wales Police Force data systems has also informed our equality objectives. This information is useful in answering questions such as 'Are the national trends reflected in North Wales?', and allows us to identify more specific local issues which may not be identified nationally. We will continue to review and analyse local information to ensure our objectives remain relevant.

5.5 Analysis of National Research

National research has always been important in developing our local equality objectives. We have considered national information and reports from bodies such as the Equality and Human Right Commission (EHRC), the Independent Office for Police Complaints Commission (IOPC), Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS), Criminal Justice Joint Inspectorate (CJJI), Home Affairs Select Committee (HASC) as well as Welsh Government (this list is not exhaustive).

5.6 National Police Chiefs Council (NPCC)

The NPCC Diversity, Equality & Inclusion Strategy has three key elements that enable success centred on the personal leadership of all Chief Constables and their chief officer teams. These elements are:

- Our Organisation
- Our Communities
- Our Partners

We have taken these elements into account when deciding upon our objectives.

5.7 Horizon Scanning

In preparing this Plan we have noted the importance of looking forward for future potential issues. These can be matters which may not be seen as problems currently but could develop rapidly during the period of this Plan. For example the uncertain political climate that currently exists in UK, the actual and potential impact of Brexit, the potential impact of large scale projects in the area such as Wylfa Newydd and the difficult economic climate being experienced by all public sector services. All these issues have clear and important links back to our equality objectives. It is important that we keep these issues under consideration to understand what the future equality impacts may be for North Wales' communities.

6. The Equality Objectives

Following national guidance, considering emerging issues and taking into account previous engagement undertaken by the Force and Commissioner with communities, the following objectives have been agreed:

1. Monitor and assess our approach to the Equality Act across all areas of business ensuring equality and fairness throughout the organisation and across our policing priorities.
2. Service Delivery
 - a. Effective and fair use of powers
 - b. Accessible and responsive service delivery
3. Work towards a representative workforce and build a working environment that includes everyone and that encourages all staff to develop and progress.
4. Ensure effective working relationships with statutory and third sector partners.
5. Ensure that we engage and communicate with the people of North Wales and that we do so in an accessible and inclusive way.

6. The Equality Objectives

1. Strategic Approach to Equality & Diversity

Equality Objective	<p>Monitor and assess our approach to the Equality Act across all areas of business ensuring equality and fairness throughout the organisation and across our policing priorities.</p>
Why we set this objective	<ul style="list-style-type: none"> • To ensure the provision of suitable policing services that are fit for purpose and fit for the communities of North Wales. • It was a primary concern of local stakeholders that sufficient investment into equality and diversity is maintained. • The Force and Commissioner are subject to provisions of the Equality Act 2010.
Planned Actions	<ul style="list-style-type: none"> • Continue to undertake Equality Impact Assessments on decisions made including policy and procurement. • Currently hold Disability Confident Employer Award and we will work towards the Disability Confident Leader Award. • Scrutiny of Professional Standards (including complaints and dissatisfaction). • Maintain a fair and transparent commissioning process for all commissioned services. • Undertake monitoring of staff opinion (or equivalent action e.g. focus groups). • Maintain and resource the strategic oversight of the Force Equality and Diversity Committee. • Scrutiny of Out of Court Disposals
Desired Outcome	<ul style="list-style-type: none"> • Improved public satisfaction with policing services. • Provision of an efficient and effective policing service that meets the needs of diverse communities. • Both Force and PCC understand and meet their duties under equality legislation.

2a. Service Delivery

Equality Objective	Effective and fair use of powers
Why we set this objective	<ul style="list-style-type: none"> • To ensure there is no disproportionality across certain key policing activities such as stop & search, arrests, detention etc. • To ensure no disproportionality in use of force. • To demonstrate appropriate delivery of the Code of Ethics. • Improving satisfaction.
Planned Actions	<ul style="list-style-type: none"> • Maintain Best Use of Stop & Search Scheme. • Maintain Public Encounters Scrutiny Board. • Maintain Conflict Management Board. • Maintain PSD Scrutiny Policy.
Desired Outcome	Improved public confidence on Force/PCC ability to scrutinise and ensure fair use of powers.

2b. Service Delivery

Equality Objective	Accessible and responsive service delivery
Why we set this objective	<ul style="list-style-type: none"> • To ensure all people can properly access police services especially vulnerable people. • To ensure methods of contact with the police are suitable, accessible and meet the needs of all communities. • Tackling crime that has the greatest impact on vulnerable people, such as hate crime, elder abuse, fraud and cyber-crime, domestic violence, county lines¹ and other types of criminal exploitation.
Planned Actions	<ul style="list-style-type: none"> • Improve the communication processes for the delivery of services (e.g. sign, translation etc). • Raise general awareness of hate crime and domestic violence. • Engage and communicate with people in our communities about crimes that cause the greatest harm to vulnerable people. • Maintain a hate crime scrutiny process that includes scrutiny of hate crime performance data. • Scrutinise domestic abuse and sexual violence data. • Undertake targeted campaigns to raise awareness of disability related hate crime and its impacts particularly for vulnerable victims, especially those with learning difficulties. • Support and promote Hate Crime Awareness Week. • Review data on crimes against older people to ensure older victims receive a fair service. • Satisfaction/Dissatisfaction scrutiny of hate crime?
Desired Outcome	<ul style="list-style-type: none"> • Increase reporting of all hate crimes and incidents. • Increase levels of satisfaction for vulnerable victims. • Increase the confidence in victims of domestic abuse in order to report such crimes to the Police. • Victims of domestic abuse to have increased access to support networks.

¹County Lines refers to the exploitation of children by urban street gangs to transport/store/distribute drugs or commit other criminality in rural or coastal towns.

3. The Workforce and Working Environment

<p>Equality Objective</p>	<p>Work towards a representative workforce and build a working environment that includes everyone and that encourages all staff to develop and progress.</p>
<p>Why we set this objective</p>	<ul style="list-style-type: none"> • Effective policing must be done with the consent of the public. It is therefore important that our police service reflects our population. • A police service must be diverse to be effective. It is therefore important to attract the broadest range of people to the organisation. • We must be transparent in how we recruit, retain and develop our workforce and volunteers. • To ensure the working environment promotes good physical and mental health and wellbeing of staff.
<p>Planned Actions</p>	<ul style="list-style-type: none"> • Implement the Force Positive Action Strategy and ensure its ongoing oversight and scrutiny. • Target individuals from minority backgrounds to ensure that the diversity in our Force represents the communities we serve. • Ensure internal staff support networks have regular engagement with the Chief Constable and the Commissioner. • Monitor data and publish an Annual Employment Monitoring Report. • The Office of Police and Crime Commissioner will scrutinise HR policy and practice. • Ensure Blue Light Framework drives activity to improve health and wellbeing for all members of staff.
<p>Desired Outcome</p>	<ul style="list-style-type: none"> • A more balanced workforce that represents the population of North Wales across all protected characteristics. • The public have more information about our recruitment, retention and progression practices. • Staff have greater understanding and acceptance of mental health and wellbeing in the workplace.

4. Effective Partnership Working

Equality Objective	<p>Ensure effective working relationships with statutory and third sector partners.</p>
Why we set this objective	<ul style="list-style-type: none"> • We can work stronger and more effectively in partnership. Working together gives us best use of resources and better access to information. • The complex nature of today's crime and policing requires a partnership approach – no single agency can tackle these wide ranging issues alone. • Third sector partners are highly valued by North Wales Police. Their knowledge and expertise across a number of different areas relating to crime and community safety are invaluable. Their support for victims of crimes such as hate crime, domestic abuse or modern slavery is vital. They are often subject experts and effective policing relies on their support and collaboration.
Planned Actions	<ul style="list-style-type: none"> • Maintain and develop work with North Wales Public Sector Equality Network. • Funding/joint events/support of third sector partners. • Annual event for consultation with third sector partners (OPCC).
Desired Outcome	<ul style="list-style-type: none"> • Improved approach to equality and diversity matters at reduced cost. • Better services for victims and witnesses of crime. • Consistent and improved approach to equality throughout North Wales.

5. Communication and Engagement

<p>Equality Objective</p>	<p>Ensure that we engage and communicate with the people of North Wales and that we do so in an accessible and inclusive way.</p>
<p>Why we set this objective</p>	<ul style="list-style-type: none"> • Effective policing requires the consent and support of the people. Policing by consent requires the engagement of all communities. • Engagement enables us to effectively monitor community tensions and support community cohesion. • Both the Force and the Commissioner have statutory duties to engage with the people of North Wales.
<p>Planned Actions</p>	<ul style="list-style-type: none"> • Maintain and increase existing public facing and staff equality forums and stakeholder groups. • Manage contacts and maintain relationships with key stakeholders. • Undertake engagement activity as set out in the Office of the Police and Crime Commissioner Engagement Strategy and Plan. • Provide information and communicate in accessible ways. • Maintain relationships with local partners². • Scrutinise Force local policing engagement.
<p>Desired Outcome</p>	<ul style="list-style-type: none"> • Community satisfaction. Communities feel that in their contact with the Force and Commissioner their needs are met. • Fewer community tensions arise and an effective response is provided where they occur. • Force and Commissioner are compliant with legislation. • Improved operational effectiveness through good community cohesion.

²Public sector, third sector and criminal justice partners.

7. What will success look like?

We will know we are successful when:

- Communities feedback through engagement that they are satisfied with the services they receive from North Wales Police and feel safe and secure.
- Communities feedback through engagement that they have confidence in the local governance of policing in North Wales.
- Communities willingly volunteer information (particularly reporting of hate crime and domestic violence), engage with our policing initiatives and operations and the Force acts upon information provided.
- Equality, diversity and human rights considerations are embedded into everything we do.
- We can demonstrate fairness in policing and employment practices.
- All complaints and grievances including from minority and marginalised communities are resolved efficiently, fairly and within reasonable time frames.
- The actions detailed in the development plan have been progressed to a satisfactory standard within the timeframes set.
- We have stronger information in relation to the protected characteristics of our staff.
- The workforce more accurately reflects the community we serve across all Force business areas.

8. How we will monitor objectives

We will continue to engage throughout the life of the Equality Plan to ensure that the objectives are still appropriate and relevant to the communities of North Wales.

8.1 Development Plan

There will be a development plan to determine actions to be taken by the various departments and business areas of the Force and Office of the Police and Crime Commissioner. The plan will be an internal working document that will be established following publication of the Equality Plan and on each yearly anniversary thereafter. It will be used to monitor progress against the objectives on a quarterly basis and also to inform an annual report at the end of each year.

8.2 Equality and Diversity Committee

The North Wales Police Equality and Diversity Committee has been established as the strategic working group to promote equality within North Wales Police. The committee meets on a quarterly basis and is chaired by a Chief Superintendent. It includes key Force departmental leads, the Office of the Police and Crime Commissioner, staff associations and networks and also a member of the Independent Advisory Group. The Committee will track progress against this plan and challenge progress against each strategic action.

8.3 Annual Report

Each year an Annual Report is produced to provide an update to our communities and staff on how we are meeting the objectives set out in the Equality Plan. This report includes details of progress, areas requiring further development and if necessary, details of any proposed changes to the objectives. All our Annual Reports are made public on the Force and Police and Crime Commissioner's websites.

9. Equality Information

As part of our activity to meet the public sector equality duty, we identify, collect and where appropriate publish relevant information about the people who work for us and the people who use our services.

The following statistical information is relevant to the public sector equality duty:

- information about hate crimes and incidents reported to us and reported to Victim Support;
- information about stops and searches;
- information about user satisfaction;
- information about complaints;
- information about the officers, staff and volunteers that we employ.

This information is published annually.

10. Equality Impact Assessment

Equality impact assessment is a process that helps public authorities ensure their policies activities and decisions meet the requirements of the public sector equality duty, and do not have a negative effect on any particular groups of people protected by the Equality Act.

Carrying out an equality impact assessment involves systematically assessing the likely (or actual) effects of policies on people. This includes looking for opportunities to promote equality, as well as looking for negative impacts that could be removed or mitigated. If any negative impacts amount to unlawful discrimination, they must be removed.

All new policies and procedures are equality impact assessed. The Force Diversity Unit provides advice to policy owners about the equality impact assessment process and quality assures completed assessments.

The Police and Crime Commissioner must also equality assess decisions of his office. It is vital that strategic decisions are taken with full regard to the actual or potential impact on protected groups. Training and guidance has been given to staff within the Force on factors that should be considered when carrying out equality assessments.

11. In Summary

Both the Force and Police and Crime Commissioner are working together to achieve the equality objectives in this Plan. We work within the requirements of the legislation and with the guidance of the Equality and Human Rights Commission.

This Plan is a framework for our planned work on equality issues over the next four years. This is not an exhaustive list of all activities undertaken by the Force and Commissioner that promote and advance equality. It is however, an outline of our key strategic focus.

Over the duration of this Plan we will adapt to the changing needs of our communities, changes in the social and political landscape and changes in policing. We will continue to review and monitor our work to ensure that the people of North Wales are given an effective and efficient police service that meets the needs of all communities.