

Public Document Pack

Penallta House
Tredomen Park
Ystrad Mynach
Hengoed
CF82 7PG

Tŷ Penallta
Parc Tredomen
Ystrad Mynach
Hengoed
CF82 7PG

**Gwent Police
and Crime Panel**

**Panel Heddlu
a Throseddu Gwent**

For all enquiries relating to this agenda please contact Charlotte Evans
(Tel: 01443 864210 Email: evansca1@caerphilly.gov.uk)

Date: 11th March 2016

Dear Sir/Madam,

A meeting of the **Gwent Police and Crime Panel** will be held at the **The Chamber, County Hall, Rhadyr, Usk, Monmouthshire, NP15 1GA** on **Friday, 18th March, 2016** at **10.00 am** (Panel Pre-Meeting at 9.30am) to consider the matters contained in the following agenda.

A G E N D A

	Pages
1	Declarations of Interest.
2	Apologies for Absence.
To approve and sign the following minutes: -	
3	Gwent Police and Crime Panel held on 22nd January 2016. 1 - 4
4	Verbal update by the Police and Crime Commissioner for Gwent.
5	Police and Crime Commissioner for Gwent Legacy Statement.
6	Police and Crime Commissioner for Gwent Annual Report 2015 - 2016 (Draft). 5 - 26
7	Joint Strategic Equality Plan 2016-2020. 27 - 48
8	Gwent Police and Crime Panel Webcasting Meetings. 49 - 52
9	Gwent Police and Crime Panel Forward Work Programme. 53 - 54

MEMBERSHIP:

Councillor Mostyn Lewis, Blaenau Gwent
Councillor Mrs Lisa Winnett, Blaenau Gwent County Borough Council
Councillor Mrs Christine Forehead, Caerphilly County Borough Council
Councillor Colin Peter Mann, Caerphilly County Borough Council
Councillor Mrs Gaynor Denise Oliver, Caerphilly County Borough Council
Councillor Mrs Norma Parrish, Torfaen County Borough Council

Councillor Jessica Powell, Torfaen County Borough Council
Councillor Peter Clarke, Monmouthshire County Borough Council
Councillor Mrs Frances Taylor, Monmouthshire County Borough Council
Councillor Omar Ali, Newport City Council
Councillor John Guy, Newport City Council
Councillor David Williams, Newport City Council

Co-opted Members- Mr P. Nuttall and Ms J. Smith

By Invitation

Mrs S. Curley, Office of the Gwent Police and Crime Commissioner
Mr D. Garwood-Pask, Office of the Gwent Police and Crime Commissioner
Mr I. Johnston, Gwent Police and Crime Commissioner
Mr P. Harris, Deputy Gwent Police and Crime Commissioner
Mr J. Farrar, Chief Constable

And Appropriate Officers.

Gwent Police
and Crime Panel

Panel Heddlu
Gwent a Throseddu

GWENT POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD AT CIVIC CENTRE, NEWPORT ON FRIDAY 22ND JANUARY 2016 AT 10AM

Present:

Councillor J. Guy - Chair
Councillor F. Taylor – Vice Chair

Councillors Mrs C. Forehead, C.P. Mann and G.D. Oliver - Caerphilly County Borough Council
Councillors O. Ali and D. Williams - Newport City Council
Councillor P. Clarke – Monmouthshire County Borough Council
Councillors N. Parrish and L. Powell – Torfaen County Borough Council
Councillor M. Lewis - Blaenau Gwent County Borough Council
Mr P Nuttall and Ms J. Smith - Co-opted Members

By invitation:

Mr I. Johnston - Police and Crime Commissioner for Gwent
Mr D. Garwood-Pask - Chief Finance Officer/Deputy Chief Executive, Office of the Police and Crime Commissioner for Gwent
Mrs S. Curley – Chief of Staff, Office of the Gwent Police and Crime Commissioner

Together with:

Ms A. Price (Interim Deputy Monitoring Officer and Head of Democratic Services) and Ms C. Evans (Committee Services Officer).

1. DECLARATIONS OF INTEREST

Councillor C. Forehead and C. Mann declared an interest in Agenda Item 4, details are recorded with the respected agenda item.

Councillor J. Guy wished it be noted that he is the Treasurer of both Newport and Gwent Neighbourhood Watch Associations and the Chair of Gwent NARPO Association.

Mr P. Nuttall wished it be noted that he is a trustee of the Bridge to Cross Charitable Trust.

Ms J. Smith wished it be noted that she is an Independent Member of the Aneurin Bevan University Health Board and a Trustee of the South East Wales Regional Equality Council.

2. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor L. Winnett (Blaenau Gwent County Borough Council).

3. MINUTES – 11TH DECEMBER 2015

Resolved that the minutes of the Gwent Police and Crime Panel meeting held on 11th December 2015 (minute no. 1 – 10) be approved as a correct record.

4. PROPOSED APPOINTMENT OF THE CHIEF OF STAFF FOR THE POLICE AND CRIME COMMISSIONER FOR GWENT

Councillor C. Forehead (Caerphilly County Borough Council) declared an interest in this item, having a personal relationship with the candidate and family, and left the meeting during its consideration.

In accordance with the Police Reform and Social Responsibility Act 2011, Paragraph 10, Schedule 1, the Police and Crime Panel ('the Panel') are invited to review the proposed appointment of Mrs Sian Curley as Chief of Staff for the Police and Crime Commissioner for Gwent ('the Commissioner'), and make a recommendation to the Commissioner as to whether or not the candidate should be appointed.

The Gwent Police and Crime Commissioner notified the Panel on 15 January 2016 of his intention to appoint Mrs Sian Curley as the Chief of Staff for the Office of the Police and Crime Commissioner for Gwent.

A public confirmation hearing was held in order for the Panel to review the proposed senior appointment and consider a detailed report outlining the appointment process. During the confirmation hearing, the Panel discussed the report and sought further information from the Commissioner about the process relating to the appointment. Following this, Mrs Sian Curley was invited to the hearing and undertook a detailed discussion, which enabled the Panel to determine her suitability for the position.

The Panel also considered the appointment process and the terms and conditions of employment. The Panel commented that it is good practice for reasons of transparency and to promote equality for appointments to be external and advertised widely. The Gwent Police and Crime Commissioner confirmed that he has sought specific legal and HR advice about the appointment process but that he noted the Panel's comments for any future appointments.

The Gwent Police and Crime Panel considered the report of the Gwent Police and Crime Commissioner and following the Confirmation Hearing, the Panel recommended that the appointment be made for Mrs Sian Curley to be appointed to the post of Chief of Staff for the Office of the Police and Crime Commissioner for Gwent.

5. VERBAL UPDATE BY THE POLICE AND CRIME COMMISSIONER FOR GWENT.

The Gwent Police and Crime Commissioner, Mr I. Johnston, provided the Panel with an update on the consultation process, which has been undertaken in order to set the Police Precept. It was noted that an online consultation was organised to help inform the decision around the budget and precept and ran from the 12th to 19th January.

The Panel were asked to note that a recruitment exercise will shortly be underway within the Force and awareness sessions have been held within BME communities in order to encourage further applications. It was noted that an additional 20 Police Constables would be recruited this year, next year and the year after.

A report, which was published on 15th December 2015 by the HMIC congratulated Gwent Police and recognised the work that has been undertaken in order to protect those who are vulnerable from harm and is effective in support victims of crime. The Commissioner extended his thanks and appreciation to everyone for their hard work on the project and the remarkable turnaround that has been made in this area in recent years.

In addition, the Panel noted that another report from HMIC, which is due in early February, will

provide excellent feedback on Force Legitimacy.

The Commissioner detailed a new project, which has been launched in Gwent and aims to ensure that vulnerable people experiencing a mental health crisis receive appropriate care and reduce the number of people detained inappropriately in police cells. The initiative has taken a collaborative approach with local and national key partners over the last two years and aims to drive out the variation in standards across Wales.

The Panel noted that, following the successful security of a £1.5million bid from the Home Office Innovation Fund, a new technology is being rolled out across the Force which will see Police Officers in Gwent replacing traditional pocket notebooks with state-of-the-art mobile devices. The Panel sought further details on the technology and it was agreed that a brief presentation would be provided at the next Panel meeting.

The Panel were pleased to note that appointments have been made for 8 new independent custody visitors. In addition, the Commissioner expressed his and the gratitude to Ivy Forking who retired from volunteering for the service after more than 20 years. Her contributions to the service and the welfare of the people detained in custody would be missed.

The Panel were asked to note the plans for the sale of Abergavenny Police Station and Court Buildings, which would provide an opportunity for an exciting development for the town. It was noted that a range of options are under consideration and Members were assured that the service or police presence would not be reduced or leave the town. Members raised concerns and expressed their disappointment that the Police Station would be closing and sought further information on the plans for the site. The Commissioner highlighted that the current site is not fit for purpose, is too large and incurs considerable maintenance costs; therefore a more fit for purpose site/premises is required. Discussions are underway about this and other sites across Gwent at the regular Estates Strategy Meeting and Members were invited along to observe.

The Commissioner provided an update on Safer Gwent and it was noted that there is now a Terms of Reference, Chair and Vice Chair and Work Programme in place, which has seen it go from strength to strength. In addition, Safer Gwent have been involved in the Commissioners Community Safety Funding allocation process this year and provided a Safer Gwent workshop around joint capability to deal with Anti-Social Behaviour effectively, which was recently held in Llanhilleth.

In addition, the Panel were asked to note that, through the Strategic Commissioning Board, it has been possible to continue to fund Community Safety Coordinator Posts, ASB Coordination Posts and Independent Domestic Violence Advisor (IDVA).

The Panel noted that work has been undertaken, with links to ASDA programme in support of Positive Futures role out programme, as a result of Police Innovation Bid to expand the programme and ongoing consultation is underway with BME and emerging communities across Gwent and Race Council Cymru around confidence with policing and policing methods in the UK.

Finally, the Commissioner explained that firm links have been made with the third sector via the PCC funded Liaison Officer post, in order to conduct a mapping exercise of the third sector providers and their services provided across Gwent, which links to the Police and Crime Plan Priorities.

The Panel thanked the Commissioner for the Update.

6. POLICE AND CRIME BUDGET AND PRECEPT PROPOSAL 2016/17

The report, which was written in accordance with the Gwent Police and Crime Panel's statutory duty contained in Paragraph 3(2), Schedule 5 of the Police Reform and Social Responsibility Act 2011, provided details on the proposed Police and Crime Budget and Precept for 2016/17.

The Gwent Police and Crime Commissioner recommended a 3.99% increase in the 2016/17 precept. The Panel debated the proposed increase and, in particular, considered the impact on the residents and communities of Gwent who are under increasing financial pressures. The Panel concluded that a combination of efficiency savings, reserve utilisation and an increase in the policing precept was needed to address the reduced Home Office funding. The Gwent Police and Crime Commissioner reassured the Panel that the use of reserves had been fully reviewed since the Panel's recommendation to ensure that the level of reserves is appropriate. The Panel suggested that the Gwent Police and Crime Commissioner consider the overtime costs and whether they are appropriate.

Following a detailed discussion with the Gwent Police and Crime Commissioner and the Chief Financial Officer, the Panel voted to endorse the Commissioners proposed precept for 2016/17.

The Panel wished to place on record their thanks to Mr Darren Garwood-Pask, Chief Finance Officer, for engaging the Panel in early discussions about the Commissioner's Medium Term Financial Plan and the detailed budget and precept report.

Following a full debate about the proposed precept, the Panel resolved to approve the proposed precept of £47,038.520 (equivalent to a Council Tax Band D of £220.06) for 2016/17 and an increase of 3.99%.

7. FORWARD WORK PROGRAMME

The Panel considered the draft Forward Work Programme, which outlined future reports and meeting dates of the Gwent Police and Crime Panel. It was agreed that additional items such as a presentation on the introduction of Mobile Devices, a Review on the Quality of Service provided by the Office of the Gwent Police and Crime Commissioner and a review into services around Drug Prevention and Terrorism would be included in the programme. The Panel noted that the programme is subject to further revision and will be regularly reported to the Panel for endorsement.

The Panel discussed the dates outlined within the Programme and it was noted that future meetings have been arranged in each respective Authority, and the Panel were asked to consider if the Chamber would be a suitable venue in Monmouthshire for the meeting. The Panel confirmed that the Chamber would be suitable and further consideration would be given to the option of webcasting.

Finally, the Panel thanked the Officers for the reports and it was noted that this would be the last Panel Meeting for Angharad Price. The Panel and Office of the Gwent Police and Crime Commissioner wished her well for the future and thanked her for her hard work and contributions.

The meeting closed 12.50pm.

**Police and Crime Commissioner
for Gwent**

Annual Report

2015 – 2016

Draft 2

DRAFT



**Swyddfa Comisiynydd
Yr Heddlu a Throseddu**

GWENT

**Office of Police and
Crime Commissioner**



CONTENTS:

Welcome	3
 <u>Progress against my Priorities 2013-2017</u>	
Delivering the Best Quality of Service Available	4
Preventing and reducing crime and tackling anti-social behaviour	9
Protecting People from Serious Harm	16
To make best use of resources and provide value for money	18

Cysylltwch a'r Comisiynydd | Contact the Commissioner

Ebost | email: commissioner@gwent.pnn.police.uk

Tel. | Ffon: 01633 642 200

We | web: www.gwent.pcc.police.uk

Twitter: [@GwentPCC](https://twitter.com/GwentPCC)

Facebook: www.facebook.com/gwentpcc

Gallwch hefyd trawslwytho **App GwentPCC**

You can even download the **GwentPCC App**



WELCOME



Published by the Office
of the Police and Crime
Commissioner for
Gwent

Website:

www.gwent.pcc.police.uk

Email:

commissioner@gwent.pnn.police.uk

Tel:

01633 642 200

Address:

Office of the Police and
Crime Commissioner for
Gwent / Swyddfa
Comisiynydd yr Heddlu
a Throseddu Gwent

Police Headquarters,
Pencadlys yr Heddlu

Croesyceiliog,

Cwmbran

NP44 2XJ

I am pleased to present my Annual Report summarising and highlighting progress of key initiatives of my office for the period 1st April 2015 to 31st March 2016 which furthered my policing priorities.

As you may already know I set out my priorities within my Police and Crime Plan 2013-2017, these are as follows:

- To deliver the best quality of service available
- To prevent and reduce crime
- To take more effective action to tackle anti-social behaviour
- To protect people from serious harm
- To make the best use of resources and provide value for money.

This is a statutory document which is required by the Police Reform and Social Responsibility Act 2011.

In my Annual report 2014-2015, I detailed what my team and I would be focused on in the coming year. This report demonstrates how, during 2015 to 2016, those areas of importance have been taken forward and the difference they have made to the people in Gwent with regards to policing and their relationship with Gwent Police and my Office.

Holding the Chief Constable to account for overall force performance is part of my legislative duty under the Police Reform and Social Responsibility Act, therefore, fostering good working relationships is essential. To enable this, I have regular meetings with the Chief Constable and his officers and engage with other agencies and partnerships to ensure that we work together effectively.

During the last year I have conducted a wide range of engagement programmes and consultations with the public which sought to gauge people's views on;

- What matters to them regarding crime and anti - social behaviour,
- How we will fund the policing of Gwent into the future and
- Improvements that could be made to ensure a fair and equal police service for everyone in Gwent.

One of the most pleasing aspects of my role is having the ability to commission services and award grants to organisations or bodies that support my policing priorities.

I hope you enjoy reading my Annual Report. I would like to take this opportunity to thank everyone that I have worked with over this term of office in making a difference to policing in Gwent. I would also like to thank the people of Gwent, who I serve, for engaging with my office and taking the time to provide honest and frank feedback. The relationship between the Police and Crime Commissioner (PCC), Police and the public is essential, long may it continue and prosper.

Ian Johnston QPM
Police and Crime Commissioner for Gwent

PRIORITY ONE

Delivering the best quality of service available

Listening and engaging with the community continues to be the methods for the Office of the Police and Crime Commissioner (OPCC) to monitor whether, the people of Gwent are satisfied that the police provide a service which meets their requirements.

We have outlined in more detail below, the key initiatives that the OPCC has undertaken during 2015/16 which have been an action as a result of wide community engagement.

Engaging with our Communities



‘Your Voice’

As discussed in the previous annual reports, we believe that ‘engagement’ with the communities is one of the most essential and core functions of the OPCC. March 2015 saw the creation and implementation of ‘Your Voice’, which replaced previous Partners and Community Together (PACT) meetings. This approach means that people have been able to meet their local Inspectors every four months whilst Police Community Support Officers (PCSO’s) have continued to run a variety of Police surgeries. The aim of ‘Your Voice’ is to ensure the public have an opportunity to engage with the force and let them know what policing issues are impacting on them and their communities. This approach means that the ‘voice’ of the public is pivotal and influences how policing is delivered in the neighbourhoods of Gwent.

To date, approximately 45,000 people have provided their views to the force via the ‘Your Voice’ process. Reassuringly, the highest category of response in all surveys was ‘no policing issues at present’. The most common matters that were raised were related to traffic, such as, parking and speeding, followed by various types of anti-social behaviour (ASB).



Race Council Cymru (RCC) Project

The OPCC provided Race Council Cymru with grant funding 2015/16 to undertake a research project that aimed to fully understand the demographics of our community of Gwent by identify the emerging Black, Asian and Ethnic Minority (BAME) groups and documenting their current relationships and connections, both positive and negative, with the Police and the OPCC. The project is mainly concentrated in the wider Gwent area. Newport have already formed (and continues to develop) good

relationships and networks between the Police and BAME communities. This project was especially pertinent and timely as it was able to capture the integration of Syrian families across Gwent. (Note: outcomes of the project will be reported at the end of MARCH 2016 and will be added to the report)

Our Online Community

We have also seen a general increase in online activity:

	March 2015	March 2016	Increase / Decrease
Twitter 			
Facebook 			

- Website:
- Gwent Police and Crime Commissioner (PCC)
- OWL:

All the above areas will be populated via the Communications Manager Mid March 2015

Consultations

We have continued to consult with communities across Gwent to provide you with the opportunity to discuss the issues that matter to you. How the findings of these consultations have been used to influence and shape how policing is delivered is outlined below.

Police and Crime Priorities

The PCC has a statutory duty to develop a Police and Crime Plan to provide the strategic direction for Gwent Police. There is a Government expectation that this is carried out in consultation with the public. Therefore my Office published an E-consultation on the PCC website called 'Your Policing – Your Voice' between 1st June 2015 to 21st August 2015. The consultation asked the communities of Gwent for their views on the following, by:

- Rating how important the existing police and crime priorities were to them
- Identifying which emerging local crime trends were most important to them
- Identifying which emerging national crime trends were of most concern to them

The overall response to the consultation shows that respondents are satisfied that the current priorities contained in the Police and Crime Plan are relevant and do not require any amendment at this time.

Precept Consultation

The PCC has a legal requirement to set the police budget and precept levels. (Precept is the proportion of the cost of policing paid from residents council tax). With this in mind, the OPCC launched an online 'Have Your Say' consultation on setting the precept level for 2016/17, and asked the public in Gwent whether they were prepared to pay a little more for their policing service. 526 people answered the precept questions. The results were clearly in favour of paying the higher percentage increases. For more information of this consultation please see the link below.

<http://www.gwent.pcc.police.uk/>

Strategic Equality Plan (SEP) consultation

The SEP consultation was published between November and December 2015 and aimed to find out the views and opinions of the public, stakeholders and interested parties regarding the OPCCs proposed strategic equality objectives. The current SEP was reviewed to ensure the OPCC and Gwent Police fulfil their equality duties under the Equality Act 2010, and operate fairly and equally for all people who share protected characteristics.

There were 471 people that took part in the OPCC consultation, and below is a collation of what people said mattered most to them, regarding equality and a fair policing service.

- Police Budgets and Savings: Demonstrate that a fair and equal Police force is not dependent on the availability of Police funds.
- Welsh Language translation: Translation of documents and information should be proportionate to needs of Gwent.
- Community Cohesion: Specific cohesion initiatives should be implemented to prevent self - segregation and community unrest continuing.
- Recruitment on merit: Officers and staff should be recruited on ability and not on race. The objective to increase BAME candidate into the recruitment process was perceived as positive discrimination.
- Officer Training: Ensure more training on equality for officers is available
- Stop and search data: information on stop and search is published regarding race to ensure all stop and searches are fair and proportionate.
- Mental health and custody: There is a need to review the current actions undertaken for people in custody with mental health issues.

These issues will be taken forward to help develop a joint OPCC and Gwent Police Strategic Equality Plan 2016-2020.

Stop and Search – ‘Quality Encounters’

The PCC has a duty to ensure that officers initiate the ‘best use of stop and search powers’. As part of this duty, between June 2015 and January 2016 the OPCC opened a public survey asking people in Gwent, who had been stopped and searched in the last 12 months, to complete a questionnaire. The aim of the questionnaire was to capture their views, opinions, treatment and feelings towards Gwent Police whilst they carried out a stop and search. A small cohort of people completed the survey, with a majority stating they were not aware of their rights when being stopped and searched. This information has informed the 2016-2020 Strategic Equality Plan which ensures we continue to publically promote the stop and search rights to all people across Gwent. All other response information has been used by the force to make improvements to the way Gwent Police carries out stop and search, to ensure they are always proportionate, appropriate and fair.

Victims at the heart of everything we do

Connect Gwent

As outlined in the 2014/15 annual report, the funding for victim services had changed nationally from, the Ministry of Justice directly funding Victim Support, to funds being allocated to Police and Crime Commissioners in order to commission enhanced victim support services.

We took this opportunity, working with partners and the community, to take stock and reflect on how we provide services to victims. This approach ensured we were putting ‘victims at the heart of everything we do’.

This saw the actualisation of the Connect Gwent concept in 2014, which was a new innovative and holistic multi agency hub. Baroness Helen Newlove of Warrington, the Victims’ Commissioner for England and Wales, joined the PCC to launch this initiative May 2015. Since the launch we have been working hard with partners to develop and embed the model throughout the force and within the wider community. Connect Gwent now hosts partner agencies including Victim Support, New Pathways, Embrace, South Wales Fire and Rescue Service, Umbrella Gwent, Aneurin Bevan University Health Board and Age Cymru. To promote and support the presence of Age Cymru, who were the most recent addition to Connect Gwent, in September 2015 the Older People’s Commissioner’s for Wales, Sarah Rochira, visited the hub to discuss stronger partnerships to improve victim services for older people throughout Wales.

Since the launch of Connect Gwent they have received over 1,700, or 35.7%, more referrals to the hub during 2015 compared to 2014. This means that more victims of crime in Gwent are now accessing this new and enhanced provision. To date, the

data shows that with reference to victim satisfaction we moved from 43rd position to 11th position nationally. We are confident Connect Gwent will continue to thrive and support more victims of crime.

Hold the force to Account

Under the Police Reform and Social Responsibility Act 2011, one of the PCC's core duties is to hold the Chief Constable to account. The following paragraphs outline how the OPCC scrutinises and monitors the force regarding this requirement, to ensure continued development and improvement.

Public Confidence

Theme	Crime Survey England & Wales National Average 12 months to Sept 2014	Gwent 12 month to Sept 2014	Gwent 12 months to Sept 2015
Police deal with community priorities	61.4%	59.8%	58.1% (-1.7%)
Treat you with respect	86.7%	82.2%	86.6% (+4.4%)
Treat everyone fairly	66.7%	60.8%	62.1% (+1.3%)

For the 12 month period to September 2015¹ public confidence in Gwent Police is at 58.1%. This initially indicated a 1.7% decrease compared to 2014. However, over the past 3 years this is still an overall 5.1% increase in public confidence levels, illustrating the focus that the OPCC has given and maintained to improving the relationship and confidence levels with the public and Gwent Police.

¹ data is collated and published 3 months in arrears

Victim Satisfaction

The OPCC continued to monitor Gwent Police's performance throughout 2015/16 in relation to victim satisfaction. We are delighted to report that when comparing October 2015 with October 2014, the overall satisfaction levels for victims of crime improved by 7.7%, and overall satisfaction for ASB victims has improved by 4.3%.

Category		MSF AVG	Oct-14	Oct-15
Overall Satisfaction	Crime Victims	84.8%	78.3%	86.0%
	ASB Victims		75.1%	79.4%

CARES

The force CARES process, has contributed to the improvement in victims satisfaction by ensuring the right response is provided throughout the victim's journey in the criminal justice system. This in turn, ensures we are compliant with our Victims Charter² and the revised Victims Code of Practice³

C – Contract with victim to agree method and timeliness of updates
A – Assessment of Needs of both the victim and witnesses (enhanced services, special measures or other support)
R – Reports of investigation status clear, understandable updates on the progress and status of the investigation
E – End of investigation processes and updates to be finalised
S – Supervisor tab on NICHE, which places responsibility on Sergeants and Inspectors to monitor and ensure compliance.

A New Police Service Model for Gwent

In April 2015 the force entered into a new era of policing with the implementation of the new force service model. The model was implemented to provide an opportunity to better connect and engage with our communities of Gwent, by ensuring the force is efficiently staffed with the police resources required.

Ensuring that the correct resources are in the appropriate location and management structures have been streamlined in order to provide local ownership for local issues,

²Sets minimum standards that all victims of crime will receive from Gwent Police officer.
<http://www.gwent.pcc.police.uk/engagement/victims/victims-charter/>

³https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/476900/code-of-practice-for-victims-of-crime.PDF

attendance times for priority calls have improved significantly. The New Operating Model has focused on having the right resources available on the front line and this has assisted in improving both the victim satisfaction and confidence levels.

How am I held to account?

Gwent Police and Crime Panel (P&CP)

The Gwent Police and Crime Panel examines' the actions and decisions made by the OPCC. The Panel makes sure that information is available for the public to assess whether they are holding the PCC to account, and providing support and challenge when they carry out their functions. During 2015/16, the Police and Crime Panel discussed matters regarding the PCC's statutory obligations, in particular, during 2015/16 the Panel scrutinised 'victim services'. Within this priority area the Police and Crime Panel required the OPCC to demonstrate the positive impact we had made regarding all victims journeys within the criminal justice system. The Police and Crime Panel were very pleased with the initiatives we had instigated, such as Connect Gwent and the Victims Charters, and how they have contributed to a better experience for all victims in Gwent.

Audit

I am also subject to auditing procedures carried out by the Wales Audit Office and internal auditors that examine how I am carrying out my financial, governance and other processes.

Stop and Search

In accordance with Police and Evidence Act 1984, code 5.4, the OPCC made arrangements to convene an annual dip sampling group with representation from the community. The group's role is to scrutinise a randomly selected proportion of stop and search records. The aim of the group is to ensure that officers are legally compliant when stopping individuals and information recorded demonstrates the reason(s), legal grounds and all diversity information. In July 2015 the third dip sampling exercise was completed. 78% of records recorded legal grounds, and in 77% of cases there was no further action taken by police. These key findings were fed back to the force and the Stop and Search Board to ensure compliance with the best use of stop and search powers.

Mobile Data: To advance our approach, and being cognisant of the dip sample findings in July 2015, the force introduced, in October 2015, 'mobile data'. The aim of the mobile technology is to record all stop and searches and capture all the information categories in mandatory format. This ensures records are more transparency, accurate and accountable. The new system has also seen a reduction in the time taken to capture the encounters, therefore increasing the amount of time officers are visible on patrol. Subsequently, the force, are more effective in utilising

the intelligence gained from the stop and searches for crime prevention and detection purposes.

PRIORITY TWO AND THREE

Preventing and reducing crime and tackling anti-social behaviour (ASB)

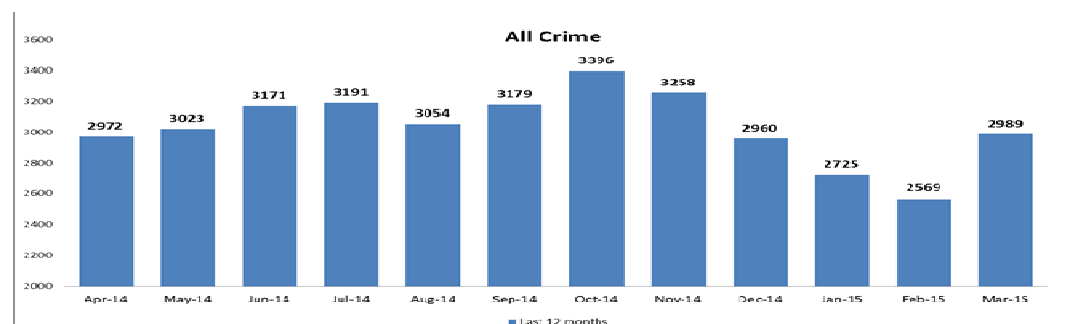
Reducing crime and ASB in our communities and the subsequent demand on force resources, has been a key focus throughout 2015/16. We have continued to work with key partners and the community to collaboratively tackle these priorities.

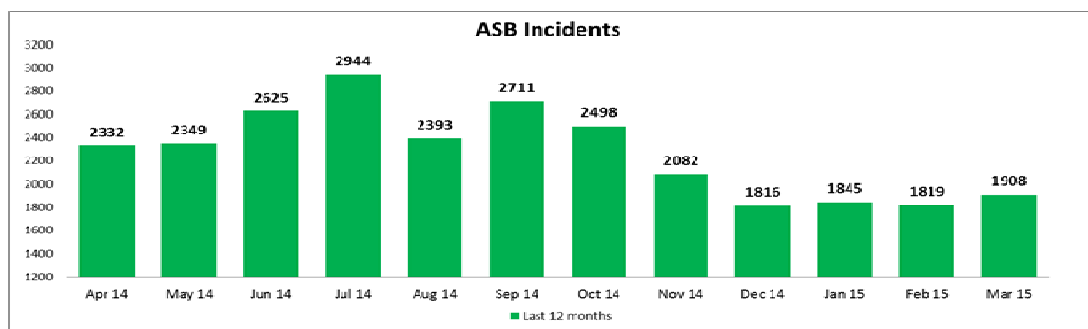
Crime & ASB Reduction

Last year we informed you of our collaborative partnership arrangements with Dyfed Powys and South Wales Police to assess and reduce demand. This collaboration has xxx

The accuracy of (ethical) crime recording over 12 months is an essential window in which to view the true impact of crime on our citizens of Gwent. We are pleased to highlight, that Gwent Police are one of the best force in the UK with regards to national crime recording accuracy, with a 94% compliance rate.

In addition, the Crime figures suggest that the hard work with partner organisations has paid off, with only a slight increase of 0.87%, during January to December 2015. This is a 2.7% improvement on 2014/15. This has led to Gwent being in 9th position out of the 43 Forces in England and Wales for crimes per 1000 people. The graphs below provide a visual representation of the crime and ASB that the force responded to during 2015-16.





Partnership Initiatives

Safer Gwent

In 2015, Safer Gwent was established to co-ordinate joint initiatives and activities throughout Gwent, and to support the statutory 'Community Safety Partnership' requirements that each of the five local authority's Local Service Boards fulfil. When delivering locally focussed programmes the group has developed a collective community engagement approach to enhance partnership working with a view to achieving; better outcomes in tackling ASB; preventing re-offending and supporting victims.

Positive Futures

In 2015/16 the OPCC supported the young persons sport project, Positive Futures, due to the far reaching benefits relating to preventing ASB and changing challenging some young people's behaviour across our communities of Gwent. The project has engaged with 7285 young people during 2015/16 which is an impressive increase of over 300%, in comparison to 2014/5. The increase in engagement and capacity is through the commitment and support of collective funders and the leverage and plaudits that the project is gaining through the outcomes achieved, for both the young people who engage with the project, and the communities they live in.

Engagement Usage Figures for Newport Positive Futures									
	2013/14			2014/15 – Gwent Wide			2015/16 –Gwent Wide		
	Males	Females	Volunt eers	Males	Females	Volun teers	Male	Female	Volunteers
Newport	1186	439	11	1209	364	35	<div><div></div></div>	<div><div></div></div>	26
Total	1636			2460			7285		

Outcomes for 2015/16:

- 79% (5756) have attended community based provision
- 5% (354) have been referred in on a 1:1 basis
- 9% (651) have been part of group interaction.
- 5% (384) young people have achieved qualifications
- 16 have moved onto employment whether it be in the Sports field or another

Responding Restoratively

In Gwent 'responding restoratively' is an important partnership approach to preventing and reducing crime and ASB. This is why we have continued to work with partners and support HMP Prescoed in establishing a restorative project. The project aims; to provide victims with the chance to meet offenders to explain the real impacts of crimes; and to help offenders account for their actions while enabling them to take responsibility and make amends for their crimes. This project will commence during 2016 and will contribute to overall in reducing repeat offending and victimisation. As part of Safer Gwent, responding restoratively has been identified as one of the key priority areas for the partnership to focus on and progress into the future.

Community Remedy

Since October 2014 community remedies have been in place across Gwent. They continue to be an effective method of dealing with low level crime such as theft and criminal damage. The concept of community remedy allows victims to have a say in how the incident is dealt with, and allows for swift reparation and closure for victims of crime. In addition, this approach enables the individual(s) responsible to face-up to their offending and provides an opportunity to increase victim satisfaction and police trust and confidence, via a pragmatic and common sense approach.

We do not have annual comparable data, however, what we know is that; in the first six month (October 2014 –March 2015) 68 remedies were issued and in subsequent 10 months (April 2015 - January 2016), there has been, on average, a 200% increase in their use, with 301 adult community remedies issued. This shows an increase in community support for this approach.

The Community Trigger

The Community Trigger gives victims the chance to request a review of agency actions when they are dissatisfied with the way their issues have been dealt with. I have a role in providing a route for dissatisfied victims to query how their Community

Trigger review has been carried out. We undertook the first Community Trigger review in January 2015.

Gwent Partnership Bureau

The OPCC monitors the progress of the all three Gwent Partnership Bureaus (GPB) established across Gwent. The GBP's are a partnership between Gwent Police and the local Youth Offending Services. The Bureau aims to encourage joint decision-making, effective outcomes and restorative justice interventions for young people. **Awaiting data.**

Wings to Fly

To support targeted crime prevention work, we have provided a further year's funding to the 'Wings to Fly' initiative which highlights and addresses the dangers and tragic consequences of substance abuse. The beneficiaries of the project across Caerphilly, Blaenau Gwent and Torfaen in 2015/16 have been aimed at all 12 years olds across Gwent schools. The programme is regularly evaluated and participants are encouraged to provide feedback on their experience.

Cybercrime



The Home Secretary included Cybercrime within the National Strategic Policing Requirements, these requirements cover issues that pose a threat to society. Cybercrime is an evolving challenge to both our communities in the UK and globally. We have therefore included it as a specific focus within the Police and Crime Plan (P&CP).

We have worked with the force during 2015/16 to maintain overall oversight of the evolving cybercrime issues by attending the Strategic Policing Requirement Board where Gwent Police present regular updates. Gwent Police has a Cyber Crime Governance Board, which has responsibility for the development of a Gwent Regional Cyber Strategy. We have supported this agenda by establishing joint breakfast meetings with business owners to raise awareness of the threat and impact of cybercrime to businesses and provide preventative information.

In 2015 we funded the 'Get Safe Online' initiative. The aim of the project is to provide website based advice to the community and businesses, on how to identify and protect themselves from cybercrime and promote internet safety. The project also provides training to practitioners and presentations to groups within Gwent. The initiative will be launched at the OPCCs Protecting Our Elderly Together (POET) conference on 8th April 2016.

Improving the Criminal Justice Process



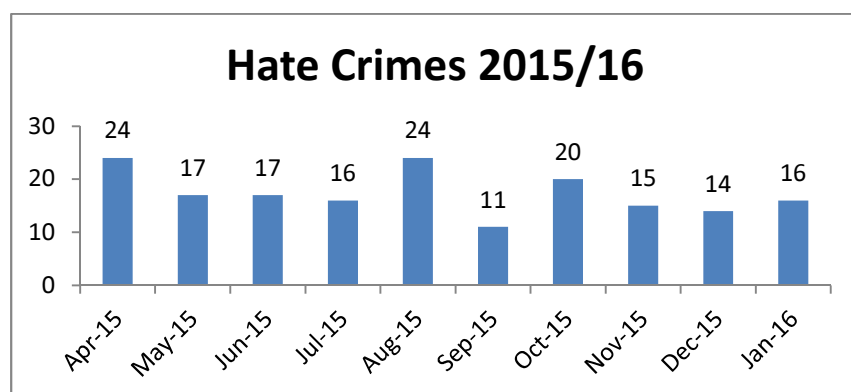
Hate Crime

A key focus of development within the Criminal Justice System during 2015/16 has been improving Hate Crime identification and prosecutions. In November 2015 we supported Gwent Police by presenting at the regional Disability Hate Crime event to over 80 delegates

alongside keynote speaker, 7 / 7 survivor, Dan Priddle.

In support of this campaign, we provided funding to train Gwent Police and Crown Prosecution Service staff on hate crime prosecutions in the lead up to the Hate Crime Awareness Week. 18 Police officers undertook the training and afterwards engaged with the communities in their local areas where they work, using the all Wales hate crime campaign materials

The event was highly impactful and was publicised across the media, helping to raise the profile of such an important issue, as the level of hate crimes reported between April to January 2016 was 29% lower in comparison to 2014/15. However, victim satisfaction figures, regarding how disability victims felt Police dealt with their issues, were at a high of 81.9%.



Gwent-IRIS

I continue to fund the Gwent Drugs Interventions Programme (DIP) to support people involved in the criminal justice system (CJS) due to substance misuse. Gwent DIP works to reduce further harm arising from reoffending and continued substance misuse, including the use of psychoactive substances. May 2015 saw the launch of the jointly commissioned 'Gwent Drug and Alcohol Service' (GDAS).

Under the directorship of my office and in partnership with the Gwent Area Planning Board, GDAS and National Probation Service, GDAS was commissioned to deliver the first ever Gwent-wide integrated drug, alcohol and family intervention service for individuals, including offenders and communities affected by substance misuse.

The criminal justice element of the service has been re-branded 'Gwent-IRIS' which reflects the ethos of the service in providing an integrated recovery interventions service. 426 referrals were received into the service in the period May 2015 to March

2016 with a total of 138 people successfully concluding their treatment. Prison provided 35% and Gwent Police 10%; of the primary source of referrals.

Quality – Is Anyone Better Off?			
Completions	# No.	Percentage of completions of all closures	# %
· Drug/Crime Free	52	· Drug/Crime Free	15%
· Crime Free only	20	· Crime Free only	6%
· Drug Free only	7	· Drug Free only	2%

Women's Diversion Pathway

Females represent 17% of arrests in Wales (approximately 225,000 annually). Evidence suggests that women who are arrested are often low risk of offenders but considered high, in terms of needs and vulnerabilities. Some face multiple and complex issues including poor mental health, substance misuse, and abuse. During the last year Integrated Offender Management (IOM) continued to develop and under the directorship of my Office and on behalf of the four Police and Crime Commissioners, Gwent OPCC submitted a successful bid to the Home Office Innovation Fund securing two years funding for 2014/15 and 2015/16 to enable the Diversion Scheme to be piloted in four sites across Wales (one in each Police Force area). The Pathway targets women in the Criminal Justice System and identifies specific methods and pathways to support reduction in re-offending. The Pathway includes diverting low level Female offenders from the Criminal Justice System altogether into meaningful pathways and support. To date, in Gwent alone, this has resulted in 33 women being diverted into the Diversion scheme at a referral rate of nearly 10% of those females arrested.

Integrated Offender Management (IOM)

The PCC's office has continued to finance and support a Gwent IOM. This has included the set-up of multi-agency integrated teams dealing with the most prolific offenders in Gwent. This is to be replicated in the very near future when Gwent Police and its partners look to replicate that working model with the Wales Integrated Serious and Dangerous Management of Offenders (WISDOM).

In June 2015 I helped launch the Strategic Framework and Delivery Manual in Gwent as part of achieving a consistent Pan Wales approach towards IOM.

Gwent, over this period has managed on average 376 offenders within IOM Acquisitive Crime; the second largest amongst the Welsh Forces.

Studying the Gwent cohort over 18 months, available data has shown the lowest reoffending rate in Wales, that of 22.8%.

PRIORITY FOUR

Protecting people from serious harm

In order to ensure that people in Gwent are protected from serious harm, we closely monitor all areas of public protection by receiving quarterly public reports from the Head of Gwent Police's Public Protection Unit on the following areas:

- Safeguarding children,
- High risk offenders including sex offenders,
- Rape and serious sexual incidents,
- Adult protection,
- Human trafficking,
- Violence Against Women, Domestic abuse and Sexual Violence (VAWDASV).

Outlined below are the others ways we have taken this priority forward during 2015/16.

Child Protection

South East Wales Safeguarding Children Board (SEWSCB)

To ensure I fulfil my statutory safeguarding duties, I attend Gwent Police Public Protection Unit's Service Improvement Group (PPSIG). This enables me to ensure that I can monitor and scrutinise the strategic direction and activities undertaken by the force to protect children and young people.

Child Sexual Exploitation (CSE)

CSE is classified by the Home Secretary as one of the 'National Strategic Policing Requirement'. This means that CSE is a priority area for the Police to tackle, as it threatens the security and safety for a children and young people across the UK. Therefore, all PCC's in the UK must ensure each force prioritises reducing the impact of CSE on a local basis.

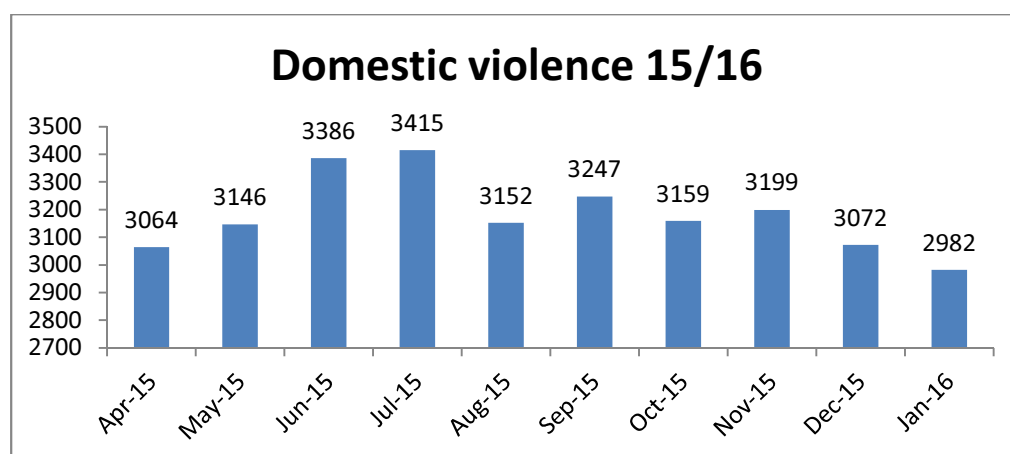
Gwent Police have also identified, through performance data and the force strategic assessment that CSE is an emerging local policing priority. In tackling this complex and multi - faceted crime we have contributed funding to the SEWSCB to implement a CSE awareness raising campaign. The campaign will ensure that each of the 51 secondary schools in Gwent receive a theatre production of the issues relating to CSE. The performance will be in front of all year eight pupils, therefore, performed to

over 6,000 pupils across Gwent. This will provide these young people with the opportunity to engage with the performance and increase their awareness, knowledge, understanding and potential risk and vulnerability of CSE, to hopefully prevent then

Domestic abuse

Domestic violence crime figures for 2015/16 illustrate that compared to the same period in 2014/15 there were 806 more domestic violence crimes reported (0.2%).

We attend the Violence Against Women, Domestic abuse and Sexual Violence Board (VAWDASV) which is a multi -agency partnership board chaired by Head of Public Protection Unit. This has ensured that we have full oversight of all VAWDASV developments which has contributed to further funding allocations to the Independent Domestic Violence Advocate project, Sexual Assault Referral Centre and Perpetrator project, which are explained further below.



Independent Domestic Violence Advisors

During 2015/16 we have continued to support the provision of IDVAs through the allocation of Community Safety Funding to local authorities in Gwent. You will recall that last year we informed you that we were working with Newport City Council on the implementation of the Gwent Domestic Abuse Pathfinder Project.

In April 2015 a new regional approach to VAWDASV was implemented across Gwent. As part of the development of this new Gwent approach, the reconfiguration of a Gwent IDVA service has been taken forward during 2015, which we have been instrumental in supporting. The OPCC Strategic Commissioning Board has agreed £151,809 of funding for 2016/17, towards the development and sustainability of this new regional model. A key element to this funding is the creation of a new IDVA coordinator post. The post will be responsible for the management and effectiveness of the service.

Gwent Domestic Abuse Service (GDAS) Perpetrator project

Reducing the impact of domestic abuse is an intrinsic element of policing due to the far reaching implications, for those who experience, and are exposed to, violence and abuse in the home. We have therefore supported the GDAS perpetrator focused project, as they provide a much needed service to those who perpetrate domestic abuse, and in turn, ensure the safety of victims and children.

The 15 week programme aims to challenge and change attitudes of those individuals who perpetrate abuse and to ensure they are able to recognise and take responsibility for their actions, therefore reducing and preventing further harm. The project has engaged with individuals between who have voluntarily signed up to the project to change their behaviour.

Sexual Abuse/Violence

Sexual Assault Referral Centre (SARC)

In Gwent rapes have increased by 25% between April 2015 and January 2016. This is a somewhat 'positive' message, as it suggests, that more victims are reporting these crimes to the Police and therefore enabling the police to hold the perpetrator to account. These crimes have a significant impact on individual lives and those close to them, it is therefore essential that we continue to work closely with New Pathways, providing funding to assess the needs of individuals waiting for counselling services.

In addition, New Pathways continue to play a key role within Connect Gwent victims' hub ensuring that the needs of any individuals affected by sexual assault can be fully assessed and met as early as possible.

I have continued to be represented on the South Wales Health Collaborative Sexual Assault Service Board and 'Finance' task and finish sub-group during 2015/16. The sub group has agreed to reconfigure the provision of SARCs across Gwent, South Wales and Dyfed Powys to ensure the most sustainable and effective model is implemented.

Mental Health

Improving Mental Health Provision in Gwent

Since 2013 under Mental Health Act 1983 Section 136, overall mental health custody detentions have decreased by 19%. Importantly through partnership working, of those detentions, individuals who remained detained with the custody suites as a place of safety has also reduced by 49% (from 172 to 88), and those transferred to health based places has increased by 17%. With overall detentions reducing, this data clearly indicates that we are already contributing to the core aims of the concordat.

There has been continued focus during 2015/16 on the standards of mental health provision within the police force and criminal justice system. In December 2015 the PCC signed the Welsh Government 'Mental Health Crisis Care Concordat' alongside partner organisations in Wales. The concordat will ensure that people who are in crisis due to mental illness and who may be detained under the Mental Health Act are provided with the appropriate support and care. The concordat's core aims are to reduce police custody suites for adults and cease their use for under 18 year olds as a place of safety for people experiencing mental health crisis.

PRIORITY FIVE

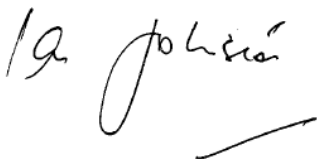
To make the best use of resources and provide value for money

I receive regular reports as part of budget monitoring to help me ensure that the people of Gwent are provided with a police service that is value for money.

During this period I have:

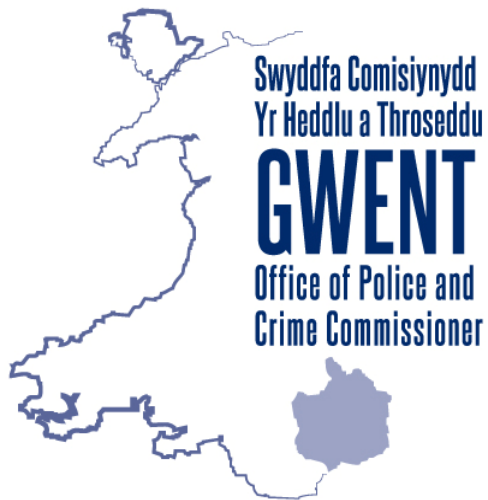
- Agreed a budget requirement for Gwent Police for 2015/16 of £ 177,774,000 (2014/15 budget was £119,656,328)
- Set the council tax increase at 3.99% (2014/15 increase was 2.66%)
- Agreed a capital budget of £6,195,000
- Continued to monitor how the Chief Constable is managing budget and austerity pressures (through Staying Ahead 8, the force transformational change programme). From 2008/9 to date, £32m of efficiency savings have been delivered.
- During the last year we received the HMIC Valuing the Police 4 report which raised some concerns on the ability of the Force to deliver the saving required by the end of this comprehensive spending review. However, a follow up report confirmed that the force has well developed plans to meet these challenges.
- ***What does Gwent Police cost?***
 - For 2014/15, the following was spent on revenue policing services in Gwent:
 - Police Officers - £67.3m
 - PCSO - £6.3m
 - Police Staff - £23.1m
 - Major Incidents and Proactive Incentives – £0.3m
 - Commissioned Services and Grant Awards - £2.7m
 - Supplies and Services/Contracts and Capital Charges - £15.5m
 - Transport - £2.8m
 - Estates - £5.1m
 - Other Employee-Related Costs, e.g. training, injury pensions, etc. - £2.5m

- In addition, for 2014/15 the following was spent on capital in Gwent:
- Estate - £0.3m
- Vehicles - £1.3m
- Information and Communication Systems - £0.4m
- Other Capital Projects and Schemes - £1.1m
- There are a several mechanisms in place to ensure that value for money is being delivered, including:
- Annually Benchmark costs with other Forces via HMIC's Value For Money profiles
- Annual assurance from the internal auditors (Deloitte) that the overall system of internal control was 'Limited'
- My multi-agency Strategic Commissioning Board
- In November 2014 the HMIC published its first annual PEEL assessment. This was only a partial assessment as the Home Secretary commissioned the work midway through 2014. The Force was rated one of three as 'requiring improvement' in response to the spending review which was very disappointing. However, I am pleased to confirm that on re-inspection in October 2014, HMIC found that the Force had made good progress and was taking steps to remedy the issues which had been identified.
- The Wales Audit Office (WAO) undertakes an annual audit of our Statement of Accounts in July of each year, reporting their findings in the following September. Over many years, the WAO has consistently provided an 'unqualified' audit opinion of my (formerly the Police Authority's) Statement of Accounts. This means that the financial statements give a 'true and fair' view and have been prepared properly in accordance with relevant legislation, direction or regulations, and applicable accounting standards.



Ian Johnston QPM

This page is intentionally left blank



Heddlu
Gwent
Police

Joint Strategic Equality Plan 2016-2020

Content

1. Introduction

- 1.1 What does Gwent look like?
- 1.2 The role of the Police and Crime Commissioner
- 1.3 How do the Police operate?

2.0 Equality Act 2010

- 2.1 General duties
- 2.2 Specific duties
- 2.3 Equality Information
- 2.4 Assessing the Impact

3.0 How we set the equality objectives 2016 – 2020

- 3.1 Review of the 2012-2016 Strategic Equality Plans
- 3.2 National Reports, Recommendations and Evidence
- 3.3 Online Surveys
- 3.4 Focus Groups and Engagement

4.0 Our joint equality objective

5.0 Complying with Welsh Language Standards

6.0 Monitoring the Equality Objectives

- 6.1 Action Plans
- 6.2 Equality and Diversity Board
- 6.3 Annual Report

7.0 Conclusion and Contact

Foreword from the Police and Crime Commissioner and the Chief Constable

The Police and Crime Commissioner (PCC) the Chief Constable of Gwent Police, are delighted to present the Strategic Equality Plan (SEP) for 2016 – 2020, which continues our joint commitment to ensure that respect for equality, diversity and human rights underpins everything we do.

The legal responsibilities that formerly fell to Gwent Police Authority in respect of the Public Sector Equality Duty have now transferred to the Police and Crime Commissioner and this period (2016-2020) we have decided to publish a joint SEP.

Whilst our previous individual plans gave us a focus around specific areas of work for both Gwent Police and the OPCC, as we review these actions and think about the future it seems an ideal opportunity to consolidate the work that we are doing and ensure that it is consistent. A joint SEP also means that the way in which the OPCC monitors and scrutinises Gwent Police's performance in relation to equality and diversity matters can be more closely linked to the Force's objectives.

Whilst the SEP is focused on the way we provide services to the public, it is equally about the way Gwent Police recruit, train, manage and develop the people who work for the force. It is also important that as far as we are able, we ensure that our workforce visibly reflects the communities we serve so that people can be confident that we understand their needs and expectations as citizens.

Here in Gwent, a mix of rurality and metropolitan city means that the policing challenges vary dramatically across a relatively small geographic area and our communities are changing rapidly. This makes the priorities set out in our SEP more important than ever as they continue to contribute to improved community cohesion, better integration and a more inclusive society.

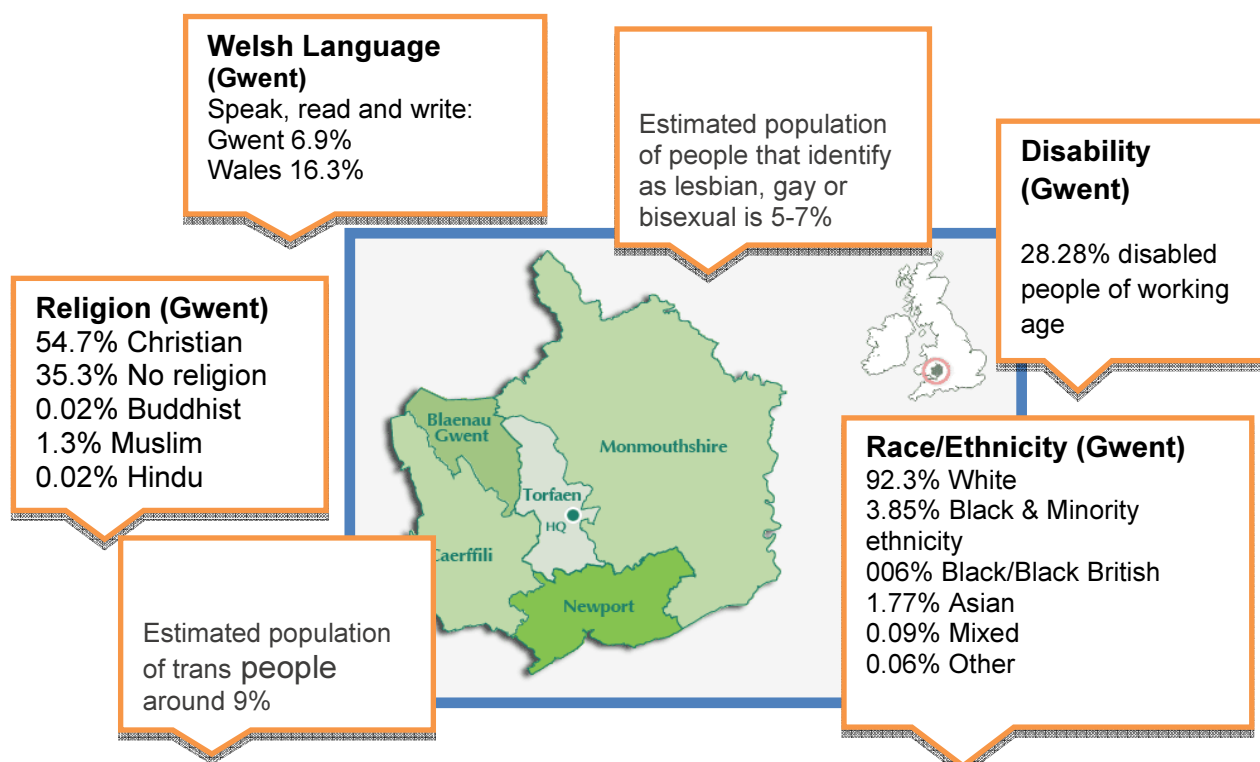
This SEP has been developed with the active support of our communities and we would like to thank everyone that has contributed to its development.

1.0 Introduction

1.1 What does Gwent look like?

Gwent has a total population of 576,754 divided across 5 local authorities, Blaenau Gwent, Caerphilly, Monmouthshire, Torfaen and Newport. Gwent covers 155542 square km and its population has increased by 4.2% over the last 10 years. Large regeneration and housing projects in the Newport and surrounding areas will continue to bring benefits and challenges in the years to come. The county is economically and culturally diverse with areas of affluence and deprivation bringing different policing needs. 12% of Gwent is defined as most deprived and in 2013 the average gross weekly earnings in three local authorities was 3.9% below the Welsh average.

In Gwent, we have an ethnic minority population of around 3.9%, rising to around 10% in Newport. Our most diverse communities can be found in Newport, the only city in Gwent. Newport has the highest proportion of people from a non-White British background in Wales, second only to Cardiff – in Pillgwenlly Primary School in Newport there are currently over 32 different languages spoken. Newport is also one of Wales' 4 Border Agency dispersal areas for Asylum Seekers and numbers have risen from around 200 in 2012 to around 460 in 2015. Families of Syrian refugees have recently started to arrive in Gwent and we also have an increasing population of Eastern European and Roma migrants settling, particularly in Newport.



Source Welsh Index of Multiple Deprivation (WMD); Welsh Government, Census 2011. 'Statistics for Wales' produced Dec 2012. 1
Gender Variance in the UK, Prevalence, incidence, growth and geographic distribution, GIRES, June 2009; Stonewall
(<http://www.theguardian.com/politics/reality-check/2013/oct/03/gay-britain-what-do-statistics-say>)

1.2 The role of the Police and Crime Commissioner

The PCC and the Chief Constable are responsible for policing in Gwent. The PCC ensures Gwent Police is efficient and effective and seeks to improve performance and standards in services delivered to communities. Part of the PCC'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.

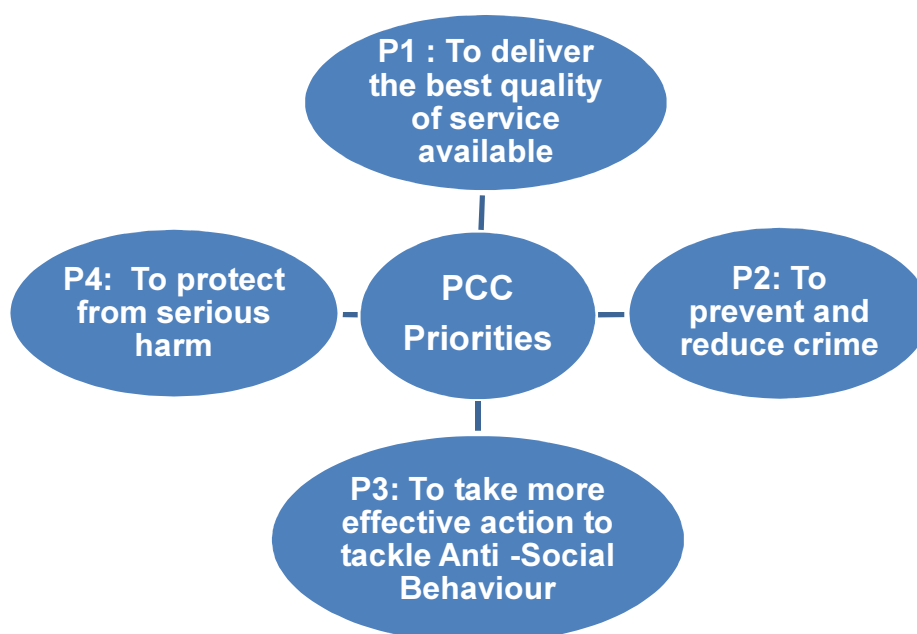
The PCC has eight statutory responsibilities, as documented in [Police and Crime plan guidance](#). The key priority that underpins and supports our SEP is ensuring we are:

holding the Chief Constable to account for the performance of the Force's officers and staff, including any duties relating to equality and diversity;

In addition, The Police and Justice Act 2006 provides an extended duty for the OPCC to:

- *Promote diversity within the OPCC and the Police force*
- *Monitor force performance in complying with the Human Rights Act*

Our Equality Objectives reflect the values and priorities of the PCC in Gwent:



1.3 How do the Police operate?

Gwent Police has 2 Local Policing Areas – East, which covers Newport and Monmouthshire, and West, which polices Caerphilly, Torfaen and Blaenau Gwent. The Chief Constable currently employs **1285 officers**, 835 staff and 191 PCSOs. The workforce is 12% smaller than in 2010 although there has been an increase in the level and complexity of demands. Despite this, over the last year Gwent Police dealt with 192,948 incidents and 35,690 crimes.

Gwent Police is split into five service areas. Each service area has been involved in the setting of the strategic equality objectives detailed in the SEP and is responsible for various aspects of its delivery.

- **Neighbourhood Policing and Partnership** – includes neighbourhood policing, response policing and the investigation of volume crime.
- **Crime Investigation** – includes public protection, serious and organised crime, intelligence and major incidents.
- **Operational Support** – includes armed policing, firearms training, the Force Control Room and custody.
- **Service Development** – includes Business Change, Service Improvement, performance review and police reform.
- **Business Support** – includes ICT, People Services, Fleet, Estates, Finance and administration.

A summary of our current employment profile can be found at <http://www.gwent.police.uk/informationpoint/equality-and-diversity/equality-information/employment-equality-data/>

Our commitment to equality is also reflected in Gwent Police's values which act as a central pillar to everything we do in policing. Our values are to be Trusted; Fair; Professional; Caring and Responsive. Gwent Police also aspires to be an "Employer of Choice". Our Employer of Choice Strategy deals with how our employees treat each other on a daily basis, guided by our organisational values. The 4 principles of this strategy are:

- Visible, empowering **leadership** providing clarity of purpose and future development
- **Managers** who focus on developing their people, treating them as individuals
- **Employees** who actively engage in the organisational purpose and future development
- Organisational **integrity** so that the values are reflected in our day to day behaviours

In addition to our core values, Gwent Police also expects all of our officers and staff to abide by the national Code of Ethics, which includes an expectation that all personnel will:

- Uphold the law regarding human rights and equality
- Treat all people fairly and with respect
- Treat people impartially

2.0 Equality Act 2010

2.1 General Duties

In October 2010, the new Equality Act introduced a Public Sector General Equality Duty, which requires PCC and Gwent Police, in the exercise of both our internal and external functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The Equality Duty applies to both our employees and members of our communities who share 'Protected Characteristics'. There are 9 Protected Characteristics under the Equality Act; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation

2.2 Specific Duties

In order to assist public bodies, there are also 'Specific Regulations' which set out in more detail how we can work towards achieving the aims of the General Equality Duty. There are different Specific Regulations for England and Wales, and as Gwent Police are non-devolved, we are legally obliged to meet the English Regulations. However, as a Welsh Force working with devolved partner organisations, wherever possible, we will be seeking to also meet the requirements of the Welsh Regulations. To do this, Gwent Police and the Office of the Police and Crime Commissioner (OPCC) will continue to:

- Publish annual Equality Information relating to the protected characteristics of our employees and the protected characteristics of people affected by our policies and practices
- In consultation with our staff and our communities, set Equality Objectives
- Publish a Strategic Equality Plan every 4 years that sets out how we will seek to ensure we meet our Equality Objectives
- Publish an annual update on our SEP
- Assess the impact of our proposed policies and practices against our General Equality Duty by continuing to use our Equality Impact Assessment processes

The OPCC has 2 additional duties:

- **Engagement:** the OPCC will engage with people who share protected characteristics regarding how decisions, policies, and interventions have an impact, or assist them individually or in the community. (for further information [*'Engagement and the equality duty'* ECHR guidance](#))
- **Procurement:** the OPCC will have due regard to the aims of the general equality duties in order to meet the obligations. To comply with procurement law, the OPCC must consider the extent to which equality considerations are relevant and proportionate to the subject matter of the contract.

2.3 Equality Information

In paying due regard to the General Equality Duty, Gwent Police and the OPCC are required to identify, collect and publish Equality Information about the Protected Characteristics of people that are affected by our policies and practices.

The 4 Welsh Police Forces have agreed that the following information held by the police is relevant and should be published to comply with the Duty:

- information about hate crimes and incidents reported to us;
- information about stops and searches;
- information about violent crime committed against women;
- information about user satisfaction;
- information about complaints;
- statistical information about the officers and staff that we employ.

You can find Equality Information that OPCC and Gwent Police have published on the website links below:

OPCC : <http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/equality-duty/>

Gwent Police: <http://www.gwent.police.uk/informationpoint/equality-and-diversity/equality-information/>

The OPCC will publish the following Equality Information:

- SEP Performance reports provided to OPCC presented to the OPCC Strategic & Performance Board
- Stop and search dip sampling reports with recommendations
- Professional Standards departments reports

Using our Equality Information

Collecting and analysing equality information will assist us to meet the requirement of the general and specific duties, to carry out effective equality impact assessments, identify areas of disproportionality and potential equality gaps, and will help ensure the relevance of current and future objectives. Our equality information has already assisted in setting our new Equality Objectives.

2.4 Assessing the Impact

In order to comply with our Equality duties it is vital that the both OPCC and Gwent Police assess and consider the equality impact of decisions it makes, and policies and practices that they implement. Case law underlines the importance of effective Equality Impact Assessment, and within Gwent, Equality Impact Assessments are undertaken across all areas of our business to assess and evidence how a policy or activity will support us in achieving the requirements of the general equality duty, as well as identify and seek to address any potential negative impact on people that share protected characteristics. The OPCC will also review the strategic commissioning intentions to ensure there are no negative impacts on equality for people who share protected characteristics

We will publish Equality Impact Assessments that have been undertaken in relation to our policies and procedures, where they have a substantial impact on our ability to meet the requirements of the general equality duty. These can be found on the links below

OPCC: <http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/equality-analysis/>

Gwent Police: <http://www.gwent.police.uk/foi/publishscheme/policiesprocedures/>

3.0 How we set our Equality Objectives 2016 - 2020

We are required to establish at least one Equality Objective in consultation with people who share protected characteristics to address areas of inequality. We used national research, knowledge of local issues, findings from on-going engagement and community consultation inform the development of all of our Equality Objectives. This section summarises some of this work, but you can find a full report on our consultation, engagement and research including how this work influenced our Equality Objectives here:

OPCC consultation: <http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/>

Gwent Police Consultation: Link to be added

3.1 Review of the 2012-2016 Strategic Equality Plans

The Objectives in our new SEP are underpinned by actions which reflect the progress that has been made over the past four years; building on good practice and seeking to fill any potential gaps that need to be taken forward over the next period. You can read about Gwent Police and OPCC's progress against the previous SEP in our annual updates:

OPCC: <http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/equality-duty/>

Gwent Police: <http://corporate.gwent.police.uk/informationpoint/equality-and-diversity/>

3.2 National Reports, Recommendations and Evidence

As well as using our local equality data to inform our priorities, national findings and recommendations have also shaped our objectives. We have considered national information and reports from bodies such as the Equality and Human Right Commission (EHRC), the Independent Police Complaints Commission (IPCC), Her Majesty's Inspectorate of Constabulary (HMIC), Criminal Justice Joint Inspectorate (CJJI) as well as Welsh Government (this list is not exhaustive).

3.3 Online Surveys

Online surveys were launched by both the OPCC and Gwent Police between November 2015 and January 2016 which set out our current Equality Objectives, proposed a number of new ones and asked the public to make any further suggestions. The surveys were publicised in the media, via Gwent Police's OWL community messaging system and sent to a range of community groups and key stakeholders across Gwent for their views and opinions.

The OPCC online survey attracted 471 responses. A snap shot of demographic from the survey participants demonstrate that;

- Religion / Belief: 53% Christian, 13% Hindu, 18% No religion.
- Ethnicity: White Welsh 52%; White English 15%; White British 21%; Arab 8%.
- Disability: 14% stated they had a physical or mental impairment
- Transgender: 1 person identified as transgender
- Sexual orientation: 76% heterosexual; 3% Lesbian / Gay.
- Married/Civil Partnership: 57% married; 15% single; 10% in a relationship
- Please note the breakdown of Gender responses was not included due to a system technical error.

For more information please follow the link provided in the introduction to the section)

The Gwent Police: to be added

3.4 Focus Groups and Engagement

To complement our online survey, we also ran a number of focus groups to gather the views of people who share protected characteristics. Focus groups included:

- Caerphilly People First (self-advocacy group for people with learning disabilities)
- Monmouthshire LGBTQ Young Person's Group
- SEWREC Young Persons BME Group
- Disability Cando Project
- SEWREC Over 50s BME Group
- Chepstow Comprehensive LGBTQ Support Network

As well as our targeted focus groups we were able to incorporate feedback from ongoing engagement with communities throughout the year, including observations and findings from:

- Race Council Cymru research project

- Regular meetings with our Independent Advisory Group
- The work of our Force Diversity Champions
- Engagement with our Staff Support Networks
- Regular meetings with our Community Disability Forum
- Consultation around specific areas of work (for example stop and search) with communities that are particularly affected
- Attendance at events throughout the year, for example Swansea Sparkle, Cardiff Pride
- Surveys conducted throughout the year, for example our victim satisfaction and public confidence surveys, which also monitor Protected Characteristics

4.0 Our Joint Equality Objectives

The overarching aim of our Equality Objectives is to ensure that we embed the principles of equality through all aspects of our day to day business. Each objective is also reflective of priorities set out in the PCC'S Police and Crime Plan, Policing Plan, and focuses on activities in three areas: Operational Delivery, People and Culture and Organisational Process.

1. Equality in our operational delivery (customer service) – This is about delivering services that are easy to access and that respond to and met the needs of all communities.
2. Equality in our people and culture (working practices) – This is about building a working environment that includes everyone and that encourages all Gwent Police personnel to develop and progress.
3. Equality in organisational processes (employment) – this is about building equality into the organisation's processes and how the service manages its performance.

Equality Objective: One

Hate Crime and Domestic Abuse: To ensure that the OPCC and Gwent Police identify abuse and harassment where it impacts on communities and individuals and act effectively to prevent and challenge this behaviour, as well as bringing offenders to justice

Themes	<ul style="list-style-type: none"> • Violence Against Women, Domestic abuse and Sexual Violence • Hate Crime and Disability-related Harassment 	
Area	<ul style="list-style-type: none"> • Equality in our Operational Delivery • Equality in our Organisational Processes 	
Key Actions	<p>Gwent Police</p> <ul style="list-style-type: none"> • Improve the identification of PCs of victims of domestic abuse • Identify PCs that are disproportionately under-represented in domestic abuse data and seek to improve this • Ensure reporting mechanisms are in place that are accessible to people that share PCs • Work to identify hate crime perpetrators • Ensure a consistent approach to case management of hate crime victims across the Force • Improve knowledge and awareness of communities and police personnel of how hate crime and domestic abuse impacts on people that share PCs • Increase awareness of 'mate crime' and remedies 	<p>OPCC</p> <ul style="list-style-type: none"> • Analyse force data for victims of Domestic Abuse and other forms of Violence Against Women who contacted the police to ensure they are safer from harm • Monitor reported Disability Hate Crime and the appropriate use of s146 in prosecutions • Assist and enable Connect Gwent to provide all victims of crime access to appropriate support relating to their needs • Monitor victim satisfaction for Hate Crime victims • Monitor cases of mate crime and work with the force to ensure outcomes for victims are improved. • Raise awareness of how to identify and report FGM and the support available • Monitor Female Genital Mutilation (FGM) and Forced Marriage (FM) prosecutions.

	<p>available to assist those who are victims</p> <ul style="list-style-type: none"> • To better identify and establish a true picture of FGM and FM incidents 	
Desired Outcomes	<ul style="list-style-type: none"> • Improved victim satisfaction for victims of hate crime. • Better identification of victims of domestic abuse who shared protected PCs. • An increase in reported hate incidents from groups that have been identified as less likely to report. 	

Equality Objective: Two

Legitimacy: To ensure that stop and search activities and encounters involving use of force are carried out in a way that is lawful, proportionate, non-discriminatory, and fosters positive relations between communities and the Police

Themes	<ul style="list-style-type: none"> • Stop and Search • Use of Force 	
Area	Equality in our Operational Delivery	
Key Actions	Gwent Police	OPCC
	<ul style="list-style-type: none"> • Continue to adhere to the Home Office's Best Use of Stop and Search Scheme • Engage key stakeholders in on-going engagement • Provide training to all frontline police officers on stop and search, including unconscious bias • Provide awareness and open days for the general public in relation to our approach to stop and search and use of force (baton, fire arms, taser or CS spray) • Undertake stop and search experience surveys with the public 	<ul style="list-style-type: none"> • Stop and Search encounters dip sampled 6 monthly, to ensure proportionate use of powers. • 'Quality Encounters' monitoring the quality of stop and search processes and personal treatment when stopped. • Raise public awareness of the 'Know your Rights', to ensure people understand their legal rights if stopped and search by the police • Promote the use of 'Stop Watch' App to the public to ensure people have quick access to their rights • Continually monitor the race disproportionality data, to ensure all stop and searches are proportionate and fair.
Desired Outcomes	<ul style="list-style-type: none"> • Consistent or improved race disproportionality ratio. • Improved community confidence in our use of stop and search. • Better community understanding of our rationale for use of force. • Increase in the number of complaints received regarding stop and search encounters. 	

Equality Objective: Three

Access, Engagement and Cohesion: To ensure that the ways in which we deliver our services are influenced by the views of people that share Protected Characteristics and that the work that we do promotes inclusivity and cohesion

Themes	<ul style="list-style-type: none"> • Access for disabled people • Working with Gypsy and Traveller communities • Working with Migrants, Asylum Seekers and Refugees • Engagement with people that share PCs 	
Area	<ul style="list-style-type: none"> • Equality in our Operational Delivery • Equality in our Organisational Processes 	
Key Actions	<p>Gwent Police</p> <ul style="list-style-type: none"> • Ensure Equality Impact Assessment training is delivered to key personnel • Evaluate our current methods of crime reporting and review access to people that share PCs, including non-English speakers. • Development of the Keep Safe Cymru (or similar) scheme • Delivery of the Policesol course to key community groups • Engage with Gypsy, Roma and Traveller communities to better understand current levels of confidence. • To audit the force's response to incidents involving GRT communities and identify areas for improvement. • Ensure our methods of engagement are inclusive 	<p>OPCC</p> <ul style="list-style-type: none"> • Annual review of Police Force and OPCC compliance with 'Disability Symbol 'Two ticks' Status' • OPCC will communicate, engage and consult with groups who share protected characteristic's to inform the Police and Crime Plan priorities and the Strategic Equality Plan • Carry out an annual engagement survey to ensure the Strategic Equality Plan is effective and change has been felt by the people in the community. • Work with the force to review GRT approaches, and implement required changes to improve cohesion and relations. • Monitor the integration of migrants, asylum seekers and refugees to mitigate any risk of harm or discrimination. • Monitor Police Force complaints, relating to equality

	and representative of people that share PCs (e.g. Your Voice)	issues and fairness
Desired Outcomes	<ul style="list-style-type: none"> • Equality Impact Assessment processes built into core business processes. • Improved confidence and trust in policing evidenced through engagement with GRT, Migrant, Asylum Seeker and Refugee communities. • Alternative methods of contact in place for disabled people. 	

Equality Objective: Four

Creating a Representative Workforce: Work towards a representative workforce which is reflective of the demographics of Gwent

Themes	<ul style="list-style-type: none"> • Positive Action • Staff consultation 	
Area	<ul style="list-style-type: none"> • Equality in our Organisational Processes • Equality in our People and Culture 	
Key Actions	Gwent Police	OPCC
	<ul style="list-style-type: none"> • Implement the Force's Positive Action Strategy and ensure its on-going oversight and scrutiny • Improve our ability to monitor the PCs of our workforce • Carry out an annual workplace survey which allows for opportunity to identify and particular concerns or disadvantages for personnel that share PCs • Carry out targeted recruitment relating to all employment vacancies where under representation exists 	<ul style="list-style-type: none"> • Monitor gender and race disproportionality and pay gaps within Force and OPCC
Desired Outcomes	<ul style="list-style-type: none"> • Increased representation of currently under-represented groups within all ranks, roles and specialisms across the Force and within the OPCC • Improved rates of applications for job vacancies from under-represented groups 	

5.0 Complying with Welsh Language Standards

(Awaiting the non - devolved measures to be published to inform this direction and activities)

(eg documents and information will be available in Welsh Language and published on the Force and OPCC website etc)

6.0 Monitoring the Equality Objectives

6.1 Action Plans

Implementing our Equality Objectives involves all of our service areas, therefore a detailed action plan has been developed by both OPCC and Gwent Police to ensure we are carrying out our responsibilities under this Strategic Equality Plan. As these action plans are living documents, if you would like to request a current copy, please use the contact details at the end of this document.

6.2 Equality and Diversity Board

The OPCC and Gwent Police established a joint strategic Equality and Diversity Board, to promote equality and ensure clear strategic governance and leadership is in place to comply with the equality duties. The board is chaired by the Deputy Chief Constable with representation from Independent advisory group, staff associations, force department and the OPCC. The group essentially provides the OPCC with a mechanism to fulfil our equality duties by holding the Chief Constable and in addition

provides a platform to share the OPCC's relevant equality activities, policies and practices undertaken.

6.3 Annual Report

Every year, Gwent Police and the OPCC will also publish an Annual Report, which will include:

- Updated relevant equality information and employment data
- How Gwent Police has used this information in meeting our General Equality Duty
- Our progress towards fulfilling our equality objectives
- Developments for future equality objectives

7.0 Conclusion and Contact

The introduction of the new Equality Act and Public Sector Equality Duty provided public authorities with an exciting opportunity to build on significant progress already made in working towards equality, both as an employer and a service provider. Much work has already been undertaken as part of our previous Strategic Equality Plan. Now we look towards the next four years, developing our new SEP has provided us with a timely opportunity to engage with those communities affected by our activities, and ensure that the priorities that we set are still reflective of their concerns. If you have any comments or queries on our SEP you can contact us in a number of ways:

Gwent Police Community Cohesion Team
Gwent Police Headquarters,
Croesyceiliog,
Cwmbrân
NP44 2XJ
Tel: 01633 247907
Email: communitycohesion@gwent.pnn.police.uk

Office of the Police and Crime Commissioner,
Gwent Police Headquarters,
Croesyceiliog,
Cwmbrân
NP44 2XJ
Tel: 01633 64 22 00
Email: commissioner@gwent.pnn.police.uk
www.gwent.pcc.police.uk

You can also contact the Equality and Human Rights Commission for any general query related to equality and diversity:

Equality and Human Rights Commission (EHRC) – Wales office
3rd Floor,
3 Callaghan Square,
Cardiff.
CF10 5BT
Tel: 0845 604 8810 (helpline)
0845 604 8820 (helpline text phone)
029 2044 7710 (non-helpline calls only)
0845 604 8830 (helpline fax) 029 2044 7712 (non-helpline fax)
wales@equalityhumanrights.com

This page is intentionally left blank

SUBJECT: GWENT POLICE AND CRIME PANEL WEBCASTING MEETINGS

DATE: 18TH MARCH 2016

1. PURPOSE OF REPORT

- 1.1 To consider an overview of webcasting currently undertaken by Police and Crime Panels and Local Authorities within the Gwent area.
- 1.2 To determine whether to commission a technical report from the Lead officer outlining the options available to the Panel for webcasting.

2. LINKS TO STRATEGY

- 2.1 The Police Reform and Social Responsibility Act 2011 requires the establishment of a Police and Crime Panel (PCP) within each police force area to support and challenge the local Police and Crime Commissioner.

3. WEBCASTING OF MEETINGS

- 3.1 The Gwent PCP (the Panel) was established in November 2012 following the first elections for Police and Crime Commissioners. The meetings of the panel have largely been held at Newport Civic Centre since March 2014. However the Panel has recently decided to meet at alternate council offices across Gwent in order to improve public awareness and improve transparency. There has been a suggestion that the Panel could also webcast its meetings to further improve transparency and increase public awareness.
- 3.2 Many Local Authorities in Wales have introduced webcasting of meetings and have utilised a one-off grant from Welsh Government to offset the initial startup costs. The range of meetings that are webcast by Councils vary with some webcasting all meetings and others only webcasting meetings of full Council.
- 3.3 Enquiries have also been undertaken with other Police and Crime Panels in England and Wales to determine if any Panels webcast their meetings. North Wales Police and Crime Panel is the only Panel in Wales that currently webcast meetings, they state that they hold all meetings in Conwy and do not rotate, thereby making its webcasting arrangements more manageable.
- 3.4 Listed below are links to Police and Crime Panels that currently webcast their meetings, as follows:

North Wales Police and Crime Panel

http://www.nwpcp.public-i.tv/core/portal/webcast_interactive/207293

Kent and Medway Police and Crime Panel

<http://www.kent.gov.uk/about-the-council/how-the-council-works/committees-and-meetings/watch-council-meetings>

- 3.5 Should the Panel decide it wishes to explore webcasting its meetings consideration will need to be given to the location and method to be used. Enquiries across the five Gwent local authorities have shown that four out of five use a company called Public-i to manage their webcasting service. Public-i is a leading webcasting supplier for the hardware, software and electronic storage of webcast recordings. There are also some practical considerations with the webcasting system only available in the Council chamber at Caerphilly and Newport and the only room large enough to accommodate meetings of the Panel at Monmouthshire is the Council chamber. The following table illustrates the different approaches:

Local Authority	Meeting Room	Webcasting Available	Method Used	Comments
Blaenau Gwent	Meeting Room	If pre- booked	Public-i	No equipment on site, sessions are booked with Public-i
Caerphilly	Council Chamber	Yes	Public-i	Webcasting equipment only available in Council Chamber. There would be initial costs to create a page for Gwent PCP with Public-i that could be linked to Gwent PCP Website.
Monmouthshire	Council Chamber	Yes	YouTube	The Council Chamber is the only room large enough to accommodate meetings of Panel
Newport	Council Chamber	Yes	Public-i	Webcasting is only available in Council Chamber. A session with Public-i would have to be booked and cost could be passed on to Panel.
Torfaen	Meeting Room	Yes	Public-i	Webcasting session would need to be booked with Public-i, any potential clash with a Council meeting would result in no access.

4. LEAD OFFICERS RECCOMENDATIONS

- 4.1 The majority of local authorities use the Public-i system to webcast meetings, with the exception of Monmouthshire County Council which uses You Tube. In order to determine which system, if any, that the Panel should use, it would be advisable to carry out an analysis of the technical issues of introducing webcasting, in order to understand the particular challenges and costs involved. Some of the issues that would be addressed in this analysis would include the following;
- Variation in webcasting systems.
 - Variety of meeting venues and meeting rooms.
 - Technical support at meetings.
 - Potential costs.

5. FINANCIAL IMPLICATIONS

- 5.1 There would be no financial implications in developing a technical report, however the report will illustrate any potential costs attached to webcasting Panel meetings.

6. CONSULTATION

- 6.1 There are no consultation responses that have not been reflected in the recommendations of this report.

7. RECOMMENDATION

- 7.1 It is recommended that;
- 7.2 The Panel determine if it wishes the Lead Officer to arrange for a technical report to outline the options available to the Panel for webcasting meetings.

8. REASONS FOR THE RECOMMENDATIONS

- 8.1 To comply further improve the operation of the Gwent Police and Crime Panel.

9. STATUTORY POWERS

- 9.1 Police Reform and Social Responsibility Act 2011.

Author: Catherine Forbes-Thompson, Interim Head of Democratic Services, Caerphilly County Borough Council
Email: forbecl@caerphilly.gov.uk
Telephone: 01443 864279

Consultees: Gail Williams, Interim Head of Legal Services & Monitoring Officer
Lisa Lane, Corporate Solicitor, Caerphilly County Borough Council
David Roberts, Principal Group Accountant, Caerphilly County Borough Council

This page is intentionally left blank

GWENT POLICE AND CRIME PANEL FORWARD WORK PROGRAMME 2015/16

CONFIRMED DATES

18th March 2016 – 10.00am (Monmouthshire CBC)

- PCC Legacy Statement
- Draft Annual Report
- Joint Equality Plan
- PCP Webcasting Meetings

17th June 2016 – 10.00am (Caerphilly CBC)

- PCC Verbal Report
- 2015/16 Year End Financial Report
- MTFP
- Annual Report
- Annual Strategic Equality Objectives Action Plan
- Panel Expenses

16th September 2016 – 10.00am (Torfaen CBC)

- PCC Verbal Report
- Police and Crime Plan

9th December 2016 – 10.00am (Blaenau Gwent CBC)

- PCC Verbal Report

Date to be Confirmed

- Criminal Justice (Comprehensive Review)

This page is intentionally left blank