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**Gwent Police
and Crime Panel**

**Panel Heddlu
a Throseddu Gwent**

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Date: 21st September 2018

Dear Sir/Madam,

A meeting of the **Gwent Police and Crime Panel** will be held at the **The Chamber, County Hall, Rhadyr, Usk, NP15 1G** on **Friday, 28th September, 2018** 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 Meeting held on 15th June 2018. 1 - 6
4	Police and Crime Commissioner for Gwent Update - September 2018. 7 - 22
5	Performance Management - Presentation.
6	Strategic Equality Plan Outturn Report 2017/18. 23 - 66
7	Welsh Language Standards: Annual Monitoring Report 2017-2018. 67 - 86
8	Treasury Management Year End Report 2017/18. 87 - 94
9	Budget Setting Timetable 2019- 2020. 95 - 100
10	Forward Work Programme. 101 - 102

MEMBERSHIP:

Councillor Stewart Healy, Blaenau Gwent County Borough Council
Councillor Mrs Lisa Winnett, Blaenau Gwent County Borough Council
Councillor Mrs Christine Forehead, Caerphilly County Borough Council
Councillor Gez Kirby, Caerphilly County Borough Council

Councillor Colin Peter Mann, Caerphilly County Borough Council
Councillor Mike Jeremiah, Torfaen County Borough Council
Councillor Peter Clarke, Monmouthshire County Borough Council
Councillor Tony Easson, Monmouthshire County Council
Councillor John Guy, Newport City Council
Councillor William Routley, Newport City Council
Councillor Jason Jordan, Newport City Council
Councillor Emma Rapier, Torfaen County Borough Council

Co-opted Members- Mrs G. Howells and Mr P. Nuttall

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 J. Cuthbert, Office of the Gwent Police and Crime Commissioner
Ms E. Thomas, Office of the Gwent Police and Crime Commissioner

And Appropriate Officers.

Gwent Police
and Crime Panel

Panel Heddlu
Gwent a Throseddu

GWENT POLICE AND CRIME PANEL

MINUTES OF THE MEETING HELD AT COUNTY HALL, RHADYR, USK ON FRIDAY 15TH JUNE 2018 AT 10.00AM

Present:

Councillor S. Healy – Blaenau Gwent County Borough Council
Councillors Mrs C. Forehead and C. Mann - Caerphilly County Borough Council
Councillor T. Easson – Monmouthshire County Council
Councillors J. Jordan and W. Routley – Newport City Council
Mr P Nuttall and Mrs G. Howells - Co-opted Members

By invitation:

Mr J. Cuthbert- Police and Crime Commissioner for Gwent
Ms E. Thomas – Deputy Police and Crime Commissioner for Gwent
Mrs S. Curley – Chief Executive, Office of the Police and Crime Commissioner for Gwent
Mr D. Garwood-Pask – Chief Finance Officer, Office of the Gwent Police and Crime Commissioner for Gwent

Together with:

Mrs C. Forbes - Thompson (Interim Head of Democratic Services) and Ms C. Evans (Interim Scrutiny Officer).

1. TO APPOINT A CHAIR AND VICE CHAIR FOR THE ENSUING YEAR

It was moved and seconded that Councillor J. Guy be appointed as Chair of the Gwent Police and Crime Panel for the ensuing year and by a show of hands this was unanimously agreed.

RESOLVED that Councillor J. Guy be appointed Chair of the Gwent Police and Crime Panel for the ensuing year.

It was moved and seconded that Mrs G. Howells be appointed as Vice Chair of the Gwent Police and Crime Panel for the ensuing year and by a show of hands this was unanimously agreed.

RESOLVED that Mrs G. Howells be appointed as Vice Chair of the Gwent Police and Crime Panel for the ensuing year.

2. DECLARATIONS OF INTEREST

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

3. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Mrs L. Winnett (Blaenau Gwent County Borough Council), G. Kirby (Caerphilly County Borough Council), M. Jeremiah (Torfaen

County Borough Council), P. Clarke (Monmouthshire County Council) and J. Guy (Newport County Borough Council).

4. GWENT POLICE AND CRIME PANEL MEETING HELD ON 21ST FEBRUARY 2018

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 21st February 2018 (minute no. 1 - 3) be approved as a correct record.

5. GWENT POLICE AND CRIME PANEL MEETING HELD ON 16TH MARCH 2018

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 16th March 2018 (minute no. 1 - 7) be approved as a correct record.

The Panel were asked to note that there have been no reports of Female Genital Mutilation (FGM), however Gwent Police are working closely with the Aneurin Bevan Health Board in order to identify those families at risk and provide support, in order to mitigate risk.

The Panel were reminded that the invitation to observe the Joint Audit Committee is still open, should anyone wish to attend. Dates for future meetings will be circulated to the Panel.

Mrs G. Howells referred to Minute 6, Performance Against the Police and Crime Plan and highlighted that a number of concerns were raised at the last meeting. However, since this time, a number of meetings have taken place and work is underway with the Office for the Police and Crime Commissioner for Gwent (OPCC) in order to address these concerns.

6. POLICE AND CRIME COMMISSIONER'S UPDATE – JUNE 2018

Mr J. Cuthbert, Police and Crime Commissioner for Gwent provided the Panel with an update on his priorities for June 2018 and highlighted several areas:

Priority 1 – Crime Prevention, the Deputy Police and Crime Commissioner advised that in terms of Adverse Childhood Experiences, a Programme Delivery Officer and a Partnership Lead have been appointed. The Commissioner stated that there has been progress with the Provision of Diversion Schemes through the re-tendering of the Women's Pathfinder Diversion Scheme and work to understand the gaps and opportunities to improve diversion opportunities for young people and adults will be carried out during the summer.

Finally the Commissioner advised that his Partnership fund has provided resources to develop a range of impactful short films produced by people with learning disabilities to warn of the dangers and highlight the devastating impact of 'Mate Crime'. These films can make a real difference in terms of helping to raise awareness and encouraging them to report these crimes. The panel we glad see this initiative as this issue is more wide spread than is widely and includes the elderly. It is important to encourage contact with police or social workers when there are concerns.

Priority 2 – Supporting Victims – The Commissioner highlighted that the OPCC has successfully bid for funding to provide engagement and development events with survivors of trafficking and slavery and key stakeholders from the faith community, with an additional focus on refugees and asylum seekers the Modern Slavery and Human Trafficking and working with faith communities. The plan is to hold a major conference again in October to raise awareness.

The Commissioner outlined the work between the OPCC and Gwent Police to implement the Keep Safe Scheme. This aims to help people that may find it hard to speak to the police on the telephone or in person when in a potentially stressful situation, for example, in custody, during a mental health crisis or providing a witness statement. Support to victims through the Safer Gwent Funding for Victims has seen the commissioning of projects valued at over

£600,000. The Well-Being and Vulnerability Strategy 2018-2022, has been finalised and will be launched to police officers in July.

The panel were advised that the Vulnerability Strategy will be launched shortly and the review of Sexual Abuse, Violence and Exploitation Services will be reported to the Panel in due course.

Priority 3 – Community Cohesion – The Commissioner outlined the work in this area and highlighted the support to the High Sheriff's Community Fund, this is peer led and 26 groups put forward presentations with 22 receiving funds, the Commissioner felt that this could be looked at to consider how all groups could receive some funding. In terms of the Commissioner's Police Community Fund, which is funded through the Proceeds of Crime Act and the sale of property. The Commissioner has changed the way the funding is allocated to link into the Commissioners Plan and asked Panel Members to put forward the names of groups who may qualify and benefit from this fund to their neighbourhood policing teams.

Priority 4 – Tackling Anti-Social Behaviour in terms - Safer Gwent Funding the Commissioner highlighted that nearly 10,000 individuals have engaged annually in Positive Futures and this is detailed within the Commissioner's Draft Annual Report. Members raised the issue of illegal parking and associated gathering of large groups would be considered anti-social behaviour in Ystrad Mynach. The Commissioner stated that he is aware of the issue and understood that additional patrols have been put in place.

Priority 5 – Efficient and Effective Service Delivery, The Chief Executive gave assurances regarding General Data Protection Regulation (GDPR), that the Commissioner's office has made good progress in terms of compliance. With regard to the Public Response Unit, there has been a drop in enquiries and it appears that more issues are being dealt with at the first point of contact. This will be monitored before the legislation in respect of complaints changes next year.

The Commissioner outlined how he monitors performance and meets weekly with the Chief Constable, to discuss issues that have been brought to his attention. Reference was made to Crime Statistics and the difference between perception and crime figures with concerns regarding increases in violent crime. The Commissioner recently took part in a BBC interview to discuss this matter.

The Chief Executive outlined the role of the Legitimacy Scrutiny Panel, which was set up in November and it was recommended by the HMICFRS that all police forces set up this type of Panel. Gwent already had a Panel that dip sampled stop and search, and they provided feedback to police officers as there had been a reduction in use of stop and search. The aim is to ensure that it is used appropriately in Gwent.

The Commissioner updated the Panel with detail of the Behind the Badge Joint Emergency Services Open Day, this was a successful day and gave people the opportunity to speak informally to members of the Police, Fire Service and Ambulance Service Trust. The Panel congratulated the Commissioner on the success of the day and the importance to have a presence at other public events, where possible.

The Deputy Commissioner stated that a very productive Restorative Justice Conference, was held and a Restorative Justice co-ordinator has now been appointed.

The Commissioner stated that Performance Monitoring is a key priority for him and the performance reporting arrangements are an area that he and Gwent Police are looking at very closely.

The panel were advised that members may have seen the news last Friday that the Police Federation had raised concerns regarding the apprenticeship levy and this could have an impact on training and recruitment of police officers. The current situation is that organisations

over a certain size must send 1% of turnover to Chancellor of Exchequer to fund apprenticeships. The organisations then receive credits to fund training and development. However the Home Office have advised that the funding (including for Gwent Police) has gone to Welsh Government as part of the Block Grant. They decide how the funding will be allocated according to their priorities, however as Police is not devolved it is not a priority for Welsh Government, so the funding has not been passed to police forces. If this issue is not resolved it will affect the number of graduate places on offer and will mean that Wales will be at a disadvantage to England and effectively this is £2.8m across Wales with £0.5 million for Gwent. Discussions continue and it is hoped that a solution will be forthcoming shortly. The Panel asked if a letter expressing their concerns to the Home Office would assist, the Commissioner thanked the Panel for their support.

The Commissioner highlighted the option to offer a drink awareness course where offenders have been arrested for a drinking and driving offence. This is at the discretion of the Custody Sergeant and is available to first time offenders, if they refuse then criminal proceedings will then be pursued. The panel commented on the compliments Gwent received in respect of this initiative.

The Police and Crime Commissioners have given evidence to the Thomas Commission which is looking at the Criminal Justice System in Wales, they have recently taken part in a visioning day and common issues will now go forward to Welsh Government. The panel asked what the main elements of the feedback from the Police Commissioners, the Commissioners all agree with the devolution of service across Wales.

The Commissioner advised the Panel that they were delighted to receive a bronze award from the Armed Forces Covenant in respect of engagement with ex-service personnel.

The panel asked about the de-criminalisation of parking being handed to local authorities, the Commissioner stated that this is an operational matter and a decision for the chief constable, but the deadline is January 2019.

Members asked the Commissioner on his views of groups such as paedophile hunters, the Commissioner stated he did not doubt their sincerity and some were better than others. He has had some discussions and good groups inform the police when performing a sting. There are issues and if any arrangements were formalised it would be important to ensure participants are vetted and they are doing it for the right reasons.

7. POLICE AND CRIME COMMISSIONER FOR GWENT DRAFT ANNUAL REPORT

The Commissioner gave an introduction to the draft annual report and asked the panel to give comments and observations which he would take into account before the final report is published in the Autumn. The report will be published alongside the Chief Constable's Force Delivery Plan Outturn Report.

The Panel asked for details of the numbers of police involved and expertise on cyber-crime, it was explained that detail on numbers would be provided to Members. They can bring in specialist officers if required and there is a dedicated cyber team that deal with fraud, scams, indecent images etc. They are also looking at this being integrated with neighbourhood teams providing training and investment to ensure they can provide advice on low levels of cyber-crime. This would be highlighted in more detail in the Annual Report and fed back to the Chief Constable for his Delivery Plan

The Commissioner referred to the recruitment referenced in the draft report with a 3% intake of BME and the need to do more and attract those people from these areas.

The Panel asked for detail on value for money and the audit outcome in relation to the Shared Resource Service needing major improvement. It was explained that the Joint Audit

Committee looked at this in detail and it related to a large volume of work as opposed to an issue of severe significant risks. Therefore the Head of the SRS has agreed address the prioritisation issue alongside different demands from various partners. The Audit Committee received assurance that many of the recommendations have already been addressed and there is an action plan to address the remainder.

The Commissioner was asked to elaborate on the OPCC staff structure review, it was explained that this review identified a number of pinch points as a result of the additional responsibilities that the OPCC has undertaken since it was established. This will require an additional £90k funding which has already been set aside within the budget. The Commissioner agreed to circulate the new structure to Panel Members, but assured the Panel that he had not been involved in the appointments process and that had been undertaken by the Chief Executive.

The Panel noted that the draft annual report makes reference to the estate strategy and asked for an update on the strategy. The Commissioner reminded the Panel that previous updates had outlined the hub and spoke approach and that this sets out the strategic direction with a move towards a 10 year programme model.

The Panel referenced the comprehensive approach to dealing with complaints with considerable efforts being made by the Panel and the OPCC to deal with often very complex issues.

Members suggested that reference to crime reporting appears at page 25 before mentioned and suggested that it should perhaps appear earlier in the report. The report will also include more updated figures before it is published.

The panel highlighted the need to address public confidence in the police particularly in Newport City Centre. Examples were provided of anti-social behaviour and violence and they were advised that Police have different tolerance levels, A local group had asked the Chief Constable and Commissioner to meet and discuss. The Commissioner agreed to feed these concerns to the Chief Constable but recognised that despite an increase in recruitment more police officers are needed.

Members asked that where the report references cyber-crime that the types of crime listed to distinguish between inappropriate images or fraud for example.

The Panel asked if there is also a men's pathfinder scheme, the Deputy Commissioner stated that the women's scheme had particular funding but the next stage would be to look at ex-service personnel and then diversion for all, including men.

8. PERFORMANCE REPORT – VERBAL UPDATE

The Commissioner referred to the good work being undertaken but recognised that they had not yet reached the stage of performance report yet. He expressed thanks to the Chair and Vice Chair for their support in developing the right framework. A number of things have come out of the meetings and he is satisfied they are going in the right direction.

The aim is to provide an outline for the next meeting alongside the force delivery plan outturn report. The police have had some difficulties as they have been required to prepare force management statements which is a new form of inspection and this has required significant preparation time and it is proposed to blend this all together avoid unnecessary duplication.

9. MEDIUM TERM FINANCIAL PLAN – PRESENTATION

The Panel received a presentation in respect of the Medium Term Financial Plan which

outlined the finance strategy and outlined the governance, context, funding and expenditure for the OPCC. Pressures include cash cuts in real terms, funding formula changes, 2% pay award and body armour replacement. It is anticipated that Capital reserves will be exhausted by 2021.

Significant efficiencies of £49.5m have been delivered up to 2018/19, with further efficiencies required up until 2022/23 of £10.7m. The strategy was set against the economy with inflation forecast, Brexit uncertainties and external influences such as emerging demand, public expectations and the unseen safeguarding work. The financial risks and opportunities for the foreseeable future, which include opportunities in respect of income generation. The Panel were advised that performance in respect HMICFRS requires improvement in effectiveness.

The Panel asked which areas would likely be affected with future budget savings. They were advised that the main area would be workforce mix, not to reduce numbers. It would also be important to improve productivity and efficiency around procurement by investing in new services/systems.

Members commented that it is more likely that funding for the police will move towards 50/50 funding with local tax payers funding more for fewer services. The Commissioner stated that he is working with the Association of Police Commissioners who are lobbying Government to improve the level of funding.

The Panel thanked the Commissioner for his transparency and expressed concern that the numbers of community safety officers may reduce because of the impact of increasing wage costs. They were concerned that Welsh Government may decide to reduce the voluntary funding of the community safety officers.

10. FORWARD WORK PROGRAMME

The work programme lists the meetings planned up until December 2018, for the September meeting it was suggested that an update on the apprenticeship levy be included and an invitation to the Chief Constable to attend.

It was agreed to look at liaising with the OPCC to identify dates for the reports listed under date to be confirmed, on Cyber Crime and the Human Trafficking Presentation.

Meeting closed at 12.22pm.

Police and Crime Commissioner's Update – September 2018

This report provides an update on activities undertaken by the Office of the Police and Crime Commissioner for the period June to August 2018.

Delivering Against the Priorities

Priority 1 – Crime Prevention

1.1 Adverse Childhood Experiences (ACEs)

The National ACE programme has now entered into delivery phase. In Gwent, we have established a strong multi-agency 'Early Action Together' governance board chaired by the programme's strategic lead, Assistant Chief Constable (ACC) Rhiannon Kirk. The membership of the board consists of key strategic decision makers across a range of statutory and voluntary agencies within Gwent, including the OPCC, Health, Public Health Wales, and Heads of Services for Education and Social Services. The purpose of the board is to:

- Provide a governance structure for the Early Action Together programme ("the programme") in Gwent;
- Focus on key strategic decisions with all operational and managerial decisions delegated to the Policing Lead for Gwent;
- Oversee delivery of the programme on a collaborative partnership basis in Gwent;
- Ensure that all partners are able to contribute and influence the development of the delivery plan in line with strategic objectives of the programme;
- Provide a forum for consultation, developing consensus, setting direction, accountability and decision making in relation to the programme;
- Proactively contribute at a strategic level to the development and implementation of the delivery plan;
- Make relevant organisational decisions and take relevant strategic actions as necessary to move the programme forward; and
- Provide a strategic assurance function, ensuring adherence to the vision and principles of the programme.

Meetings take place bi-monthly. The first meeting took place in June at which Gwent's strategic 'Early Action Together' Delivery Plan was presented and agreed. The plan provides details of the local approach taken to deliver against the four strategic national objectives, which includes a 'thematic' area. These Objectives are:

- Objective 1: A competent and confident workforce to respond more effectively to vulnerability using an ACE informed approach in both fast and slow time policing;
- Objective 2: Organisational capacity and capability which proactively meets changing

demands;

- Objective 3: A 24/7 single integrated 'front door' for vulnerability that signposts, supports and safeguards encompassing 'blue light', welfare and health services; and
- Objective 4: A whole system response to vulnerability by implementing ACE informed approaches for operational policing and key partners.

Education is the thematic area for Gwent that will aim to build a 'whole school approach' to ACEs and trauma informed practice. The Gwent team have been working with the education consortium, local authority educational heads of service and wider partners to devise the elements of a whole school approach to be piloted and evaluated by the national research team within two pathfinder schools.

Significant progress has been made regarding Objective 1. The team have worked with Gwent Polices' Learning and Development team to devise a robust training schedule for 2018 – 2019. The schedule ensures that all officers, including Police Constables, Sergeants, Community Support Officers, School Liaison Officers, Control Room staff and specialist departments receive one day ACE awareness and trauma informed practice training. Five places will be made available to partner organisations in order to capitalise on this opportunity. Through an initial scoping exercise across Newport and Blaenau Gwent (the pathfinder areas) over 130 employees have identified they would like to attend. More broadly, a steering group will be established in September to develop a sustainability plan that will embed trauma informed practice within the organisation's culture.

1.2 Provision of Diversion Schemes

The OPCC continues to work with Gwent Police and IOM Cymru regarding the re-tendering of the Women's Pathfinder Diversion Scheme. Discussions are mindful of the Ministry of Justice and Welsh Government's *Female Offending Blueprint for Wales*. A joint Gwent PCC/Police and South Wales PCC/Police market engagement event will be held in October 2018 to support the development of consortia bids.

As part of this, we are exploring opportunities to commission some of the additional diversion pathways. This aspect will be progressed in September alongside the development of the Women's Pathfinder procurement process.

1.3 Hate Crime Awareness Week 2018

The PCC has been provided with £5000 from the Welsh Government in order to support Gwent Police in its activities during Hate Crime Awareness Week (HCAW). HCAW this year runs from the 13th to the 20th of October.

This year, Gwent Police and the OPCC are inviting bids from community groups to support specific activities during HCAW. These should address locally identified need, and priority areas for funding will include (although not be exclusive to):

- **Encouraging reporting** of disability hate crime

- **Challenging** online homophobia, biphobia and transphobia
- **Raising awareness** of hate crime within Gypsy, Roma and Traveller communities
- **Sharing the experiences** of asylum seekers and refugees with the wider community
- **Building confidence** within faith groups (particularly Muslim women) to report hate crime
- **Tackling** hate in the late night economy (abuse directed at shop, bar, and restaurant workers and taxi drivers)

Activities could include workshops, printing and distribution of information, training or social events. All funded activities will be branded with both the OPCC logo and Gwent Police crest and will use the agreed hashtags for the week #WeStandTogether and #NoPlaceforHate.

The fund is open to community groups, non-profit organisations and registered charities and the planned activity must be targeted to communities in Gwent. Assessment of the bids and funding awards will be made in September and, whilst the focus of activity will be during HCAW, we will also support initiatives that extend beyond this timeframe.

Internally, throughout the week, the OPCC and Gwent Police will complement community activities with:

- A social media campaign to encourage reporting and challenge intolerance.
- Workshops and training provided to staff and partners (for example, Street Pastors).
- The launch of video diaries - positive personal experiences in the words of hate crime victims.
- Promotion of the OPCC and Race Council Cymru's Black History Month celebration event in Newport.

1.4 Welsh Refugee Council Hate Crime Awareness Programme

Funded by the PCC's Partnership Fund, the Hate Crime Awareness Programme was delivered by the Welsh Refugee Council in partnership with the Sanctuary Project, the British Red Cross women's groups and SEWREC groups to help raise awareness about hate crime and incidents amongst asylum seekers, refugees and other migrants in the Gwent area. The programme delivered 12 hate crime awareness sessions and workshops to refugees and asylum seekers (RAS) across Newport and the surrounding areas, to:

- Share any recorded incidents with Gwent Police and Victim Support when given permission to do so by RASs;
- Explore scenarios for hate crime and how to identify and report it;
- Understand how the Police respond to reports of hate crime; and
- Encourage participants to report any incidents.

To celebrate the end of the programme and the finalisation of the outcomes report, in July the WRC held an end of project event at their Newport offices. This was attended by a range

of stakeholders and people from the RAS community. Guest speakers included Jayne Bryant, MP for Newport West, and the Policy Officer from the OPCC, representing the PCC. Building on the outcomes of the report, the OPCC and Gwent Police will be working with the WRC to promote engagement with the RAS community and to identify further opportunities for partnership working.

Priority 2 – Supporting Victims

2.1 Modern Slavery and Human Trafficking

Modern Slavery and Human Trafficking – ‘Have faith’ initiative

Two inter-faith engagement events have been planned in Newport and Cardiff and will be delivered in partnership between the Gwent and South Wales OPCCs, SEWREC and Cytun. Following these events, a report will be produced which will inform further work in this area.

Modern Day Slavery and Human Trafficking (MSHT) Review

The review has been completed and a draft report completed. Once agreed, this will be used to form the response to the Modern Day Slavery and Human Trafficking Home Affairs Select Committee call for evidence.

2.2 Keep Safe Scheme

The Keep Safe Scheme is designed to help people with communication difficulties that may find it hard to speak to the police on the telephone or in person when in a potentially stressful situation, for example, in custody, during a mental health crisis or providing a witness statement.

The responsible OPCC Policy Officer and Gwent Police’s Diversity and Inclusion Manager, in conjunction with local People First groups, delivered 10 training sessions to Force Control Room (FCR) staff during June and July. The inputs were well received and staff engaging positively with the People First members. As a result, FCR staff have formed a working group to implement and test the technical aspects of the scheme as relates to Gwent Police systems.

An information campaign for front-line officers and staff is also being devised that will make use of the ‘7@7’ briefing process to enable timely and less resource-intensive delivery, prior to ‘soft’ launching the scheme in October and November 2018. Materials will be shared with the other emergency and first responder services to raise awareness of the scheme and its benefits. The soft launch will involve direct engagement with groups and organisations that support people with communication difficulties. This will help to manage the initial demand, including a small number of individuals already on a waiting list.

As part of the initiative, we are introducing ‘Keep Safe Champions’, drawn from the membership of groups and organisations we are engaging with during both the soft launch period and after the public launch. Champions will be given opportunities to visit the FCR, to

participate in Keep Safe test calls, and see how Gwent Police will use the personal information people have registered with (relating to their communication needs, conditions and anything else they have told us). They will provide service user support and reassurance to other members regarding the scheme and contacting the Police. Two individuals that were involved in the FCR training have already volunteered as Champions.

2.3 Safer Gwent - Victims

The OPCC has been working with the Safer Gwent partnership to review and agree the IDVA Performance Framework. This will help to ensure that victims of domestic abuse are receiving quality services that provide value for money.

2.4 Review of Sexual Abuse, Violence and Exploitation Services

The review has been completed and the draft report is currently out for consultation with the contributors. The finalised version is due to be reported the OPCC in September 2018. This will be provided to the VAWDASV Board meeting in October 2018. Once agreed, the report will be used to commission new sexual violence services from April 2019.

2.5 Restorative Justice

The Restorative Justice (RJ) Co-ordinator for Gwent has been raising awareness of the new role and has engaged with a range of key partners around current RJ delivery, including Women's Pathfinder, Gwent Drug and Alcohol Service (GDAS), the ASB Co-ordinator for Gwent, and local CRC and Probation services. Plans are in place to establish an RJ practitioners group and set up stakeholder groups through Safer Gwent.

The RJ Co-ordinator has been invited to sit on the ASB Steering Group and has identified a number of opportunities to influence and improve partnership work and practices, particularly in regards to mediation of neighbour disputes. As a short-term solution to current issues, the RJ Co-ordinator has offered to take on any complex cases, which will help to reduce the amount of time currently spent on 'unsolvable' disputes. Longer term, training on restorative approaches will be offered to Community Safety ASB teams along with awareness raising on opportunities for staff to become RJ facilitators. This will contribute to tackling and reducing ASB long term and improving existing RJ provisions within Gwent.

Priority 3 – Community Cohesion

3.1 Engagement

The PCC continues to deliver his summer engagement programme which sees him and the OPCC attending a number of community events between May and September. Since the last update, the OPCC has attended a number of local events including the Caerphilly Big Cheese, Pontypool in the Park and the Caldicot 999 Day.

During the Big Cheese, a small survey was run to ask attendees a number of questions including 'Do you know who your PCC is?' and 'Do you know what a PCC does?'. Of the 50 responses received, the following feedback was recorded:

- **Do you know who your PCC is?** - 64% No / 36% Yes
- **Do you know what the PCC and his office does?** – 50% Yes / 50% No
- **Would you like to hear more about the PCC and his office?** – 69% Yes / 31% No
- **What kind of information would you like to hear about?** – 54% General Info / 41% All of the above / 19% Future opportunities to engage with the PCC and his office. (Other options requested here included ‘feedback on actions/improvements you have made’ and ‘update the OPCC website’. This last comment will be taken forward with the development of the new OPCC website which is currently under development).
- **How would you prefer to see updates from the PCC and his office?** – 49% Social media / 47% Email / 29% Local Press

Although a very small sample size, this feedback does provide a basis for developing our communication and engagement activity going forward.

Full coverage of all events attended are publicised across the OPCC social media channels and a final evaluation report on activity will be provided in October 2018.

The Communication and Engagement team have also been continuing their close working relationships with the local Public Service Boards (PSB) including working together to develop opportunities for joint engagement activity, particularly over joint topics such as the precept/budget. More on this will be provided in the next update. The OPCC’s Communication and Engagement Officer has also taken up responsibility for the editing of the Blaenau Gwent PSB Newsletter for the next 12 months.

3.2 Black History Month Event

In October, the OPCC and Race Council Cymru will be hosting a Black History Month (BHM) Wales event in Newport. This year marks the 11th anniversary of BHM Wales celebrations and the theme for 2018 is ‘Icons of Black Wales’. These icons may be Welsh, or have touched Wales in some way. The event will feature Keynote speeches on ‘Windrush, Race Equality and Black History Matters in Gwent’ and ‘The Race Relations Act (1968): 50 Years On – So What?’, live performances from Wales-based African and African-Caribbean groups, exhibitions, workshops, and a panel discussion session. Gwent Police and the OPCC will also be providing inputs on race equality and policing during the day.

3.3 Commissioner’s Police Community Fund

The PCC’s Police Community Fund was created to use monies obtained through the Proceeds of Crime Act to support organisations that work with children and young people in some of the most disadvantaged areas in Gwent. The Fund will support those seeking to help children and young people who may be in danger of entering the criminal justice system or have become victims, and will need to deliver the priorities in the PCC’s Police and Crime plan.

At the meeting in July, six bids were presented to the Board; four from the East LPA and two from the West. One of the bids from the West LPA was declined and the other is providing further information. Whilst all four from East are subject to further enquiries, one bid will not be funded via the Police Community Fund but will be signposted to the Gwent Police for consideration and support.

Of the two bids being reviewed from April, one is still pending further enquiries, and the other will be awarded the full amount of £48,620 in due course.

The third Board is due to take place on 4th October.

Priority 4 – Tackling Anti-Social Behaviour

4.1 ASB Co-ordinator Update

Community Days continue to take place in hotspot areas such as New Tredegar to help improve confidence in services and manage community tensions. Outcomes continue to be monitored to ensure that these events provide a positive impact for the affected communities.

In response to the recent high level of ASB-related complaints in Sandy Brook Park, Torfaen, a pop-up 'Community Assist' event was held to help address the issues raised. Run in a similar way to the Community Days, the event brings agencies together to support the community and raise awareness of how to report incidents and concerns. Following the event, local play services, YOTs and Positive Futures are working with the community to engage children and young people, as victims or offenders, in activities to support and divert them away from ASB as part of a longer term plan for the area.

An application has been made to the PCC's Police Community Fund to implement ASB early intervention work with the Gwent-wide play service. The application is currently going through due process and, if successful, will start in October 2018; more information will be provided in subsequent updates.

Work is being undertaken to better understand the use of breaches and injunctions within Gwent. As part of this, the ASB Co-ordinator is supporting Community Safety Teams to provide training where issues related to knowledge gaps are identified.

In September 2018, work is being undertaken with Gwent Police's Corporate Communications Department to create a campaign to raise awareness of the work of each Community Safety ASB team. The campaign will be used to highlight their successes and demonstrate problem solving through partnership working.

4.2 Operation Bang

Autumn will see the annual commencement of Operation Bang activities for 2018 in

conjunction with SWFRS. The activities will be targeted in areas at high risk of ASB related to Halloween and bonfire night and joint Police and Fire Service patrols will take place within the Newport and Caerphilly areas. However, this year will see the Gwent-wide rollout of partnership work with education, environmental health and local fire stations to try to reduce the demand on Police and Fire services through a more localised partnership approach.

4.3 ASB Strike Process

Work with the OPCC has been undertaken to develop a Strike Process for Gwent, which is due to be completed by the end of August 2018. This will be shared with the Chief Inspectors prior to holding a consultation event with Safer Gwent partners, including Police and other statutory partners, housing, and YOS, to ensure that it is fit for purpose. Pending agreement, the process will go live by the end of November 2018.

Once in place, training will be offered to all new Police recruits, Neighbourhood Teams, and other partners as appropriate, to inform them of the tools, powers and practices available to support them in tackling ASB.

The ASB Co-ordinator continues to Chair the All-Wales ASB Group, which has identified examples of best practice around the 'Strike' Process in Gwent. Dyfed Powys Police has invited the Gwent Co-ordinator to provide training on Gwent's Strike Process and the multi-agency methodology used with a view to replicate Gwent's approach within the Dyfed Powys policing area.

4.4 Deliberate Fires

Due to the increased demand on the Fire service linked to the deliberate mountain fires, the ASB Co-ordinator voluntarily delivered their inputs on deliberate arson awareness and deliberate fire reduction to 260 play scheme staff over a four-day period. This enabled the staff to undertake themed workshops with over 1000 Gwent children aged between five and 12 years of age. Outputs from the workshops included poster and You Tube competitions, which will be judged shortly.

Over the next few months, the educational materials for schools related to Operation Bernie will be updated. Due to the fire issues during the summer, a need for wider education has been identified with a view to expansion of the initiative across Gwent as appropriate to the level of risk.

Priority 5 – Efficient and Effective Service Delivery

5.1 General Data Protection Regulation (GDPR)

The three key areas identified for completion by the 25th May 2018 (Subject Access Requests, privacy notices and breach reporting) have been finalised. Work on the remainder of the action plan will be progressed over the course of the coming months. It must be noted that this approach is one that is supported by the Information Commissioner's Office (ICO)

which is the regulator in this area.

A recent audit was undertaken by our internal auditors on our preparation for the GDPR. The audit went well with a 'Reasonable' assurance rating being provided. A second audit is due to take place in January 2019 to review progress against the outstanding actions within the action plan. This has provided reassurance that we are progressing well with the implementation of the requirements of the GDPR and continue to minimise both reputational and financial risk to the organisation.

All modules for the online training package have now been released with a number of staff members having completed them all. The Head of Assurance and Compliance will continue to monitor completion over the course of the coming weeks.

Two data breaches have been reported since the 25th May 2018, both of which were dealt with in line with the OPCC Breach Management Procedure. Neither breach was deemed to reach the threshold that required reporting to the ICO. Both breaches have been logged on the breach register and staff members spoken to in order to provide advice and support to ensure the breaches do not happen in future.

Compliance with the GDPR is a statutory responsibility and provides the public with confidence that the OPCC are protecting all personal information it holds.

5.2 Public Response Unit

From May 2018 to July 2018, the Public Response Unit (PRU) received 144 quality of service matters about Gwent Police, which is significantly lower than 201 received for the same period in the previous year.

There were 7 compliments received regarding outstanding service received from Gwent Police, which is much higher than 1 received for the same period in the previous year.

- 137 quality of service matters were resolved during this period taking an average of 11 days; and
- Six expressions of dissatisfaction were referred to the Professional Standards Department to assess whether there was a requirement to formally record them as complaints under the Police Reform Act.

The PRU team were able provide assistance to a persistent complainant who indicated he was feeling depressed and suicidal. A team member contacted the FCR Mental Health Practitioner for advice on how best to help the gentleman. As a result, a strategic multi-agency team meeting was called and the appropriate support was provided to the complainant.

The PRU team are also assisting with the development of the new 'Centurion' Police complaints system. The Centurion Director recently visited the PRU Team in order to review

their current service recovery processes and reports implemented by the team. The Director has taken the decision to use the PRU reports as a preliminary template, which will be accessible nationally by all PCC offices. The team has also been invited to test the new system when it is complete to ensure it is fit for purpose.

5.3 Monitoring Performance

The PCC and Chief Constable continue to regularly meet on a one-to-one basis to discuss key issues. Recent areas of discussion include:

- Policing Education Qualifications Framework (PEQF);
- Police digitisation;
- The Police rehabilitation centre;
- Use of drones in Gwent;
- Ministers of State for Security and Policing;
- Gwent Police Management Statement and the Police and Crime Plan;
- HMICFRS Hate Crime Report;
- IT systems;
- ANPR;
- Serious Organised Crime Community Co-ordinator; and
- Research into crimes against older people (60+).

5.4 Freedom of Information (FOI) Requests

Seven FOI requests were received for the period June 2018 to August 2018. All requests have been dealt with in line with the 20 working day deadline.

This gives the public confidence in our compliance with statutory responsibilities and being open and transparent with our information.

5.5 Commissioner and Chief Constable's Statements of Account 2017/18

The Commissioner and Chief Constable's 2017/18 Statements of Account received Wales Audit Office (WAO) sign-off on the 31st July 2018; which confirmed an unqualified audit opinion for each. This successful conclusion was an important milestone, as for Statements of Account covering the 2018/19 financial year, the new statutory deadline for audit sign off will be the 31st July 2019 – previous to this, the statutory deadline for audit sign-off was the 30th September in each respective year. In essence therefore, the new statutory requirement to obtain audit sign off two-months earlier than previously required, has been met a year ahead of statutory change.

This successful conclusion was not without its challenges, and the Finance Department and the WAO will be undertaking a 'Post Project Learning' (PPL) workshop on the 11th of September 2018, in order to refine the year-end closure processes in advance of the

2018/19 financial year. The findings and actions log from this PPL will be reported to and monitored through the Commissioner and Chief Constable's Joint Audit Committee (JAC).

5.6 Review of the Gwent Criminal Justice Strategy Board

Work aligned to the Criminal Justice Strategy Board continues. The Framework for measuring criminal justice effectiveness in Gwent has been further developed in consideration of monitoring compliance with the Code of Practice for Victims of Crime. Partners have been consulted on a draft matrix and their feedback will help to ensure that the Board is successfully monitoring agencies' performance with the requirements.

5.7 Development of New OPCC Website

Development of the OPCC website was finalised by the IT department on 17th August 2018. We now have access to the new site to enable us to add content. This will take place over the next six weeks at which stage a review will take place to determine if we are in a position to determine the 'go live' date for the new site. The development of the website ensures that the OPCC continues to remain transparent and that the information it contains is easier to access.

5.8 Welsh Language Standards

The Welsh Language Commissioner (WLC) has recently published her assurance report for 2017-18. The WLC's office will be conducting further compliance testing for 2018/19 by fulfilling the following priorities:

1. Collecting evidence about the quality of experiences and levels of compliance, giving an independent opinion and talking action based on the findings.
2. Promoting organisations' efforts to self-regulate effectively and facilitating the sharing of success and innovation.
3. Operating an accessible and effective system for receiving complaints.
4. Ensuring that investigating suspected failures, and enforcement of Welsh language standards, has an impact on citizens' rights to use the language with organisations.

The OPCC has completed the WLC's self-regulation checklist for selected Standards relating to record keeping, promoting arrangements, and the Annual Report. In the event that non-compliance is identified during self-assessment processes in any of the required areas, a review of the existing arrangements will take place and remedial actions undertaken.

Quarterly OPCC performance updates are provided to the PCC and the senior management team for monitoring – this includes information relating to any complaints received by the OPCC for compliance with the Standards or about the Welsh language.

The OPCC's Welsh Language Standards Annual Monitoring Report for 2017/18 was submitted to the August Strategy and Performance Board meeting for approval. This will be translated ready for publication on the OPCC website before the deadline of 30th September 2018.

We continue to work closely with Gwent Police regarding compliance with the Standards and to implement joint Welsh language initiatives, both internally and within our Welsh speaking communities in Gwent.

Key Achievements

6. Gwent Armed Forces Covenant Employer Recognition Scheme

In June 2018, the OPCC received the bronze award from the Armed Forces Covenant Employer Recognition Scheme (ERS). The ERS recognises commitment and support from UK employers for defence personnel. The scheme comprises bronze, silver and gold awards for employers who support those who serve or have served in the Armed Forces, and their families. Award holders are listed on the ERS website:

<https://www.gov.uk/government/publications/defence-employer-recognition-scheme/defence-employer-recognition-scheme#bronze-award>.

Membership of the scheme furthers the OPCC's commitment to being an employer of choice. Further work will be undertaken to assess the organisations capability in applying for a silver award.

7. Disability Confident Scheme

In July 2018, the OPCC signed-up to the national Disability Confident Scheme. The scheme replaces the now defunct Disability Symbol User 'Two Ticks' scheme, of which the OPCC was a member. Through Disability Confident, the Department for Work and Pensions is working with employers to ensure that disabled people and those with long-term health conditions have the opportunities to fulfil their potential and realise their aspirations. All organisations enter the scheme at the 'Disability Confident Committed' level. As such, the OPCC received:

- A Disability Confident Committed badge, valid for 12 months until 29/07/2019 (for use on OPCC stationery, correspondence and website);
- A Disability Confident Committed certificate; and
- A copy of the Disability Confident Employer self-assessment, which advises what is required to take the next steps to become a Disability Confident Employer.

As previously, membership of the scheme furthers the OPCC's commitment to being an employer of choice and supports the aims of the Equality Act 2010. Work will be undertaken during 2018/19 towards an application for Disability Confident Employer status.

8. OPCC Structure Review

Further recruitment has been undertaken in support of the outcomes of the OPCC

restructure. In July, a full-time Engagement Officer was appointed, and the new Governance Officer joined the organisation. In August 2018, the Head of Strategy, the Head of Communications and Engagement, and a PA to the Executive Team (part time) commenced their roles. The Finance and Commissioning Manager will take up their new post in October 2018. Recruitment of the remaining posts is ongoing.

9. Comprehensive Spending Review (CSR)

The UK Government will be opening the CSR in the very early part of next year. In preparation for its opening the Home Office has established a Senior Steering Group (SSG) to drive that part of its eventual CSR submission concerned with Law Enforcement. Clearly policing is a big part of that agenda.

The PCC is very pleased to have been asked by the Association of Police and Crime Commissioners to be one of its four representatives on that SSG. Furthermore, the PCC is the only Welsh representative on the whole of the SSG, so has particular responsibility for ensuring that issues pertinent to Wales are heard, understood, and considered in the context of the overall submission. The SSG will want to ensure that, as far as possible, the draft submission takes account of the submissions from other public services so that there can be a co-ordinated approach amongst our key partners. However, the other public services in Wales are devolved to the Welsh Government whereas policing is not. Clearly this means that the PCC must spend significant time working with the Welsh Government so that we can develop a well thought through approach to the Home Office.

10. Apprenticeship Levy

This issue is not yet resolved but clear progress is being made. Both the Home Office and the Welsh Government accept that the matter must be resolved as soon as possible and discussions continue.

The Home Office have made a special grant award to the four Police areas in Wales of £600k, which, together with the sum of £550k provided by the Welsh Government already, enables us to begin the process of engagement with Higher Education regarding the specifications.

However, it's important that, going forward, this difficulty is not repeated in future years.

11. All Wales Policing Group (AWPG)

From June of this year until June 2019, the PCC is the Chair of the AWPG.

This means that there are additional responsibilities in terms of the co-ordination of joint work across the four Welsh Polices areas and with the Welsh Government. In terms of the latter, we have agreed with the Welsh Government to establish a Policing Board for Wales, which will be chaired by the First Minister's nominee (the Cabinet Secretary for Local Government and Public Services). This will be a Police-led Board, which will help to ensure that policing,

as a non-devolved public service, is fully understood by the Welsh Government in terms of its role as a key partner in the delivery of the “one public service” ethos of the Welsh Government.

Furthermore, the AWPB will be the main vehicle for gathering in ideas to form part of our submission to the Comprehensive Spending Review, which will open in early next year.

12. Visit to Gwent by Sir Tom Winsor (Chief Inspector of Police)

The Head of Her Majesty’s Inspectorate visited Gwent Police on 2nd August. As well as discussing the role of the new Force Management Statements (FMS) and their use as a self-appraisal tool for policing, he updated us on a number of national initiatives. Sir Tom was grateful for the opportunity to discuss and better understand the nature of policing work within the otherwise devolved public service regime in Wales. He also visited also the Missing Children’s Hub and the Virtual Training Centre.

Following the visit, Sir Tom wrote to us, thanking us for our time and expressed his appreciation of all that he had seen and heard.

13. Funding Opportunities

The OPCC is currently exploring external funding opportunities via the Home Office Early Intervention Youth Fund (EIYF). The EIYF is intended to support early intervention programmes with young people at risk of criminal involvement. PCCs play a key role in co-ordinating and supporting applications (as the lead bidder) and are expected to involve Community Safety partnerships or similar local equivalent partnerships. The fund aims to:

- Deliver services to support and prevent young people from getting involved in crime by supporting positive activities;
- Deliver positive outcomes for young people, focused on addressing risk factors which are linked to serious violence;
- Build on, and develop, (Home Office) understanding of what works in practice for tackling these risk factors;
- Drive improved local multi-agency partnership working; and
- Reduce the levels of serious violence and crime.

The OPCC is currently engaging with key partners and the Home Office on the creation of a submission to the fund by the closing date of 28th September 2018.

14. All Party Group (APG) on Policing

Through the Offices of John Griffiths AM, the first meeting of the Group took place on 10th July at the National Assembly. It was a particularly well attended meeting with many AMs and/or Support Staff present. Representatives of all four Police areas and PCC Offices were present. A full programme of future meetings were agreed.

The purpose of the APG is to provide a conduit for better understanding amongst AMs of the work of policing and the pressures that we face.

Key Priorities

During the next quarter, there will be a focus on:

- Delivering the Estate Strategy including the continued review to ensure the police estate remains fit for purpose;
- Progressing the ACEs programme in Gwent;
- Further work around Women's Pathfinder and the diversion project;
- Delivering the review of the Gwent Criminal Justice Strategy Board;
- Ensuring compliance with the GDPR requirements;
- Further implementation of the Keep Safe Scheme;
- Completion of OPCC recruitment;
- Delivery of the Black History Month and Hate Crime Awareness Week activities; and
- Delivery of the public events programme.

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OFFICE OF POLICE AND CRIME COMMISSIONER

TITLE: Annual Equality Report 2017/18 and Amendment to the Current OPCC Equality Objectives

DATE: 28th September 2018

TIMING: Annual

PURPOSE: For consideration

1.	<u>RECOMMENDATION</u>
1.1	That the Police and Crime Panel considers the Equality Annual Report for 2017/18 and the proposed amendments to the Office of the Police and Crime Commissioner (OPCC) Equality Objectives within the Joint Strategic Equality Plan 2016-2020.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	<p>The Equality Act</p> <p>In October 2010, the new Equality Act introduced a Public Sector General Equality Duty, which requires the OPCC and Gwent Police, in the exercise of both our internal and external functions, to have due regard to the need to:</p> <ul style="list-style-type: none"> • 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.
2.2	<p>Protected Characteristics</p> <p>The Equality Duty applies to OPCC and Police personnel and members of our communities who share 'Protected Characteristics'. There are nine 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.</p> <p>Specific Equality Regulations</p> <p>In order to assist public bodies in delivering the General Equality Duty, the Equality Act 2010 also sets out a number of Specific Regulations, which tell us how we can work towards making sure we are compliant with the Duty. There are different Specific Regulations for England and Wales, and policing in Wales is non-devolved, we are legally obliged to meet the English Regulations. However, as a Welsh police service working with devolved partner organisations, wherever possible, we will be seeking to also meet the Welsh Regulations. To do this, the OPCC and Gwent Police:</p>

	<ul style="list-style-type: none"> • Have, and will continue to publish annual Equality Data relating to the Protected Characteristics of our employees and the Protected Characteristics of people affected by our policies and practices • Have set and published a number of joint four-year Equality Objectives in April 2016 following consultation with our staff and our communities • Have published a Joint Strategic Equality Plan (SEP) in April 2016 that sets out how, together, we will seek to ensure we meet our Equality Objectives • Will publish an Annual Equality Report each year to evidence progress against our Equality Plan and Objectives • Will continue to assess the impact of our proposed policies and practices against our General Equality Duty by continuing to use our Equality Impact Assessment process.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	<p>Annual Equality Report</p> <p>The Annual Equality Report for 2017/18 is attached at Annex 1 and gives an overview of progress against our Equality Objectives and associated action plans. Our Joint Strategic Equality Plan can be found here:</p> <p>http://www.gwent.pcc.police.uk/about-us/equality-and-diversity/equality-duty/</p> <p>The joint Equality Objectives are:</p> <p>Equality Objective One</p> <p>Hate Crime and Domestic Abuse: To 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.</p> <p>Equality Objective Two</p> <p>Legitimacy and Fairness: To ensure that policing activities, in particular, stop and search 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</p> <p>Equality Objective Three</p> <p>Access, Engagement and Cohesion: To ensure the delivery of our services is influenced by the views of people that share Protected Characteristics and that the work that we do promotes inclusivity and cohesion</p> <p>Equality Objective Four</p> <p>Creating a Representative Workforce and Promoting Fairness: Work towards a representative workforce that is reflective of the demographics of Gwent, and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.</p>

	<p>Equality Objective Five</p> <p>Mental Health: To work in partnership to improve services delivered to people experiencing mental ill health and ensure the mental wellbeing of all personnel.</p>
3.1.1	<p>To support delivery of the Objectives, within the SEP, the OPCC and Gwent Police published a corresponding set of Key Actions/Outcomes relevant to each organisation; the OPCC and Gwent Police maintain separate internal Action Plans comprising these key activities. The Action Plans are living documents and are reviewed annually to ensure continued relevance and capability in achieving the overarching Objectives, and to better integrate some of the work being undertaken.</p> <p>In producing the Annual Equality Report 2017/18 and reviewing the Action Plan, the OPCC identified and proposes a small number of revisions to its Key Actions/Outcomes as follows:</p> <p>Equality Objective One</p> <ul style="list-style-type: none"> • <u>New Outcome 8</u> 'Work with Gwent Police to implement the Keep Safe Cymru Scheme in Gwent'. <p>This was not previously included in the OPCC Action Plan but is being undertaken as a joint piece of work between the OPCC and Gwent Police.</p> <p>Equality Objective Two</p> <ul style="list-style-type: none"> • <u>Outcome 9</u> 'Hold focus groups with those who share Protected Characteristics to ensure they feel they are treated fairly and without discrimination' to be amended to read 'Engage with people who share Protected Characteristics to ensure they feel they are treated fairly and without discrimination'. <p>This amendment will ensure that we are able to maximise our engagement through a variety of methods, including focus groups where appropriate.</p> <p>Equality Objective Three</p> <ul style="list-style-type: none"> • <u>Outcome 2</u> 'Oversee Gwent Police response to Job Centre Plus regarding Disability Symbol 'Two Ticks' status' to be amended to 'Support the OPCC and Gwent Police's objectives to become employers of choice'. <p>This amendment provides a new outcome for the OPCC and enables the organisation to better monitor its own performance, as well as Gwent Police's, in this area. Job Centre Plus has since disestablished</p>

the Disability Symbol scheme and replaced it with the 'Disability Confident' scheme. Therefore, it is proposed that the action to review scheme compliance is included under the new Outcome 2, to sit alongside a similar action for the OPCC.

- New Outcome 9 'Provide support for the most disadvantaged in our communities to promote opportunities for positive outcomes and community cohesion'.

Inclusion of this Outcome supports the PCC's priorities associated with current community funding activity and enables the OPCC to establish better linkages across work programmes.

Equality Objective Four

- New Outcome 1 'Support Gwent Police's activity to provide and promote a fair and inclusive workplace'. Propose to include the existing Outcome 1 'Provide oversight and scrutiny of Gwent Police's Positive Action Strategy' as a specific activity under the new Outcome 1.
- New Outcome 2 'Review the OPCC's activity to provide a fair and inclusive workplace'.
- Outcome 5 'Monitor the success of targeted recruitment approaches' to be included under new Outcome 1 as a specific activity.

The amendments to these Outcomes will enable the OPCC to provide greater support and challenge to Gwent Police in terms of equality and diversity matters, whilst measuring its own performance in this regard.

- New Outcome 7 'Support the OPCC's activity to provide and promote a fair and inclusive workplace'.

This outcome will enable the OPCC to review and assess the way it supports employees that share Protected Characteristics to help improve organisational practices and ensure that staff feel supported in the workplace.

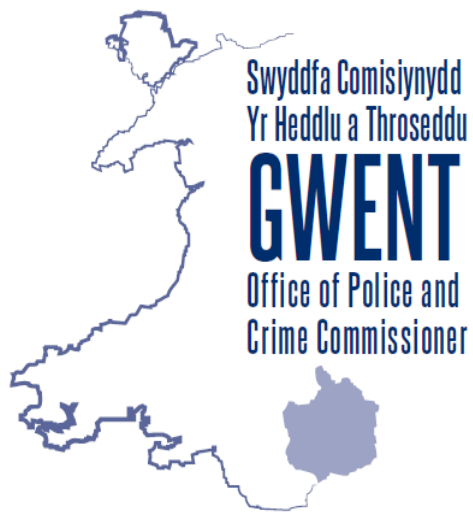
Equality Objective Five

- Outcome 3 'Monitor the outcomes associated with frontline officer training' to be amended to 'Monitor the impact of mental health initiatives on Gwent Police's resources and their response to demand'.

The original outcome provided a narrow field for scrutiny as the response to mental health is wider than officer training alone. This revision will enable us to include other initiatives that support, manage and reduce the mental health-related demand on Gwent Police,

	particularly in terms of people that share Protected Characteristics.
4.	<u>NEXT STEPS</u>
4.1	<p>Once approved, the Annual Equality Report will be published on both Gwent Police and the OPCC's websites. Annual Equality Data is also required to be published by Gwent Police and is currently being collated. The data for publishing will be agreed at the next internal People and Diversity Board meeting.</p> <p>Gwent Police has established a new Equality Meeting, which will focus on delivery of the Strategic Equality Objectives through monthly themed meetings, receiving relevant updates and scrutinising equality data in more detail. The OPCC is represented at this meeting.</p> <p>Progress against the OPCC's Strategic Equality Objectives will be monitored through the Police and Crime Commissioner's Executive Board on a six-monthly basis.</p>
5.	<u>FINANCIAL CONSIDERATIONS</u>
	There are no financial considerations resulting from this report.
6.	<u>PERSONNEL CONSIDERATIONS</u>
	The Strategic Equality Plan will assist in ensuring that the workforce is supported in relation to mental health and that all staff are treated equally.
7.	<u>LEGAL IMPLICATIONS</u>
	The Equality and Human Rights Commission are the regulatory body that oversee and monitor Public Authorities' compliance with their General Equality Duty and Specific Regulations. The Annual Report, Equality Data, and the delivery of our Equality Objectives assists in ensuring Gwent Police meet our obligations as set out in the Equality Act 2010.
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
	<p>This project/proposal has been considered against the Public Sector Equality Duty (Equality Act 2010) to eliminate discrimination, promote equality of opportunity and foster positive relations between people that share Protected Characteristics and people that do not.</p> <p>Consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998 in preparing this report.</p>
9.	<u>RISK</u>
	The publication of the Annual Report and on-going monitoring of the delivery of the Strategic Equality Plan mitigates any potential risk to either the OPCC or Gwent Police.

10.	<u>PUBLIC INTEREST</u> This document can be made available to the public.
11.	<u>CONTACT OFFICER</u> Caroline Hawkins, Policy Officer (OPCC). Heather Powell, Diversity and Inclusion Manager (Gwent Police).
12.	<u>ANNEXES</u> Annex 1 – Annual Equality Report.



Heddlu
Gwent
Police

Annual Report 2017-2018

Joint Strategic Equality Plan

1. Executive Summary

During 2017/18 Gwent Police and the Office of the Police and Crime Commissioner (OPCC) have worked towards the delivery of 5 Strategic Equality Objectives, set for delivery during 2016-20 as part of our Joint Strategic Equality Plan. This year we have also moved towards establishing a data framework which underpins this work. This allows us to better understand how diversity impacts on our operational delivery, recognise our successes and our gaps, and will shape our approach to policing communities and providing services over the next period. Key findings this year are summarised below.

Hate Crime and Domestic Abuse:

- BAME referrals into Multi-Agency Risk Assessment Conferences (MARACs) for high risk domestic abuse victims maintained a level of 7% against a recommended 6%. LGB&T referrals and disability referrals also increased but numbers are still low
- Our recording of the Protected Characteristics of domestic abuse victims has improved but gaps remain
- Recorded hate crimes have increased by 64%, the highest increases seen across religious, disability and homophobic hate crime, nationally recognised as the most under-reported strands
- Our victim satisfaction levels are around 88% for victims of hate crime, higher than that of victims of other crime types and ASB
- Our referral rate into victim services for hate crime victims is around 70%, considerably higher than that the national average

Legitimacy and Fairness

- Statistically, people from a BAME background are twice as likely to be stopped and searched than White people in Gwent, this is lower than the national average
- The numbers of stop and search encounters in Gwent is continuing to decrease

- 250 people completed a ridealong with Gwent Police this year, most involving people aged 20-29, with around 70 people being aged 18 and under
- 2% of our ridealong participants were Muslim, nearly 20% of participants identified as lesbian, gay or bisexual, and 3% as BAME
- The number of people detained under Section 136 of the Mental Health Act who are taken to custody has decreased to 11%, compared to 42% in 2014
- 248 women have now been diverted from custody through the women's Pathfinder Scheme, which has been shown to reduce re-arrest rates from 35% to 18%

Access, Engagement and Cohesion: Key Findings

- The Police and Crime Commissioner agreed to fund 82 projects from his Partnership Fund, totalling just over £299,000
- Projects to improve access to policing services include Keep Safe, a contact scheme for people with communication difficulties, and the commissioning of a full access audit of the entire Gwent Police estate
- 58 pupils aged 9-11 from schools in Newport have become members of the 'Heddlu Bach' Mini Police Officer scheme
- 4 Policesol courses have been delivered to around 40 asylum seekers and refugees across Gwent, including a Summer School for young people

Representative Workforce: Key Findings

- BAME representation has increased across the workforce to 2.24% for officers, 1.4% for staff and 4.7% for officers, against a Gwent population figure of 3.9%
- During 2017/18 we have maintained a BAME Police Officer recruitment rate of 5-6%

- There is significant under-representation of BAME officers above the rank of Sergeant and female officers at the rank of Sergeant and Inspector
- Female officers are well represented at Chief Officer level and make up 33% of our officers in total. Women are over represented in our staff, making up 69% of total personnel
- Numbers of people choosing not to state their sexual orientation have decreased, from 78% in 2016 to 58% in 2018. The total proportion of the workforce identifying as LGB is 2.6%
- The numbers of disabled officers and staff has remained stable at 2% for officers and 4% for staff

Mental Health: Key Findings

- The Police Control Room Clinical Advisor Project has dealt with 40 mental health consultations and 16 detentions under Section 136 of the Mental Health Act since February 2018
- This has resulted in a reduction in Police demand by 190 incidents; demand was greatest in the early evening and in Newport
- Over 300 victims have now been referred to our mental health practitioner at Connect Gwent for psychiatric help
- Over 50 MIND trained Well-Being Ambassadors who are Peer supporters are now able to support officers and staff with their wellbeing

2. Introduction

Gwent Police and the OPCC published their first Strategic Equality Plans (SEP) in 2012 to help fulfil their duties as a public authority as set out in the Equality Act 2010. In April 2016 a new Joint SEP was published in partnership which set out our joint equality and diversity priorities for the next 4 years. Our SEP can be found here:

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

These priorities were set in consultation with our staff and communities, and are presented as Strategic Equality Objectives. To help us deliver these Objectives, Gwent Police and the OPCC also have respective Action Plans which keep track of our progress, and form the basis of this Report.

Whilst this Annual Report provides an update on progress against our Objectives to help us meet our duties under the Equality Act, more importantly, it celebrates success in working towards a fair and inclusive police service.

Note – the term ‘Protected Characteristics’ used in this document refers to the characteristics of age, disability, gender reassignment, marriage and civil partnership, race, religion, pregnancy and maternity and sex.

3. Our 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:

1. Engaged communities– delivering services that are easy to access and that respond to and met the needs of all communities.
2. Employer of Choice – building a working environment that includes everyone and encourages all personnel to develop and progress.

3. A Service that Works – building equality into the organisational processes and how performance is managed.

Our commitment to equality is integral to 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.

Work to meet our Equality Objectives also reflects the priorities set out in the Police and Crime Commissioner for Gwent's Police and Crime Plan 2017-2021:

- Crime Prevention;
- Supporting Victims;
- Community Cohesion;
- Tackling Anti-Social Behaviour; and
- Efficient and Effective Service Delivery

In particular, supporting the delivery of work relating to community cohesion:

- Obtaining the views of all communities on policing and crime matters and ensuring the services provided meet the diverse needs of our communities;
- Ensuring a commitment to equality and diversity which promotes respect and cohesion through engagement with our communities and which supports an environment where crime and disorder are not tolerated;
- Gwent Police and the OPCC have healthy, value led workforces that truly represent the communities they serve; and
- Working with our communities to minimise the effect of organised crime and reduce radicalisation and the growth of extremism.

4. Updates on our Equality Objectives

Equality Objective 1: Hate Crime and Domestic Abuse

To 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.

A. Domestic abuse

One of the commitments in our SEP is to improve the reporting and recording rates of incidents of domestic abuse specifically affecting people that share Protected Characteristics - this includes Honour Based Violence (HBV), Forced Marriage (FM) and Female Genital Mutilation (FGM).

When setting our Equality Objectives in 2016, we identified that Gwent had low levels of victims who were from a Black, Asian or Minority Ethnic (BAME) background, people that identified as lesbian, gay, bisexual or transgender (LGB or T) and disabled people being discussed at Multi Agency Risk Assessment Conferences (MARACs) which manage high risk domestic abuse cases. This was compared to recommended numbers for Gwent provided by SafeLives, the independent domestic abuse charity.

This year, BAME referrals into MARACs maintained a level of 7% against a recommended 6%, an improvement on our original position in 2016. LGB&T referrals increased and made up 1% of our total MARACs, and referrals where the victim is disabled increased to 2%. However, nationally it is recommended that Gwent Police should be referring 5+% LGB&T cases, and 18% disability. Our MARAC referrals for male victims made up 2% of the total, compared to a recommended 4-10%.

We have also produced some data on the number of non-MARAC domestic abuse cases by gender and ethnicity. This data shows that around 27% of our domestic abuse cases do not have the victim's ethnicity recorded, and around 8.6% do not capture the victim's gender. One of the challenges for us is to ensure our recording processes are properly capturing information about the demographics of domestic abuse victims so these figures are truly

representative of the cases we are recording. We have adjusted our Equality Action Plan which underpins our Strategic Equality Plan to focus on improving the quality of data we collect, and will use this to inform targeted campaigns to encourage reporting from communities that are underrepresented in our data.

Our Strategic Equality Plan also identified specific concerns in relation to asylum seeking and refugee women, who may have less access to support services, and be unlikely to make reports of domestic abuse because of language or cultural barriers, or a fear of the Police. We have been working closely with Local Authorities to build links with refugees and asylum seekers that are seeking sanctuary in Gwent, and now deliver a domestic abuse session as part of our Policesol course, a 4 week programme for newcomers to Gwent.

At a strategic level, the OPCC and Gwent Police are members of the Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Partnership Board and associated Delivery Group which delivers a Strategic Delivery Plan. Priority 4 of the Plan aims to ensure that our work in relation to VAWDASV is inclusive of all of our communities.

This year, the OPCC and Connect Gwent, our victims' hub, also reviewed sexual abuse, violence and exploitation services in Gwent. The review provided six recommendations, which included the commissioning of an independent evaluation of the services and their impact across Gwent. This began in January 2018 and the evaluation report will be completed by the end of April. The evaluation will support the Commissioner to create a sustainable framework that supports collaboration, and the provision of a service that is accessible to people sharing Protected Characteristics. Progress will be reported on in our next Annual Report.

The OPCC and Gwent Police also developed a joint Well-being and Vulnerability Strategy that aims to ensure that the well-being of the most vulnerable people in our communities is central to everything we do. Vulnerability affects a wide range of people in a variety of circumstances, including the effects of violence against women, domestic abuse and sexual violence, and hate crime.

The Strategy recognises that people with additional or complex needs, especially those who share Protected Characteristics, are often the target of crime, abuse and exploitation. Alongside the joint Strategic Equality Plan 2016-2020, the Well-being and Vulnerability Strategy will promote proactive work with groups such as asylum seekers and refugees, BAME communities, disabled and LGB&T people. Again, progress under the Strategy will be reported on within our next Annual Report.

HBV/FGM/FM

Our SEP focusses on the need to increase reports and identification of incidents of HBV, FGM and FM, which are nationally under-reported. Early this year, the Gwent HBV sub-group agreed with partners that we will conduct a regular scrutiny panel of HBV cases in order to learn lessons. The group also collated data from police, health, and partners like BAWSO to assess any trends, whether processes are being followed correctly, and how well agencies are performing.

Training on HBV, FM and FGM is now provided to all new recruits, and further training has been delivered to staff within our Public Protection Unit who lead on safeguarding in such cases. Training is also planned for our First Point of Contact staff in order to identify cases at an early stage and deliver effective interventions.

Several events have taken place throughout the year to raise awareness of FM, HBV and FGM within communities including events for FGM zero tolerance day in Newport and at Cardiff airport. A summer campaign was delivered in partnership with local communities and education providers highlighting risks associated with summer travel.

The local HBV Sub Group has now been disestablished in favour of the National FGM Board, however, to ensure we continue to focus on improvements in this area, we have established a local working group, whose priorities are now set out in the Equality Action Plan. These include a review of current training provision, building better links with local women's groups, raising awareness

within schools and carrying out regular audits of incidents identified as FM, FGM or HBV.

Data collected from local health boards this year showed the Gwent area have the highest rate of FGM identification, however Gwent Police data does not reflect this. This could indicate either an issue with our recording of incidents, or that incidents are not being flagged to the Police. This disparity will be explored by the HBV/FGM/FM Working Group.

The data below provides a comparison of recorded FGM/FM and HBV cases. It should be noted that the high number of HBV incidents recorded in 16/17 was as a result of multiple records linked to a single incident.

Type	2015/16	2016/17	2017/18
FGM	0	0	1
Forced Marriage	2	3	2
Honour Based Violence	12	45	16

B. Hate Crime

This year saw another increase in the number of hate crimes recorded in Gwent, and numbers were particularly affected by national and global events such as the series of terror attacks that occurred during the summer of 2017.

Type	2015/16	2016/17	2017/18
Racial	143	277 (93%)	394 (42%)
Homophobic	49	61 (24%)	144 (136%)
Disability	15	45 (30%)	89 (97%)
Transphobic	4	10 (200%)	11 (10%)
Religious	2	7 (250%)	19 (171%)

	213	400 (88%)	657 (64%)
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Throughout the year, Gwent Police and the OPCC have been using social and traditional media to respond to these incidents, offering reassurance to affected communities, and encouraging social cohesion through the use of the national #WeStandTogether campaign. This has been positively received by communities, and celebrated during Hate Crime Awareness Week in October across 2 events. A cross-community football tournament welcomed teams from local Roma, refugee and asylum seeker and disability groups to compete for the Commissioner's Cup, and the We Stand Together festival, hosted by the Riverfront Theatre in Newport, celebrated the diversity and integration of communities in Gwent.

All of our frontline officers have now received hate crime training, and we continue to train all of our new police officers and Community Support Officers in diversity and hate crime. We have also trained another 10 Hate Crime Support Officers this year, volunteers across the Force who supported around 600 victims this year, and continue to impact on our victim satisfaction levels, which are around 88% for victims of hate crime, higher than that of victims of other crime types and ASB.

One of the commitments in our SEP was to implement the Keep Safe Cymru Card Scheme in Gwent, a way for people with specific communication needs to register their details with us and on contacting Gwent Police, receive a service that is responsive to their needs. The OPCC and Gwent Police have been working with a number of disability organisations this year to design a scheme that works for our local communities, and training for our Control Room staff is scheduled for early next year. More information about Keep Safe is provided later in this report.

We continue to work with our partners in providing a high standard of victim services to hate crime victims. This year, around 70% of our hate crime victims were referred into specialist services via Connect Gwent, as well as receiving support from an HCSO. We have developed easyread information about hate crime and our HCSOs which is now sent to every person who has experienced

hate crime, and have established links with our Cyber CSO, who provides safeguarding advice to people who have been victimised online. We have effectively linked our hate crime referral process to other specialists across the force, including our Prevent Officer and our missing Children's team, as we recognise the vulnerabilities that often impact on hate crime victims could also put them at risk of other forms of exploitation and abuse.

This year we also worked to better understand our hate crime data, including hate crimes that impact on our late night economy, those which are symptomatic of wider community tensions, and built a better picture of outcomes and disposals for hate crime. This work will influence our priorities over the coming reporting period, including targeted campaigns during months where specific hate crimes peak, and joint work with the CPS in improving the numbers of disability hate crime crimes which are referred to them for advice and prosecution.

This year we have also improved our response to hate crimes that are experienced by staff and officers on duty, following feedback from officers who had been racially or homophobically abused whilst carrying out their duties. We now offer any member of personnel who has experienced hate crime a referral to an HCSO and external victim services, and have introduced a 13 point plan which outlines the standard of support that they should receive. This includes, not taking their own statement or being responsible for investigation, being contacted by a senior officer to check on their welfare, and ensuring the Force takes proactive steps in seeking a prosecution.

In March, Her Majesty's Inspectorate of the Constabulary and Fire and Rescue Service (HMICFRS) visited Gwent Police as part of their thematic inspection into the Police service's initial response to hate crime. HMICFRS focussed on sexual orientation hate crime in Gwent, and spent 3 days examining hate crime logs, speaking to frontline officers and key members of staff, and consulting with victims of hate crime. The final report will be published in July, but initial feedback has been very positive, with HMICFRS particularly impressed with Gwent Police's approach to auditing and identifying hate crimes and understanding the needs of our victims in order to provide a tailored response.

In October, the Association of Police and Crime Commissioners (APCCs) highlighted Gwent's hate crime initiatives in its national Good Practice Showcase. The article focused on how Gwent Police deals with hate crime, the support provided to victims, and how we raise awareness of hate crime. The article also recognised how Gwent Police supports Police officers and staff that experience hate crime.

This year, the Commissioner provided funding to Newport People First and Torfaen People First to produce a range of short films to raise awareness of 'mate crime', a form of hate crime where a vulnerable person is manipulated or abused by someone they believe to be their friend. The films will be based on some of the real life experiences of members of the People First groups. Many individuals with a learning disability do not understand what mate crime looks like, but the films will help to give them the knowledge and confidence to report mate crime to the Police and that the Police will take the matter seriously. The films are due to be launched in May 2018.

The Commissioner also provided funding towards the Welsh Refugee Council's Hate Crime Awareness project for asylum seekers and refugees; the project aims to raise awareness of what hate crime is and how it can be reported. The project also seeks to build trust in the Police as many individuals will have had negative experiences in their home countries. The project will finish in July 2018 with a celebration event to highlight its impact and success. Gwent Police continue to work with communities that traditionally under report hate crime through delivery of our Policesol course to asylum seekers and refugees, and ongoing social media activity focussed around national movements like LGBT History Month and Black History Month.

Gwent Police and the OPCC continue to be represented at the Welsh Government's Hate Crime Criminal Justice Board and support the delivery of their Hate Crime Framework. As part of the OPCC's review of the Gwent Criminal Justice Strategy Board, opportunities to improve hate crime and disability hate crime monitoring and awareness across the partnership were also identified. An update on Gwent Police activity will now be included at future meetings.

Equality Objective 2: Legitimacy and Fairness

To ensure that policing activities, in particular, stop and search 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

This objective focuses on ensuring policing activities that have been identified as being particularly intrusive, and likely to impact disproportionately on people that share Protected Characteristics, are subject to proper scrutiny, and communications with the public are improved in order to reassure and receive feedback.

A. Stop and Search and Use of Force

Stop and search is an area of operational activity that is held under close scrutiny by both the OPCC and Gwent Police. We have a number of internal and public processes in place to monitor the use of police powers locally. Working with Gwent Police, the OPCC ensures that any issues identified through these processes, or any concerns raised with us by our communities, are considered and addressed. Gwent Police remains a compliant member of the Best Use of Stop and Search Scheme, launched by the Home Office in 2014. This aims to create greater Police transparency, accountability and community involvement in the use of stop and search powers.

The OPCC has a long established scrutiny process for the use of stop and search in Gwent. In September 2017, at the request of the Assistant Chief Constable, work began to expand the work of the group to include all use of force exercised by Gwent Police. The group was renamed the Legitimacy Scrutiny Panel (LSP) and continues to be Chaired by an OPCC Policy Officer, supported by Gwent Police's Diversity and Inclusion Manager and is made up of local community members from a range of ethnic background.

The LSP meets every six months and involves representatives of the local communities most affected by stop and search. The Terms of Reference for the LSP sets out that it will:

- Consider and discuss Gwent Police stop and search and use of force data;
- Conduct a random dip sample of a proportion of the stop and search records available for the scrutiny period (this includes all records where a BAME classification has been selected); and
- Review body worn video from a random selection of stop and search and use of force footage available (this has included video relating to stop and search complaints where appropriate).

There is a particular focus on ethnicity, age, gender, grounds and outcomes of encounters. After each meeting, the OPCC produces a report with the outcomes of the exercise and any recommendations or observations for improvement. These are provided to the Commissioner's public Strategy and Performance Board meetings, to support the Commissioner in holding the Chief Constable to account for the use of stop and search and use of force powers by Gwent Police. They are also published on the OPCC website.

This period introduced scrutiny of incidents involving use of force for the first time. Feedback from panel members was unanimously positive on observing the way that police officers dealt with extremely challenging situations, and endeavoured to de-escalate tension using means other than force, before exercising this in a proportionate way. Officers were commended for their approach to dealing with members of the public who were often aggressive or very distressed, ensuring their welfare and remaining courteous and respectful.

The LSP monitors and reviews the Race Disproportionality Ratio (RDR) for stop and search encounters. This year in Gwent our RDR has remained around 2, which suggests that, statistically, people from a BAME background are twice as likely to be stopped and searched than White people. The RDR is subject to scrutiny every month at our Operational Tactics meeting which examines stop and search data down to Ward level and individual officer in order to satisfy the Force and OPCC that any disproportionality can be justified.

A number of significant factors impact on the RDR in Gwent, including the demographic profile of our local communities, and individuals that are involved in organised crime who may be subjected to repeat stop and searches. There has also been a continual reduction in the overall number of stop and search encounters recorded in Gwent. Whilst this is a national trend, we have identified that this has also had an impact on the disproportionality ratio in Gwent. During the next reporting period, a specific piece of research will be undertaken to better explore and understand these links, specifically in relation to a number of targeted drugs operations that took place in 17/18.

Our work continues to identify concerns around the high number of 'No Further Action' (NFA) outcomes resulting from stop and search encounters; again, this will be explored through the commissioned research. Observations and recommendations from the LSP are taken forward by Gwent Police as part of a stop and search and use of force work plan which is monitored through the internal Operational Tactics Meeting.

The OPCC and Gwent Police are working to establish an independent scrutiny group to specifically examine the details of stop and search and use of force complaints. The scope and Terms of Reference for this group will be developed in 2018/19.

During the last three years, the OPCC and Gwent Police have developed and implemented a 'Know Your Rights' awareness programme for young people across Gwent. During 2016/17, a pilot to deliver awareness sessions took place with the Positive Futures sport based inclusion programme that engages young people predominantly aged between 10 and 19 years. Following on from this, during 2017/18 sessions were also delivered to a number of schools across Gwent through the Police School's Liaison Programme and Positive Futures. An evaluation report is being prepared and will be used to help further develop the programme in 2018/19 to help ensure a sustainable and appropriate focus across our communities.

The Home Office introduced their Best Use of Stop and Search Scheme (BUSS) in 2014 with the aim of achieving greater transparency, more community

involvement in the use of stop and search powers, and improved outcomes from their use. Gwent remains a member of the scheme and the Police and OPCC work closely together to continue to ensure compliance.

As part of the BUSS Gwent Police introduced a ridealong scheme in 2015, which allowed members of the public to experience the reality of operational policing alongside staff and officers. By the end of April 2016, 744 people had completed a ridealong with Gwent Police. This year, around 250 people completed a ridealong, the majority of which took place in Newport and Caerphilly, with smaller numbers in other areas of the Force including our Force Communications Suite.

Encouragingly, most of our ridealongs were completed by people aged 20-29, with around 70 people being aged 18 and under. 2% of our ridealong participants were Muslim, the remainder identified as Christian, Agnostic, Atheist or having no religion. Nearly 20% of participants identified as lesbian, gay or bisexual, however this year our BAME representation dropped from 5% to 3%, compared to a population demographic of 3.9%, so there will be a focus during the next reporting period on promoting the scheme to BAME communities who may have less confidence in the Police, particularly around our approach to stop and search.

All of our Police Officers and Sergeants have received a 2 day training input, based on the national package developed by the College of Policing. This included content focussed on unconscious bias and the importance of ensuring sufficient grounds are recorded for each stop and search encounter. This period there has also been a string focus on ensuring Use of Force forms are properly completed and submitted.

A focus group with frontline officers revealed several concerns in relation to stop and search, including the perception that officers are more likely to be subject to criticism or complaint should they exercise these powers. Work has subsequently been carried out to feed back positive observations from the LSP and reassure officers that if stop and search is utilised in a legitimate manner, they will be supported in doing so. Our BAME Staff Support Network vice Chair and President of the National Black Police Association also issued a statement

in support of officers utilising stop and search as an effective tool to detect and prevent crime.

B. Custody

Our SEP includes a number of actions around specifically around improving the scrutiny of custody data that relates to people that share Protected Characteristics. Our performance management system, QlikView, now captures arrest information by nationality, age, gender and ethnicity, and reviews are now regularly carried out on the following:

Strip searching in custody is now specifically monitored via Qlikview and features in custody record audits for compliance with PACE. This data will also be scrutinised further by Protected Characteristic via the Force's new Equality Meeting, which has been established to better analyse and understand data in relation to a number of key areas

Detentions under **Section 136 of the Mental Health Act** are also captured on Qlikview and regularly monitored. 2017 saw a continuation of the decrease in numbers of people taken to custody as a place of safety:

	2014	2015	2016	2017
% in custody	42%	33%	26%	11%
% in hospital	58%	67%	74%	89%

During the next reporting period, the Criminal Justice Liaison Service also plan to pilot the introduction of a team of mental health practitioners in Custody. The team will be able to assess and assist detainees who have poor mental health at this early point in the Criminal Justice Process and potentially offer more appropriate diversionary pathways than the Criminal Justice route.

Data for all **children detained in custody** is available is also monitored regularly by senior custody managers. The Force also reports data on children in custody on a monthly basis to the Welsh Government, and reviews all cases individually

where children have been detained post-charge. Gwent Police are represented on the Gwent Monitoring and Review Panel where the transfer of children and young people to local authority accommodation from Police detention is reviewed. A Joint Working Agreement Between Gwent Local Authorities, Gwent Youth Offending Services, Gwent Police and the South East Wales Emergency Duty Team is also in place, which means that all cases where a child is in custody between 10:00 p.m. and 5:00 a.m. will be reviewed on a multi-agency basis.

The table below summarises custody data by ethnicity compared to 2015/16 information, which, compared to the latest available population data, does not evidence disproportionality.

	2015/16	2016/17	2017/18
Number of arrests	11,441	9876	6923
White arrests	95%	93%	85%
Asian Arrests	2.6%	3.5%	2.8%
Black Arrests	2.4%	3.5%	3.3%

Our new Equality meeting has requested further data around the demographics of detainees in Police Custody, including information by race, gender and age in relation to length of detention, use of force and disposals. Findings will be reported on within the next Annual Report.

This year, work to deliver our Women's Pathfinder scheme continues. This is an Integrated Offender Management (IOM) Cymru initiative that aims to deliver a service specific to women who come into contact with the criminal justice system in Wales. Pathfinder supports women on their journey through the criminal justice system from the point of arrest to release from prison, by ensuring that there is a multi-agency, co-ordinated response for each case.

Partly funded by the PCC, a key feature of the scheme is the provision of a multi-agency response to divert women (where appropriate) away from the

criminal justice system and into community support and interventions at the earliest opportunity. The scheme was piloted in each policing area in Wales and has been running in Gwent since 1st October 2015 where to date, 248 women have been diverted through the Scheme.

The scheme was reviewed this year and considered successful. Participants benefited not only as a result of being diverted out of the criminal justice system and avoiding a criminal record, but also by receiving support that, in many cases, had not previously been accessed. They were found to have made progress in addressing their offending, experienced improvements in their resilience and general wellbeing and reported decreases in the practical problems they faced. The scheme was found to reduce reoffending rates from 27% to 20% and re-arrest rate from 35% to 18%.

In 2017/18, the OPCC, working with Gwent Police, developed proposals to provide diversion opportunities for all low level and first time offenders in Gwent, with a particular emphasis on vulnerable people. The provision will complement the existing Women's Pathfinder Diversion Scheme by implementing a joined-up, multi-agency diversion programme away from the criminal justice system and into community support and interventions at the earliest opportunity, for anyone over the age of 18 and where appropriate to do so.

The OPCC continues to co-ordinate an active Independent Custody Visitors (ICV) scheme, using community volunteers to regularly attend custody units and review the quality of care provided to detainees. ICV volunteers receive regular training, and are aware of equality and diversity indicators that they should be looking out for as part of their visits.

C. Equality Data

This year we have focussed on establishing a clear data framework to inform and improve the collection of equality data that will support the delivery of our Equality Objectives. The framework underpins our new Equality Meetings, which will be monthly and themed around:

- Access, Engagement and Cohesion

- Legitimacy and Fairness
- Representative Workforce

The framework will allow for better monitoring of trends and patterns across key areas of work, and early identification of risk or disproportionate impact on people that share particular Protected Characteristics.

This year we have also made improvements to our corporate monitoring form which now offers more choice in the way that people can identify their sexual orientation, gender identity, religion and ethnicity, including the introduction of Gypsy and Traveller categories. Work continues to ensure this monitoring form is embedded within all of our recruitment, personnel and community engagement processes.

Amendments have also been made to Force systems to reflect national changes which have improved the disaggregation of both race and religion. These changes now allow us to record racially and religiously aggravated incidents more accurately, for example, specifically as Islamophobic. We are also now able to record offences specifically committed against Gypsy and Traveller communities.

This year we also worked with the Minerva Board, the national group which oversees changes to NICHE, the record management system used by Forces across the UK, to ensure that people's transgender identity can be appropriately recorded. NICHE now provides opportunity to more accurately record a person's gender identity whilst ensuring officers have appropriate information to be able to manage interactions sensitively. Over the next period, we will focus on ensuring this facility is used when needed, and that all staff and officers receive clear guidance around recording gender identity.

Gwent Police and the OPCC will also be focussing on undertaking work to ensure that the Protected Characteristics of people supported through Connect Gwent are recorded and monitored to enable bespoke service provision and more effective promotion of services. Work has started to better understand the profile of people accessing victim services and has identified several areas for improvement, for example in the way we collect information

about domestic abuse victims, and disparities in the uptake of victim services dependant on characteristics like sexual orientation.

D. Complaints

This year saw the development of our Discrimination Complaints Panel (DCP), an independent group working with our Professional Standards Department to review complaints received by members of the public who share Protected Characteristics. Challenges continue to be experienced in collecting demographic data using historic systems which are not fit for purpose. It is anticipated that these systems will be updated during the next reporting period to enable a better breakdown of the Protected Characteristics of complainants. Parallel to this, the OPCC and Gwent Police will be working together to develop a more robust terms of reference for the DCP, ensuring it meets more regularly, and to also include monitoring of the proportion of officers with Protected Characteristics who are subject to misconduct investigations, an issue which has been highlighted at a national level for both BAME and LGB&T officers.

HMICFRS identified an area for improvement around the promotion of our complaints procedure to ethnic minority communities. In response, we have translated information about how to make a complaint into a range of community languages based on those most commonly spoken by people coming into contact with Gwent Police. This information has been widely distributed across community networks by our Community Support Officers and is available on our website. A comprehensive list of key BAME contacts across the Force areas has been provided to our local PSD Sergeants who have been offering information sessions about the complaints process. We have also incorporated content on making a complaint into our Policesol courses, delivered specifically to speakers of languages other than English with the aim of improving confidence in policing services.

Equality Objective Three: Access, Engagement and Cohesion

A. Access

This year we have been continuing to improve the accessibility of Policing services to those communities that may experience barriers, as well as ensuring working environments are safe and accessible for all personnel. The PCC is responsible for the Police estate in Gwent which includes all Police stations, land and assets. The PCC has a 10-year Estate Strategy that sets out the vision, drivers for change and the targets for improvements to the estate whilst acknowledging the current opportunities and limitations of modern policing. In delivering the Estate Strategy, the OPCC works closely with Gwent Police to ensure the provision of a visible and accessible policing service which responds to local need and provides reassurance to the community.

As part of this work, we carried out an initial audit of all of our Police estate to assess how accessible our buildings are to both the public and Police personnel and found potential to make improvements. A full Disability Access Audit has now been commissioned and is currently out for tender. We will report on findings and recommendations in our next Annual Report.

The audit will include assessment of our new Headquarters, which is currently being designed. Our Estates Department has been working closely with Staff Support Networks, our Independent Advisory Group, and our Diversity and Inclusion Team to ensure that the new Headquarters provides a workplace which encourages inclusivity in order to foster positive, respectful relationships between our staff, and inspire confidence in our public that they will also be treated fairly and with dignity. Considerations made around the design to date include:

- Ensuring a fully accessible environment which is responsive to the needs of physically disabled people and people with sensory impairments
- Provision of specific washing facilities required for religious observation
- Inclusion of a contemplation room for religious observation or quiet reflection
- Development of gender neutral toilet, washing and changing facilities throughout the building
- Provision of baby changing and breastmilk storage facilities

Our Force Communications Suite has started to review the ways in which people with additional communication needs are able to contact Gwent Police. We have recorded a range of information about getting in touch with us in British Sign Language which will shortly be added to our website, accessible via our main splash page. In 2017/18, work also began between the OPCC and Gwent Police to implement a Keep Safe Scheme for Gwent. The Scheme is designed to help people that may find it hard to speak to the Police on the telephone or in person when in a potentially stressful situation, for example, when calling to report an incident or in custody.

Registering with the scheme means that Gwent Police will have access to specific information regarding an individual's communication needs to help ensure they receive the right support. Information held will include health conditions and how the person can be supported when they make contact, either on the phone or in person. We have worked with local disability groups and disabled people who have helped design a scheme that will work for them and are now developing a training package for Force Control Room staff which will be delivered in partnership with disabled people. During the next reporting period we will be rolling out this training, as well as briefing frontline officers on the scheme, before promoting it across Gwent.

In the coming year, the OPCC will be developing a new website, and as part of this work will conduct an accessibility review with members of our community to ensure that the layout and information provided are easy to use and read. This will be targeted specifically at people with visual and/or hearing impairments and those with additional learning needs who may require further support when accessing online information. The OPCC also plans to carry out a review of its publicity materials which will provide additional opportunities to address any barriers for people when accessing our printed information.

B. Engagement and Cohesion

Community cohesion plays a key role in the prevention and reduction of crime and ASB. The OPCC, Gwent Police, and partners continue to actively work together to create a Gwent that is integrated, cohesive and resilient.

Underpinning this work is the Well-being of Future Generations Act and the vision for 'a Wales of cohesive communities'.

In June 2017 the Commissioner announced that he had agreed to fund 82 projects from his Partnership Fund, totalling just over £299,000. The scheme awarded between £250 and £10,000 of cash seized from criminals and the sale of unclaimed found property, to projects that make a positive difference in their community. The Commissioner proactively welcomed applications from projects which provided better opportunities for some of the most vulnerable and excluded people in our communities.

In addition to the hate crime initiatives already mentioned, other funded projects include:

Fight of His Life

In May 2016 last year, 36 year Gareth Hughes from Chepstow was left paralysed and fighting for his life after breaking his back in a motorcycle accident. When he woke up after six weeks in a coma, the former doorman, who enjoyed playing rugby, had lost five stone and was told that he would never walk again. One of Gareth's goals in life was to take part in a boxing match. He has been supported in his recovery by training with 35 year old amateur boxer, Martin Lewis, who has been awarded with an UK Disability Inclusion Training Certificate. It is hoped that Gareth will achieve his goal by taking part in wheelchair boxing, and inspire other disabled people in the process.

Van Road Trails

In Caerphilly, Van Road Trails were awarded £10,000 for a project to remodel the BMX and Mountain Bike trail on their site at Van Road near Caerphilly. The group hopes to attract new riders and divert young people away from potential criminal activity and anti-social behaviour in the process.

A full list of the projects is available on the OPCC website at www.gwent.pcc.police.uk/en/commissioning/tier-2-partnership-fund/successful-applicants-201718/

From 2018/19 onwards, the Commissioner will have a different focus on the provision of funding to communities. Entitled the Police Community Fund, the new scheme will focus on providing support for Gwent's most disadvantaged areas, particularly for groups or organisations already working with young people in those areas.

Community and partnership working will be central to the success of the Police Community Fund, with local Police teams working at the heart of these community groups and acting as the link between the OPCC, Gwent Police and the beneficiaries. The Fund will also be aimed at other crime prevention initiatives as well as tackling poverty, and safeguarding the most vulnerable in our communities, without duplicating other funding sources. We will report on those projects funded by the Police Community Fund next year.

In October 2017, the OPCC and Gwent Police launched the 'Heddlu Bach' Mini Police Officer scheme in Gwent - the first of its kind in Wales. Following Durham Police's engagement programme for children aged between 9 and 11, 3 schools from Newport were chosen to be the first to adopt the scheme. 58 pupils from Millbrook, Ringland and Pillgwenlly Primary schools were among the first to become 'Mini Officers'. Providing a real taste of policing for children at an early age, the initiative adds value to the already well-established Gwent Police Volunteer Police Cadets programme whilst giving them a voice to feedback to us on what matters most to them.


Gwent's School Liaison Officers are delivering the programme to the volunteers, involving the children with community events and discussions on issues raised by the community 'Your Voice' process. They will also raise awareness of issues such as ASB around Halloween and Bonfire night with their peers.

Following its initial success, Gwent Police is in the process of expanding the Mini Police pilot. Working closely with representatives across all five local authorities, new pilot schools have been identified and plans are in place to expand this scheme to a further 20 schools across Gwent from April 2018.

This year Gwent Police employed a dedicated Community Cohesion Officer, whose role prioritised the engagement of communities that traditionally have

less confidence in, or access to, the Police. This new role also built capacity to build on last year's work in developing some of our successful projects like the Policesol course. Policesol sessions are delivered to people who do not have English as their first language, in particular, refugees, asylum seekers and migrants.

4 Policesol courses have been delivered this year, including a Summer School specifically for younger people. Participants often start the course with very negative views of the Police, often having experienced corruption or violence in the countries they have travelled from. During the sessions they are encouraged to meet with some of their local Policing teams, complete a station visit and learn about legislation here in the UK which may affect them. Participants learn about hate crime, stop and search, domestic abuse, healthy relationships and explore what it means to be a good citizen here in Gwent. We aim to deliver Policesol to all families arriving in Gwent under the Syrian Resettlement Scheme and are working with organisations such as the Red Cross to access some of our most isolated communities.



I have a lot of knowledge that I have learned over the past four weeks, like 'stop and search', crime, emergency and how to defend myself, also my rights. Thanks for all

My perception of the Police has changed because they keep people safe and people have choices, they respect the people, they protect people from danger and children are safe

I knew Police as a military service, now I know that here it is different



This year, we have worked to better understand the impact of crimes like modern day slavery on some of our most vulnerable communities and seek to better engage them in conversations both about risks and their rights and entitlements. Our Policesol course now contains a session on working illegally in the UK and in February 2018, the OPCC was successful in obtaining a small amount of funding from the Police and Crime Commissioner in West Yorkshire to raise awareness of modern day slavery and human trafficking across policing regions in the UK.

The funding will be used during 2018/19 to provide engagement and development events with survivors of trafficking and slavery and key stakeholders from the faith community, with an additional focus on refugees and asylum seekers, including children and young people and Unaccompanied Asylum Seeking Children (UASC). The events will enable the creation of a southern Wales inter-faith approach to these crimes and will illustrate how the faith community can support, protect and prevent modern day slavery and human trafficking. It is planned that this work will be completed by September 2018.

Both the OPCC and Gwent Police have supported local and national community events including Pride Cymru, where we joined with the 3 other Welsh Forces in promoting policing as LGB&T inclusive. This year, a number of Police Officers

also marched in uniform as part of the Pride Parade. During Deaf Awareness Week our local Deaf Advocacy Officer delivered a session to staff equipping them with basic BSL skills and raising awareness of Deaf culture. We have been active on social media throughout the year, marking Holocaust Memorial Day, Remembering Srebrenica and Transgender Day of Remembrance, when we hosted a Gender Diversity workshop facilitated by Umbrella Cymru.

This year we also established our first Interfaith Network, which has met a number of times. Representatives from various faiths, including our local Mosque leaders, attend the forum and have been active in supporting our engagement with local communities.

Gwent Police continue to improve our approach to working with Gypsy, Roma and Traveller (GRT) communities, and have a GRT lead within Force who has developed a multi-agency protocol relating to unauthorised encampments. The protocol prioritises the welfare of communities and ensures appropriate safeguarding and support is provided to Gypsies and Travellers who travel through Gwent.

The protocol is accompanied by officer guidance which aims to educate personnel about some of the cultural considerations and traditions that should be respected when engaging with Gypsy and Traveller communities. This complements Forcewide training which was delivered to all frontline officers by a Gypsy community member last year. Locally, we have also established a consistent, auditable way of recording our response to Unauthorised Encampments which mandates the sharing of relevant information with our partners via NICHE, and streamlines our risk assessment processes.

More broadly, The OPCC and Gwent Police Joint Engagement and Communications Strategy, due to be published in 2018, seeks to ensure continued effective engagement with members of the public including the vulnerable, victims of crime, community groups, those citizens which are seldom heard, and other strategic partners. It also aims to ensure that all members of the community, as far as practicable, have the opportunity to take part in engagement activities.

The OPCC and Gwent Police will seek to engage effectively with all of our communities, including those that share Protected Characteristics. This includes thorough established engagement networks such as our Independent Advisory Group, Interfaith Forum, Disability Access Group, and Youth Services/Cadets. Through the Engagement Strategy, we will continue to ensure that our engagement and involvement activity is representative and inclusive.

Equality Objective Four: Creating a Representative Workforce

Work towards a representative workforce that is reflective of the demographics of Gwent, and ensure that everyone working for Gwent Police and the OPCC are treated fairly and without discrimination.

This SEP Objective relates to any group of people that share Protected Characteristics, however, in line with national activity and local priority, our recruitment focus this year has been on increasing our numbers of BAME Police Officers.

Despite an estimated 14% of the UK population having an ethnic minority background, only 5% of police officers across UK Forces are BAME. In Gwent, we have a BME population of around 4%, rising to 10% in Newport, but our BAME officers only make up around 2% of our establishment.

Communities that do not see themselves reflected in the demographics of their Police service are less likely to have confidence in the way that they are policed which can lead to significant community tensions. Rapidly changing communities also mean that operationally, we need to make sure our officers have a range of skills and knowledge (for example, language, cultural understanding) which equip them to do their jobs effectively.

During 2017/18 we have maintained a BAME Police Officer recruitment rate of 5-6%. We have continued to host awareness sessions in community venues, supported by targeted advertising campaigns, focussed on areas in Gwent that have a high proportion of BAME residents. Awareness evenings are hosted in

community venues, supported by our existing BAME officers and have attracted up to 50 attendees. We also offer mentors to all of our BAME applicants and provide tailored support through the recruitment process such as Assessment Centre workshops and interview preparation sessions.

As recruitment continues, we recognise that we still have significant under-representation of BAME officers above the rank of Sergeant. This year Gwent Police have partnered with South Wales Police in funding an external consultant to deliver the Professional Action Learning Sets (PALS) Programme.

PALS was piloted by a number of Police Forces in England as part of the College of Policing's BAME 2018 Progression Plan and proved successful in developing BAME officers' confidence in a range of areas, including applying for promotion, managing relationships with line managers and maximising their personal potential. 3 BAME officers from Gwent were identified as having the necessary talent to undertake the 12 month programme which commenced in January 2018 and feedback to date has been positive.

This year we have also focussed on raising awareness across the organisation of the representative workforce agenda and the culture that needs to exist in within Gwent Police in order to support a diverse workforce. All new Police Officers now receive an input on understanding positive action, unconscious bias and the value of difference.

We continue to work with the other Welsh Forces to conduct Peer Reviews. This year we have carried out reviews on disability and hate crime. Over the last 2 reporting periods we have involved our Staff Support Networks (SSNs) in contributing to, and reviewing, our findings. As part of these discussions, the same themes recurred in relation to challenges faced by SSNs. These included the need to improve organisational awareness of the role of SSNs and improving coaching and mentoring skills of members to better support the wider workforce.

In October 2017, the 4 Welsh Forces funded an All Wales SSN conference at the Millennium Stadium which included workshops facilitated by Academi Wales and Dr Aileen Alleyne, a clinical psychologist specialising in the experiences of minority communities in the workplace. The conference served

to galvanise SSNs, inspired new approaches to working, and provided a valuable opportunity to network and share good practice across organisations.

Next year we will be recruiting a Positive Action Outreach Worker which will greatly enhance our capacity to extend our work around the representative workforce agenda, in particular, aligning our priorities to those set out in the NPCC's 2018 Plan for Creating a Representative Workforce.

Our workforce equality data for 2017/18 is summarised below:

Ethnicity (compared to community representation of 3.9%)

Summary: Officers	2016	2017	2018
Visible BAME	1.50%	1.80%	2.24%
Gypsy/Traveller	0	0	0.07%
Other White Background	1.30%	1.80%	1.50%
Not stated	1.10%	1.30%	2.40%

Summary: Staff	2016	2017	2018
Visible BAME	1.00%	1.17%	1.40%
Gypsy/Traveller	0	0	0.00%
Other White Background	1.40%	1.30%	0.32%
Not stated	0.10%	0.30%	1.70%

Summary: CSOs	2016	2017	2018
Visible BAME	3.80%	3.90%	4.70%
Gypsy/Traveller	0	0	0.00%
Other White Background	1.90%	2.30%	2.00%
Not stated	0.00%	0.00%	0.00%

Gender – female

	2016	2017	2018
Officers	30%	31%	33%
Staff	67%	69%	69%
CSOs	52%	52%	56%

	2016	2017	2018
Constable	32%	34%	35%
Sgt	22%	22%	25%
Insp	17%	19%	25%
CI	25%	27%	13%
Supt	50%	50%	85%
C/Supt	50%	33%	33%
ACPO	0%	33%	66%

Sexual Orientation

	2016	2017	2018
Not Stated	78%	69%	58%
LGB	0.80%	1.50%	2.60%

Officers	Gay men	Gay women
2016	2	7
2017	3	13
2018	Unknown	

Disability

	2016	2017	2018
Not Stated	2%	2%	14%
Not Known	12%	11%	
Disabled	3.00%	3.00%	3.00%
Disabled officers	2.00%	2.00%	2.00%
Disabled staff	4.00%	4.00%	4.00%

Officer non-disclosed	12%	11%	11%
Staff non-disclosed	17%	16%	15%

Workforce data will be regularly scrutinised by our Equality Meeting. Already, based on the above, key priorities have been identified for the next period as:

- Better understanding the reasons why female and BAME officers do not apply for, or are not successful at Promotion Boards
- Adopting a range of approaches to recruitment which are more inclusive of disabled people
- Improving the response rate to demographic monitoring across the organisation so we can better understand our representation, particularly in relation to sexual orientation and gender identity
- Ensuring our workplace culture is able to support and develop diverse officers and staff effectively

In March 2018 Gwent Police also published its Gender Pay Gap Review, now mandated for public sector organisations with more than 250 staff. You can read our report here: <https://www.gwent.police.uk/en/about-us/equality-diversity/>

Equality Objective Four: Mental Health

To work in partnership to improve services delivered to people experiencing mental ill health and ensure the mental wellbeing of all personnel.

This year we created a dedicated Mental Health Liaison Officer (MHLO). The role is currently carried out by a Police Inspector, and the strategic lead is a Superintendent. The Welsh Crisis Care Concordat remains the golden thread which runs through operational Mental Health activity in Gwent. The Concordat commitments are delivered through a Multi- Agency Delivery group that meets quarterly and Gwent Police is represented by the MHLO.

Training is one of the commitments of the Concordat and across Spring and Summer 2017, all front line officers received essential training as mandated by the College of Policing APP on Mental Health. It was a full day covering all the legal aspects of Policing and Mental Health. Additionally in early 2018, training in the same topic was delivered to all Joint Firearms Unit officers by the MHLO including those officers working for South Wales and Dyfed Powys Police.

New recruits to our Force Communications Suite (FCS) are given a 2 hour input on mental health and Policing and a refresher input was given to existing staff on one of their training days. The mental health charity MIND has also delivered a number of sessions to FCS staff to help them deal with persons in crisis during telephone calls.

We completed the first 12 months of our Transportation Pilot, a dedicated vehicle set up to transport persons in mental health crisis, and the Pilot has been extended for a further 12 months to allow better qualitative data to be extracted.

Following a successful pilot in 2017/18, the Commissioner agreed to expand the Police Control Room Clinical Advisor (PCRCA) project in Gwent from one to six posts, including a Supervisor. Jointly funded by the OPCC and the Aneurin Bevan University Health Board, the project sees dedicated mental health specialists working alongside Gwent Police in the control room to ensure that when vulnerable people with a mental health illness or suffering a crisis come

into contact with them, they receive appropriate care. This aims to reduce demand on Police officers where mental health is an underlying factor, manage risk and harm in relation to mental health crisis and ensure that appropriate care and support is delivered in a timely way.

The team has been in place since 12th February 2018. In this time they have dealt with 40 mental health consultations and 16 arrests under Section 136 of the Mental Health Act following those consultations. This has resulted in a reduction in Police demand by 190 incidents. Of the five local authority areas, Newport provided the greatest demand and the peak time for intervention across all areas was early evening.

The mental health practitioner based at the Connect Gwent victims' hub in Blackwood also continues to provide specialist support for victims of crime with mental health requirements to help them cope and recover from their victimisation. Since April 2015, over 300 victims have been referred to the Wellbeing Practitioner based within Connect Gwent for psychiatric help.

During the year, we also saw the introduction of the Samaritans into the Custody suite in Newport. This initiative provides all detainees with the Samaritans helpline number within each cell, so that anyone in need of support can contact them directly. We have also implemented a process for detainees leaving Custody to be referred for Samaritans support, as well as weekly visits to the Custody suite by their support workers. These measures will supplement our existing mental health processes in Custody and provide additional help to those at risk of crisis. In early 2018, the Information Sharing Protocol which governs how information about persons in crisis can be shared by the various agencies, was signed off. The signatories include Gwent Police, British Transport Police, Welsh Ambulance Service Trust, Aneurin Bevan University Health Board and the 5 Local Authorities in Gwent.

We have also introduced TRiM (Trauma Risk Management) into Gwent, allowing us to provide early intervention and support to officers and staff exposed to Trauma. Our new Psychological therapies team are exploring ways of reducing the negative impact of Trauma, and over the next three years all front line officers will have a two day course delivered by the team that is

being scientifically evaluated by Cardiff University. The course aims to prepare the attendees for dealing with Trauma, thereby limited the negative effects it can sometime have.

In addition, we now have over 50 MIND trained Well-Being Ambassadors who are Peer supporters able to support officers and staff with their Physical and Mental Well-Being.

5. Monitoring and Scrutiny

Progress against our SEP Objectives continues to be monitored through Gwent Police's People and Diversity Board which now meets on a monthly basis and sets the strategic equality agenda. This meeting is chaired by the Deputy Chief Constable and membership includes a representative from each SSN, Heads of Departments, our internal and external diversity leads, members of our Independent Advisory Group, and the Deputy Police and Crime Commissioner.

Equality Objectives are owned by relevant Workstream Leads and over the next period we will be working towards delivering these via the Force's Equality meeting. Updates, successes and risks will be reported to the Deputy Chief Constable through the Board and laterally into any relevant tactical meetings. The PCC retains oversight of this work by requiring regular update reports as part of his Strategic Performance Board.

For more information on our work around equality and diversity, please contact:

Gwent Police Diversity and Inclusion 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

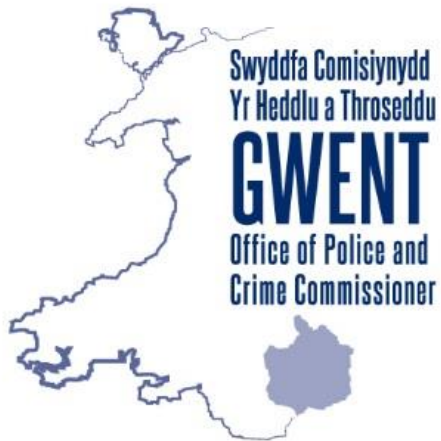
NP44 2XJ

Tel: 01633 64 22 00

Email: commissioner@gwent.pnn.police.uk

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Welsh Language Standards: Annual Monitoring Report

2017 – 2018

1. Introduction

The Welsh Language (Wales) Measure 2011 established a legal framework to impose duties regarding the Welsh language on certain organisations, including the four Welsh Police and Crime Commissioners. These duties are known as the Welsh Language Standards and the Welsh Language Commissioner decides which specific Standards are will be applied to an organisation.

Once the Standards applicable to a particular organisation are determined, the legal process requires the Welsh Language Commissioner to issue a Compliance Notice to that organisation. The Compliance Notice lists all the Welsh Language Standards with which an organisation must comply. Organisations have a right to challenge any Standards applied to them which they feel are unreasonable or disproportionate.

The [Compliance Notice for the Police and Crime Commissioner \(PCC\) for Gwent](#) was issued on the 30th September 2017.

The main purpose of the Welsh Language Standards is to ensure that the Welsh language is treated no less favourably than the English language in the conduct of public business in Wales. The emphasis is on a public body actively offering and recording a person's language choice rather than the individual having to request information or services in Welsh.

The Welsh Language Standards are split into five distinct categories, four of which are applicable to the PCC. These are:

Service Delivery Standards, which relate to the public facing services provided by an organisation.

Policy Making Standards, which require an organisation to consider the effects of their policy decisions on Welsh speakers and the Welsh language, thereby ensuring that the principle of treating Welsh no less favourably than English is maintained.

Operational Standards, which deal with how an organisation uses the Welsh language in its internal business.

Record Keeping Standards, which require an organisation to keep information and records to show that it is complying with its legal obligations in relation to the Welsh language.

In accordance with Welsh Language Standards 155, 161 and 167, the PCC is required to publish an annual report of how he has complied with certain Standards. This annual report must be published within six months of the end of the financial year to which it relates. This document provides the PCC's annual Welsh Language Standards Monitoring Report for 2017/18.

Once published, the Report will be available to download from the Office of the Police and Crime Commissioner's (OPCC) website and a hard copy will be available to the public at the PCC's office.

2. Our Joint Welsh Language Strategy

To support the delivery of the Standards, and further ensure a workplace and operational culture that embraces and promotes Welsh language, in April 2017 Gwent Police and the Police and Crime Commissioner published our first Joint Welsh Language Strategy 2017-2020.

Our overarching strategic aim is to:

“Work in partnership towards a policing service which treats the Welsh and English languages equally and supports our staff and communities who wish to communicate and engage with us through the medium of Welsh”

This aim will be met through delivery against four Key Objectives:

Key Objectives	How will we do this?
1. Engage effectively with Welsh speakers within our communities in order to shape the service we provide	<ul style="list-style-type: none">• Work in partnership with community-based Welsh language organisations to access the views of, and engage with, Welsh speakers in Gwent• Establish appropriate external reference groups and consultation

	mechanisms which mainstream the consideration of Welsh language use across our day to day business
2. Promote our Welsh language services to the public in order to ensure their use	<ul style="list-style-type: none"> • Offer a high quality, consistent Welsh language service to all those who access our services • Raise the profile of our Welsh language provision through effective community engagement and advertisement
3. Increase the proportion of Welsh speakers that we employ across both organisations	<ul style="list-style-type: none"> • Put in place positive action initiatives which target, support and develop potential applicants with Welsh language skills • Provide basic Welsh language training for <i>all</i> of our personnel, and adopt a blended learning approach to further develop these skills • Work with Welsh medium youth groups, schools and FE/HE providers to promote career opportunities
4. Create a workplace culture that recognises the value of delivering a service through the medium of Welsh	<ul style="list-style-type: none"> • Engage all staff in regular, creative campaigns which highlight lived experiences of Welsh speaking staff and communities

3. Progress against our Service Delivery Standards

A. Correspondence and Telephony Services

To support staff in ensuring they meet their responsibilities in relation to these Standards, an internal Welsh language awareness campaign was delivered, utilising screen savers and Intranet articles over the summer period. 'Postcards from Wales' featured pictures of local landscapes across Gwent and reminded staff to give bilingual greetings when answering the telephone and to ensure that their out-of-office messages

are in Welsh as well as English. Staff were signposted to the support pages on the Intranet where templates and greetings guides are available to all.



B. Meetings and Interviews

All OPCC staff have been instructed to ensure that they offer opportunity for people to use Welsh at meetings, and we have an agreed provider of simultaneous translation services. The OPCC promotes the facilitation of Welsh at meetings, such as the PCC's public surgeries and where members of the public request private meetings. Whilst the OPCC was not asked to provide translation at any of these meetings during the year, interviews conducted as part of the OPCC's grant funding process were conducted in Welsh where appropriate (see section D. Grant Funding).

C. Website and Social Media

The OPCC is in the process of developing a new website that will better support the provision of bilingual content. This will be launched in 2018/19. Improvements to the existing website include the addition of a splash page to enable Welsh speakers to select their language of choice before entering the website.

Our Welsh Language Translator works closely with the OPCC's Media and Communications Team in maximising opportunity for engagement through the medium of Welsh to ensure that, wherever possible, messages are provided bilingually.

D. Grant Funding

The PCC's Partnership Fund was designed to assist charities, voluntary organisations and community groups involved in activities that have a positive impact on the communities they serve in Gwent, whilst at the same time contributing towards delivering the PCC's police and crime priorities.

This Fund is made up of monies recovered via the Proceeds of Crime Act, the Police Property Act, and where necessary, supplemented from within the PCC's overall budget. A formalised bid process is administered by the OPCC, with bids scrutinised by a panel made up of representatives of the OPCC, Gwent Police, Gwent Youth Forum, community groups and other partners.

Information and application forms were published in Welsh and English, with applications from Welsh medium projects and groups actively encouraged. During the 2017/18 funding process, four applications were received and responded to in Welsh; of these, one was referred to and funded by the PCC's Positive Impact Fund and two were awarded funding from the Partnership Fund. One application was unsuccessful. Interviews with the applicants were conducted in Welsh by a Welsh-speaking member of staff and all grant-related correspondence conducted in Welsh.

E. Tenders and Contracts

No tenders or contracts have been issued or received in Welsh during this reporting period.

For relevant contracts (where the subject matter of the contract suggests it should be in Welsh), tender documents will be published in Welsh. At present, staff in our Procurement Department do not have the relevant skills to compose documents in the first instance in Welsh. However, a process to support Procurement staff in meeting this requirement has been implemented. If, after completing a Welsh Language

considerations checklist, the Procurement Team (in partnership with the Welsh Language Policy Officer) finds the subject matter to be relevant, the tender document will be sent for translation. Timescales will be considered to make sure that translating the document will not lead to any delay.

The tender document has been amended to state “The Commissioner welcomes tender responses in Welsh” and the Welsh Language Checklist has been embedded within the tender process to ensure due consideration is given to the Welsh Language at all stages. Access to professional translation services ensures the content of Welsh Language submissions is accurately reflected, and the evaluation process will run parallel to the evaluation of submissions in English (if relevant). The same closing date will apply for submissions in Welsh and English and simultaneous translation services will be offered and arranged for relevant contracts should an organisation wish to complete an interview in Welsh.

Welsh Language requirements will be considered and included (when relevant) when drafting the specification. For example, if the contract concerns training which is appropriate for bilingual delivery, the Contractor will be required to provide evidence of their capacity to provide any supporting literature, customer service (for bookings) and the training sessions in both Welsh and English. Specific evaluation criteria will also be set if providing the service in Welsh is a core requirement.

5. Progress against our Policy Making Standards

We have met our Policy Making Standards by amending our Equality Impact Assessment (EIA) process, which is used by both the OPCC and Gwent Police. EIAs are a compulsory part of our policymaking procedure, and guide policy writers and decision makers in considering adverse or positive impact on people that share Protected Characteristics as defined by the Equality Act 2010.

Our EIA template now includes a number of questions which mean any impact on our treatment of the Welsh language in relation to English, or opportunities for people to use the Welsh language are identified. The EIA also sets out how the writer intends to mitigate any negative impact identified, and any changes that are necessary.

6. Progress against our Operational Standards

A. Complaints and Grievances

We have provided a briefing to our Public Response Unit who deal with public complaints and dissatisfaction to ensure they fully understand their responsibilities in relation to offering language choice as part of this process. The process to make a complaint against the OPCC in relation to our Welsh Language Standards compliance is accessible via our website. The number of complaints received in relation to Welsh language is monitored regularly. The OPCC also monitors the number of complaints received by Gwent Police as part of the PCC's statutory monitoring of the Chief Constable's provision of an effective Police service for the people of Gwent.

B. Staff Support

The OPCC and Gwent Police share an Intranet site, which is maintained by the latter organisation. OPCC staff have access to the comprehensive Welsh Language Standards site, which outlines requirements for staff when corresponding, using the telephone and arranging meetings and events, as well as methods of recording language preference. The pages also include support and resources for staff wishing to practice their Welsh language or access help.

We have reviewed the usefulness of our Performance Management tool, *Qlikview* in finding the location and contact details for Welsh speakers across both organisations. Following this review, consideration is being given as to how the process of locating a Welsh speaker quickly can be improved.

Welsh templates for 'out of office' responses and personal signatures are provided, alongside virtual badges that personnel can add to their emails indicating that they are either learning or speaking Welsh. All known Welsh speakers across the OPCC have been issued with an appropriate badge to wear.

A further internal campaign was delivered on St David's Day to name a dragon, a stand with traditional Welsh food was located in the staff canteen, and information about the history of Welsh language and St David's Day was circulated via the Intranet. All staff were reminded to visit the Welsh language support pages in order to find out more about using and promoting Welsh in the workplace.

C. Recruitment

The OPCC continues to assess Welsh language requirements for all new posts. Vacancies are advertised in Welsh as well as English, and Welsh versions of information relating to that post, as well as application forms are published. All applications for new posts require candidates to indicate whether they would like to complete the recruitment process in Welsh. We will continue to work with the People Services Department to ensure that our recruitment processes are compliant with the relevant Standards.

D. Training

The OPCC has supported Gwent Police in the development of a Welsh Language Skills Plan in partnership with South Wales Fire and Rescue Service. We have contracted the services of a Welsh language tutor employed by South Wales Fire and Rescue Service. Initially, this resource delivered a mandatory basic Welsh session to all Police and OPCC personnel, including content relating to Welsh culture and history. To date, all OPCC staff have received the input. Processes are in place to ensure that any staff joining the organisation are assessed for their Welsh language skills, following which eligible individuals will be automatically registered to attend the basic Welsh session.

Members of staff are supported to learn Welsh during working hours. During the last year, one individual enrolled on an in-house Mynediad level course. Staff are also provided with other opportunities to improve their

7. Record Keeping Standards

The following information is published in line with requirements under the Standards that relate to Record Keeping.

A. Complaints against the Welsh Language Standards 2016-17

The PCC for Gwent has been issued with standard 155, 161 and 167dd, which require the OPCC to report on the number of complaints we have received each year in relation to our compliance with the Service Delivery, Policy Making and Operational standards.

During this reporting period, the OPCC received no complaints either in Welsh or about lack of compliance with Welsh Language Standards.

B. Posts advertised in 2016/17

The PCC for Gwent has been issued with standard 167d which requires the OPCC to report on the number of new and vacant posts advertised during the year which were categorised as posts where:

- Welsh language skills were essential
- Welsh language skills needed to be learnt when appointed to the post
- Welsh language skills were desirable
- Welsh language skills were not necessary

During the reporting period, no posts were advertised where Welsh language skills were essential and four posts were advertised where Welsh language skills were desirable. No posts were advertised with a condition to learn Welsh on appointment.

C. Employees' Welsh language skills

The PCC for Gwent has been issued with standard 167a, which requires the OPCC to report on the number of employees who have Welsh language skills at the end of the reporting year in question.

All OPCC personnel complete a mandatory Welsh language skills monitoring form when joining the organisation. The recorded data can be searched via *Qlikview* so that Welsh speaking members of staff can be identified. Staff are also encouraged to update their personal Welsh language skills record, which can be done via 'My Page' on the Intranet. The OPCC undertakes an annual Welsh language skills audit to ensure that its records are up-to-date and to document any progress in an employee's language ability.

The table below shows the number of OPCC staff with Welsh language skills in 2017/2018, using the Welsh Language Competency Framework to define levels of ability based on ALTE framework definitions.

Record of Welsh language Skills	
Level	OPCC Personnel
1	6
2	0
3	0
4	0
5	1
Total	7
Total number of Employees	18

Based on the figures listed above, 61% of OPCC personnel have no Welsh language skills. Fluent Welsh language speakers represent around 5% of the total workforce.

We recognise that the low numbers of Welsh speakers currently employed by the OPCC is one of the more significant challenges facing the organisation in terms of providing a bilingual service and meeting our compliance requirements.

Two new posts were created in response to the requirements on the PCC for Gwent and the Chief Constable of Gwent Police to comply with the Welsh Language Standards. These posts are Welsh Language Policy Officer and Welsh Language Translator. Both posts were advertised and successfully filled during the reporting period. These appointments will significantly improve our capacity to deliver against the Standards and our Welsh Language Strategy.

8. Challenge Applications

During 2017, the OPCC submitted a challenge application in relation to 19 of our March and September Standards. As required, the application included supporting evidence setting out our rationale in identifying areas which we believe require additional consideration. Our aim was to ensure a realistic and constructive assessment of how the Standards would impact on the organisation.

The table below shows the Standards which were challenged and the outcomes of those challenges, together with their imposition dates.

Standard	Challenge Outcome	Imposition Date
2, 3 & 21	<p>The Commissioner is satisfied that the requirements to comply with these Standards as imposed is disproportionate and unreasonable.</p> <p>The Commissioner proposes to revise the implementation date for Standard 2, 3, and 21 to the 30th March 2018.</p> <p>Furthermore, the Commissioner has placed a circumstance on Standards 2 and 3 that these apply only when the individual is:</p> <ul style="list-style-type: none"> • A victim • A witness 	30.03.18

	<ul style="list-style-type: none"> • A suspect 	
7	<p>The Commissioner states that “the requirements of this Standard do not determine targets for responding to correspondence. Therefore setting timescales for responding to correspondence is a matter for the organisation. It is not considered that Welsh language correspondence would lead to delay if responded to within these timescales”</p> <p>The Commissioner is not satisfied that the requirement to comply with Standard 7 as imposed is unreasonable nor disproportionate.</p>	30.03.17
22	<p>The Commissioner is satisfied that the requirement to comply with Standard 22 as imposed is unreasonable and/or disproportionate.</p> <p>The Commissioner proposes to extend the imposition date of Standard 22 to the 30th September 2018.</p>	30.09.18
24 & 24A	<p>The Commissioner confirms that exemptions apply to these Standards when they relate to meetings held at short notice or an activity or service necessary to prevent, control or mitigate an aspect or effect of an emergency.</p> <p>The Commissioner is satisfied that the requirement to comply with Standards 24 and 24A as imposed is unreasonable or disproportionate and proposes to extend the imposition date to the 30th of September 2017. The Commissioner does not propose to include a circumstance on these Standards which excludes operational meetings.</p>	30.09.17
28 & 31	<p>The Commissioner notes that Standard 28 requires an organisation to state that anyone attending a public meeting is welcome to use Welsh – not that translation services will be provided.</p> <p>The Commissioner considers evidence provided as to why the organisation considers it unreasonable or disproportionate to state on</p>	30.03.18

	<p>advertising materials or on an invitation that people are welcome to use Welsh language in meetings insufficient.</p> <p>Also, a lack of robust evidence to support the statement that there are not enough qualified translators to meet potential demand.</p> <p>The Commissioner is satisfied that the requirement to comply with Standards 28 and 31 as imposed is unreasonable or disproportionate and proposes to extend the imposition date to the 30th of September 2017.</p> <p>The Commissioner proposes to vary the final compliance notice to require the Police and Crime Commissioner for Gwent to comply with Standard 31 in the following way:-</p> <p>Standard 31</p> <p>If you arrange a meeting that is open to the public, you must ensure that a simultaneous translation service from Welsh to English is available at the meeting, and you must orally inform those present in Welsh —</p> <p>(a) that they are welcome to use the Welsh language, and</p> <p>(b) that a simultaneous translation service is available.</p> <p>You must comply with standard 31 in every circumstance, except:</p> <ul style="list-style-type: none"> • where an invitation or material advertising the meeting has asked persons to inform you whether they wish to use the Welsh language, and that no person has informed you that he or she wishes to use the Welsh language at the meeting. 	
49, 50 & 51	<p>The Commissioner notes that the organisation is concerned that work being done on the website of Gwent Police will impact on the ability to comply with these standards as the same supplier provides the websites of the Chief Constable of</p>	<p>Standard 49: 30.09.17</p> <p>Standard 50: 30.03.18</p>

	<p>Gwent Police and the Police and Crime Commissioner for Gwent.</p> <p>The Commissioner does not consider that you have provided enough evidence to explain in what way developments relating to the website of Gwent Police would have an impact on the ability of the Police and Crime Commissioner to comply with the standards in question.</p> <p>It should be highlighted that the standards as imposed only require the organisation to provide the homepage, new pages and revised pages in Welsh by 30 September 2017.</p> <p>With regard to the system for logging the decisions made by the Police and Crime Commissioner, the 'Decision Log', the Commissioner acknowledges that the organisation is now working towards a bilingual solution to this element of the website and therefore considers that it is reasonable to grant a later imposition date for this element of the website.</p> <p>The Commissioner proposes to vary the final compliance notice to require the Police and Crime Commissioner for Gwent to comply with standards 49, 50 and 51 as follows:</p> <p>Standard 49</p> <p>You must ensure that — (a) the text of each page of your website is available in Welsh, (b) every Welsh language page on your website is fully functional, and (c) the Welsh language is not treated less favourably than the English language on your website.</p> <p>Imposition date: 30/09/2017</p> <p>Standard 49 must be complied with, in relation to the following, by 30 March 2018:</p> <ul style="list-style-type: none"> • Police and Crime Commissioner for Gwent Decision Log 	<p>Standard 51: 30.03.18</p>
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	<p>Standard 50</p> <p>You must ensure that — (a) the text of the homepage of your website is available in Welsh, (b) any Welsh language text on your homepage (or, where relevant, your Welsh language homepage) is fully functional, and (c) the Welsh language is treated no less favourably than the English language in relation to the homepage of your website.</p> <p>Imposition date: 30/03/2017</p> <p>Standard 50 must be complied with, in relation to the following, by 30 March 2018:</p> <ul style="list-style-type: none"> • Police and Crime Commissioner for Gwent Decision Log <p>Standard 51</p> <p>You must ensure that when you publish a new page on your website or amend a page— (a) the text of that page is available in Welsh, (b) any Welsh language version of that page is fully functional, and (c) the Welsh language is treated no less favourably than the English language in relation to that page.</p> <p>Imposition date: 30/03/2017</p> <p>Standard 51 must be complied with, in relation to the following, by 30 March 2018:</p> <ul style="list-style-type: none"> • Police and Crime Commissioner for Gwent Decision Log 	
102, 103, 105, 106, 107 & 108	<p>The Commissioner notes your comment that the Chief Constable is legally required to assist you and share resources and information in the exercise of your functions. Section 2(3) of the Police Reform and Social Responsibility Act 2011 also states the following:</p> <p><i>‘A police force, and the civilian staff of a police force, are under the direction and control of the chief constable of the force.’⁷</i></p>	30.03.18

	<p>It appears that there is no legal barrier preventing you from identifying any requirements imposed on you in relation to these standards as part of the arrangement between you and the Chief Constable when adopting his policies. The Commissioner therefore believes that you are responsible for ensuring that relevant policies comply with the standards that have been imposed on you. Section 1(5) of the Welsh Language Standards (No. 5) Regulations 2016 states that a body needs to ensure that any service being provided or any activity being carried out on its behalf via a third party arrangement complies with the standards applicable to the service or activity in question. You should therefore ensure that any arrangement between you and the Chief Constable states clearly any requirements imposed on you in relation to these standards.</p> <p>It is acknowledged that the Chief Constable has launched a review of internal policies, including those policies identified in the standards that have been challenged, in preparation for the launch of the new intranet but that more time is needed to complete this work. You have therefore applied to extend the imposition day to 30 March 2018, in accordance with the imposition day for the intranet, in order to facilitate this. The Commissioner notes that no requirements have been imposed on you in relation to the intranet, and that you are referring to the imposition day for the Chief Constable's intranet in this instance. Furthermore, the regulations state that documents to which links have been provided on the intranet are exempt from the requirement to comply with the intranet standards, namely standards 118-121.</p> <p>Although you state that an organisational or legal requirement prevents you from removing a number of published policies from publication whilst the review is in progress, no further information was given on those organisational or legal requirements.</p> <p>You claim that translating the policies in question would cost £7,331.08. The Commissioner does not believe that cost in itself provides sufficient grounds for extending the imposition day.</p>	
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	<p>However, we have noted your concern that translating such policies would be an unreasonable and disproportionate use of resources whilst the review is in progress given that policies may become obsolete or be changed significantly as a result of that review. Therefore, the Commissioner considers it reasonable to grant the additional time requested in order to complete the review before having to comply with the relevant standards.</p> <p>In light of the above, the Commissioner is satisfied that the requirement for the Police and Crime Commissioner for Gwent to comply with standards 102, 103, 105, 106, 107 and 108 as imposed is unreasonable and/or disproportionate.</p> <p>In accordance with that, the Commissioner agrees to vary the Police and Crime Commissioner for Gwent's compliance notice by requiring the organisation to comply with standards 102, 103, 105, 106, 107 and 108 by 30 March 2018.</p>	
125(ch)	<p>Standard 125 exists to ensure the rights of those who wish to receive training in Welsh in specific areas where that training is also delivered in English. Standard 125(ch) relates specifically to induction training.</p> <p>It should be noted that the standard is only applicable if training is provided in English. This means that if training in any of the areas identified in the standard is not provided in English, you are not required to provide that training in Welsh. Therefore, you would not be considered to be in breach of the standard if you did not provide specific types of induction training in Welsh nor English whilst the training review is underway.</p> <p>No specific concerns were expressed relating to the unreasonableness and disproportionality of standard 125 in response to the consultation on the draft compliance notice.</p> <p>However, the Commissioner acknowledges that you have initiated or are planning to initiate a</p>	30.03.18

	<p>review of different types of induction training, and that you are applying for an extension to allow you to complete that work, including undertaking translation and resourcing translation support for induction meetings.</p> <p>On the basis that you are taking steps to comply with standard 125(ch), it is considered reasonable to grant the additional time requested in order to facilitate this.</p> <p>In light of the above, the Commissioner is satisfied that the requirement to comply with standard 125(ch) as imposed is unreasonable and disproportionate.</p> <p>In accordance with that, the Commissioner agrees to vary the Police and Crime Commissioner for Gwent's compliance notice by requiring the organisation to comply with standard 125 as follows:</p> <p>You must provide training in Welsh in the following areas, if you provide such training in English—</p> <ul style="list-style-type: none"> (a) recruitment and interviewing; (b) performance management; (c) complaints and disciplinary procedures; (ch) induction; (d) dealing with the public; and (dd) health and safety. <p>You must comply with standard 125(ch) by 30 March 2018.</p>	
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9. Monitoring and Overseeing Compliance

The PCC has delegated responsibility for the oversight of the Standards to the Chief Executive. The Chief Executive is supported by a the Deputy Police and Crime Commissioner who acts as the strategic lead for Welsh language and a Policy Officer who oversees work to ensure compliance with the Standards.

A Welsh Language Board has been established and has initially supported a Welsh Language Standards Implementation Plan. Post-implementation, the Board will act as a mechanism to monitor continued

compliance on behalf of both the PCC and the Chief Constable. The Board will also ensure delivery of the four Key objectives relating to the strategic aim as set out in the joint Welsh Language Strategy.

The OPCC works closely with Gwent Police to share resources, ensuring value for money, and best practice. Work with community-based organisations, like Menter Iaith, assists in providing additional quality assurance of our Welsh language work.

10. Conclusion

Both the PCC and Chief Constable welcome the implementation of the new Welsh language Standards, which have already brought about significant changes to the way we promote Welsh language within the workplace and through the services we provide.

Our second year working with the Welsh Language Standards has brought challenges, but has also enabled us to better engage our staff and the general public in important conversations about the rights of Welsh speakers within our communities. General awareness across the organisation in relation to Welsh language is growing, and we are pleased that so many of our staff are seeking opportunities to develop their Welsh language skills.

We look forward to continuing this progress during the next reporting period.

For further information on how the OPCC complies with Welsh Language Standards, or to provide feedback on how the OPCC can engage more effectively with Welsh speakers and learners in the communities it serves, please contact the OPCC's Policy Officer, Caroline Hawkins, at Caroline.Hawkins@gwent.pnn.police.uk.

<u>OFFICE OF THE POLICE & CRIME COMMISSIONER</u> <u>OFFICE OF THE CHIEF CONSTABLE</u>	
TITLE:	Treasury Management Annual Report 2017/18
DATE:	September 2018
TIMING:	Routine
PURPOSE:	For information
1.	<u>RECOMMENDATION</u>
1.1	That the Annual Treasury Management Activity Report and actual Prudential Indicators for 2017/18 are provided to the Police and Crime Panel for information
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	Treasury Management is the management of cash flows, banking, money market and capital market transactions and the management of the associated risks, in the pursuit of the optimum performance or return consistent with those risks.
2.2	The Treasury Management Annual Report is a requirement of the Police and Crime Commissioner's (PCC's) statutory reporting responsibilities.
2.3	The report meets the requirements of both the Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities. The PCC is required to comply with both Codes through Regulations issued under the Local Government Act 2003.
2.4	The report covers both Treasury Management activity during 2017/18 and the actual Prudential Indicators for 2017/18.
2.5	During 2017/18 the minimum reporting requirements were that the PCC received an annual treasury management strategy in advance of the year, a mid-year update report and an annual report following the year end, describing the actual performance or activity compared to the annual strategy.
2.6	The Joint Audit Committee considered the report at their meeting on 7 th June 2018 prior to approval by the PCC.
3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	<u>Capital Expenditure and Financing</u>
3.1.1	During each financial year the PCC incurs expenditure on acquiring and enhancing land, buildings, vehicles and other long term assets. These activities are known as capital expenditure. Such expenditure may either be:

	<div>a) Financed immediately through the application of capital or revenue resources (capital receipts, capital grants, revenue contributions etc.), which has no resultant impact on borrowing need; or</div> <div>b) If insufficient financing is available, or a decision is taken not to apply resources, the capital expenditure will give rise to a borrowing need.</div>																																												
3.1.2	<p>Actual capital expenditure forms one of the required Prudential Indicators. The table below shows capital expenditure in the respective years and how this was financed. The 2017/18 Estimate of Capital expenditure is as per the Treasury Management Strategy for 2017/18.</p> <table><tr><th></th><th>2016/17 Actual £m</th><th>2017/18 Estimate £m</th><th>2017/18 Actual £m</th></tr><tr><td>Total Capital Expenditure</td><td>1.817</td><td>7.162</td><td>1.588</td></tr><tr><td>Financed by:</td><td></td><td></td><td></td></tr><tr><td>Capital Receipts</td><td>0.000</td><td>0.000</td><td>0.000</td></tr><tr><td>Capital Grants</td><td>0.529</td><td>0.526</td><td>0.449</td></tr><tr><td>Reserves</td><td>0.692</td><td>6.138</td><td>0.564</td></tr><tr><td>Revenue</td><td>0.596</td><td>0.498</td><td>0.575</td></tr><tr><td>Supported Borrowing</td><td>0.000</td><td>0.000</td><td>0.000</td></tr><tr><td>Increase/(decrease) in Capital Creditors</td><td>0.000</td><td>0.000</td><td>0.000</td></tr><tr><td>Total Financing</td><td>1.817</td><td>7.162</td><td>1.588</td></tr><tr><td>Unfinanced Capital Expenditure</td><td>0.000</td><td>0.000</td><td>0.000</td></tr></table>		2016/17 Actual £m	2017/18 Estimate £m	2017/18 Actual £m	Total Capital Expenditure	1.817	7.162	1.588	Financed by:				Capital Receipts	0.000	0.000	0.000	Capital Grants	0.529	0.526	0.449	Reserves	0.692	6.138	0.564	Revenue	0.596	0.498	0.575	Supported Borrowing	0.000	0.000	0.000	Increase/(decrease) in Capital Creditors	0.000	0.000	0.000	Total Financing	1.817	7.162	1.588	Unfinanced Capital Expenditure	0.000	0.000	0.000
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3.2	Borrowing Requirement																																												
3.2.1	The PCC’s underlying need to borrow is called the Capital Financing Requirement (CFR). This figure is a gauge of the PCC’s debt position. It represents 2017/18 and any prior years’ capital expenditure which has not yet been financed by revenue or other resources.																																												
3.2.2	Part of the PCC’s treasury activity is to address this borrowing need, either through borrowing from external bodies, or utilising temporary internal cash resources.																																												
3.2.3	<p>Under treasury management arrangements, actual debt can be borrowed or repaid at any time within the confines of the annual Treasury Management Strategy. However, the PCC is required to make an annual revenue charge to reduce the CFR. This statutory revenue charge is called the Minimum Revenue Provision (MRP). The total CFR can also be reduced by:</p> <div>a) The application of additional capital resources; or</div> <div>b) Charging more than the statutory revenue charge (MRP) each year through a Voluntary Revenue Provision (VRP).</div>																																												
3.2.4	The PCC’s CFR for the year is shown below, and represents a key prudential																																												

	indicator.																																																	
	<table><tr><td></td><td>2016/17 Actual £m</td><td>2017/18 Estimate £m</td><td>2017/18 Actual £m</td></tr><tr><td>Capital Financing Requirement</td><td>4.752</td><td>4.686</td><td>4.686</td></tr></table>		2016/17 Actual £m	2017/18 Estimate £m	2017/18 Actual £m	Capital Financing Requirement	4.752	4.686	4.686																																									
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Capital Financing Requirement	4.752	4.686	4.686																																															
3.2.5	During 2017/18 the CFR comprised of £4.686m and equates solely to the finance lease liability within the PFI contract for Ystrad Mynach; this will be reduced to zero through the life of the contract. However, a tender has been drafted for the financial advice to progress the evaluation and conclusion of the PFI provision. An initial evaluation has determined that it is value for money to undertake a voluntary termination of the contract and the financial adviser will manage the process to termination during the 2018/19 financial year.																																																	
3.3	Treasury Position																																																	
3.3.1	<p>Whilst the PCC's gauge of his underlying need to borrow is the CFR, the Chief Finance Officer for the PCC can manage the actual borrowing position by either:</p> <p>a) Borrowing to the CFR amount;</p> <p>b) Choosing to utilise some temporary internal cash flow funds in lieu of borrowing (under-borrowing); or</p> <p>c) Borrowing for potential future increases in the CFR (borrowing in advance of need).</p>																																																	
3.3.2	The figures in this report are based on the carrying amounts borrowed and invested and therefore reflect those figures disclosed in the Statement of Accounts.																																																	
3.3.3	<p>The treasury position at the 31st March 2018 compared with previous year comparators was:</p> <table><tr><th rowspan="2"></th><th colspan="2">31st March 2017</th><th colspan="2">31st March 2018</th></tr><tr><th>Principal £m</th><th>Average Interest Rate %</th><th>Principal £m</th><th>Average Interest Rate %</th></tr><tr><td><u>Actual Borrowing Position</u></td><td></td><td></td><td></td><td></td></tr><tr><td>Fixed Rate Debt</td><td>0</td><td>5.8</td><td>0</td><td>0</td></tr><tr><td>Variable Rate Debt</td><td>0</td><td>6.6</td><td>0</td><td>0</td></tr><tr><td>Total Debt</td><td>0</td><td>6.0</td><td>0</td><td>0</td></tr><tr><td>Underlying Borrowing Requirement (excl. PFI)</td><td>0</td><td></td><td>0</td><td></td></tr><tr><td>(Over) / Under Borrowing</td><td>0</td><td></td><td>0</td><td></td></tr><tr><td><u>Actual Investment Position</u></td><td></td><td></td><td></td><td></td></tr><tr><td>Fixed Interest Investments</td><td>36.032</td><td>0.35</td><td>44.068</td><td>0.47</td></tr></table>		31 st March 2017		31 st March 2018		Principal £m	Average Interest Rate %	Principal £m	Average Interest Rate %	<u>Actual Borrowing Position</u>					Fixed Rate Debt	0	5.8	0	0	Variable Rate Debt	0	6.6	0	0	Total Debt	0	6.0	0	0	Underlying Borrowing Requirement (excl. PFI)	0		0		(Over) / Under Borrowing	0		0		<u>Actual Investment Position</u>					Fixed Interest Investments	36.032	0.35	44.068	0.47
	31 st March 2017		31 st March 2018																																															
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Fixed Interest Investments	36.032	0.35	44.068	0.47																																														

	Variable Interest Investments	10.002	0.34	7.003	0.44
	Total Investments	46.034		51.071	
	Cash & Cash Equivalents	13.070		12.246	
	Net Borrowing	(59.104)		(63.317)	
3.4	Prudential Indicators and Compliance Issues				
3.4.1	Some of the Prudential Indicators provide either an overview or specific limits on treasury activity and these are shown below:				
3.4.2	<u>Gross Borrowing and the CFR</u> In order to ensure that borrowing levels are prudent over the medium term the PCC's borrowing must only be for a capital purpose. Gross borrowing should not therefore, except in the short term, have exceeded the CFR for 2017/18 plus the expected changes to the CFR over 2018/19 and 2019/20 etc. The table below highlights the PCC's gross borrowing position against the CFR.				
		2016/17 Actual £m	2017/18 Estimate £m	2017/18 Actual £m	
	Gross Borrowing (incl. PFI)	4.752	4.686	4.686	
	External Borrowing (excl. PFI)	0	0	0	
	Capital Financing Requirement (CFR)	4.752	4.686	4.686	
3.4.3	The above table shows that gross debt is exactly the same as the CFR and therefore this prudential indicator has been met and reflects the Commissioner's decision to repay all external borrowing during 2016/17.				
3.4.4	<u>The Authorised Limit</u> The Authorised Limit is the 'Affordable Borrowing Limit' required by Section 3 of the Local Government Act 2003. The PCC does not have the power to borrow above this level. The table below demonstrates that during 2017/18 the PCC maintained gross borrowing within the Authorised Limit.				
3.4.5	<u>The Operational Boundary</u> The Operational Boundary is the expected borrowing position during the year. Periods where the actual position is either below or over the Operational Boundary are acceptable subject to the Authorised Limit not being breached.				
3.4.6	<u>Maximum Gross Borrowing</u> This is the Gross Borrowing at the beginning of the financial year.				

3.4.7	<u>Average Gross Borrowing</u> This is the average of the borrowing position at the beginning of the year and the borrowing position at the end of the year.														
	<table border="1"> <thead> <tr> <th></th><th>2017/18 £m</th></tr> </thead> <tbody> <tr> <td>Authorised Borrowing Limit</td><td>11.523</td></tr> <tr> <td>Operational Boundary</td><td>4.750</td></tr> <tr> <td>Actual Maximum Gross Borrowing Position</td><td>4.686</td></tr> <tr> <td>Average Gross Borrowing Position</td><td>4.719</td></tr> <tr> <td>Estimated Financing Costs as a % of Net Revenue Stream</td><td>(0.16%)</td></tr> <tr> <td>Actual Financing Costs as a % of Net Revenue Stream</td><td>(0.19%)</td></tr> </tbody> </table>		2017/18 £m	Authorised Borrowing Limit	11.523	Operational Boundary	4.750	Actual Maximum Gross Borrowing Position	4.686	Average Gross Borrowing Position	4.719	Estimated Financing Costs as a % of Net Revenue Stream	(0.16%)	Actual Financing Costs as a % of Net Revenue Stream	(0.19%)
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3.4.8	<u>Actual financing costs as a proportion of Net Revenue Stream</u> This indicator identifies the trend in the cost of capital (borrowing and other long term obligation costs net of investment income) against the Net Revenue Stream (NRS). For the calculation, NRS equals the Revenue Budget for the year of £120.942m. Actual Financing costs as a % of NRS is a negative as all external debt was settled in 2016/17. The actual percentage is slightly higher than the estimated value due to slippage of capital programme schemes into 2018/19 and beyond. In addition actual interest rate received on investments was higher than forecast.														
3.5	Economic Background and Interest Rates														
3.5.1	During the calendar year of 2017, there was a major shift in expectations in financial markets in terms of how soon Bank of England Base Rate would start on a rising trend. After the UK economy surprised on the upside with strong growth in the second half of 2016, growth in 2017 was disappointingly weak in the first half of the year which meant that growth was the slowest for the first half of any year since 2012. The main reason for this was the sharp increase in inflation caused by the devaluation of sterling after the EU referendum, feeding increases into the cost of imports into the economy. This caused a reduction in consumer disposable income and spending power as inflation exceeded average wage increases. Consequently, the services sector of the economy, accounting for around 75% of GDP, saw weak growth as consumers responded by cutting back on their expenditure.														
3.5.2	However, growth did pick up modestly in the second half of 2017. Consequently, market expectations during the autumn, rose significantly that the Monetary Policy Committee (MPC) would be heading in the direction of imminently raising Bank of England Base Rate. The minutes of the MPC meeting of 14 th September 2017 indicated that the MPC was likely to raise Bank Rate very soon. The 2 nd November 2017 MPC quarterly Inflation Report meeting duly delivered by raising Bank Rate from 0.25% to 0.50%.														
3.5.3	The 8 th February 2018 Monetary PC meeting minutes then revealed another sharp hardening in MPC warnings on a more imminent and faster pace of														

	increases in Bank Rate than had previously been expected.																		
3.5.4	Market expectations for increases in Bank of England Base Rate, therefore, shifted considerably during the second half of 2017/18 and resulted in investment rates from 3 – 12 months increasing sharply during the spring quarter.																		
3.5.6	Public Works Loan Body (PWLb) borrowing rates increased correspondingly to the above developments with the shorter term rates increasing more sharply than longer term rates. In addition, UK gilts have moved in a relatively narrow band this year, (within 25 base percentage points for much of the year), compared to US treasuries. During the second half of the year, there was a noticeable trend in treasury yields being on a rising trend with the Federal Reserve raising rates by 0.25% in June, December and March, making six increases in all from the floor. The effect of these three increases was greater in shorter terms around 5 year, rather than longer term yields.																		
3.5.7	The major UK landmark event of the year was the inconclusive result of the general election on 8 th June 2017. However, this had relatively little impact on financial markets.																		
3.6	Investment Position																		
3.6.1	Investment Policy – The PCC’s investment policy is governed by the Welsh Government, which has been implemented in the annual investment strategy. The investment activity during the year conformed to the approved strategy, and the PCC had no liquidity difficulties.																		
3.6.2	Resources – The PCC’s longer term cash balances comprise primarily of revenue and capital resources, although these will be influenced by cash flow considerations. The PCC’s core cash resources were comprised as follows, and these represent the total funds available for investment: <table><tr><td></td><td>2016/17 £m</td><td>2017/18 £m</td></tr><tr><td>General Reserves</td><td>10.905</td><td>4.000</td></tr><tr><td>Earmarked Reserves</td><td>39.701</td><td>52.131</td></tr><tr><td>Provisions</td><td>1.355</td><td>1.142</td></tr><tr><td>Useable Capital Receipts</td><td>2.204</td><td>1.735</td></tr><tr><td>Total</td><td>54.165</td><td>59.278</td></tr></table>		2016/17 £m	2017/18 £m	General Reserves	10.905	4.000	Earmarked Reserves	39.701	52.131	Provisions	1.355	1.142	Useable Capital Receipts	2.204	1.735	Total	54.165	59.278
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Useable Capital Receipts	2.204	1.735																	
Total	54.165	59.278																	
3.6.3	Investments Held by the PCC - The PCC concluded the year with a balance of £51.071m of internally managed funds which compares with a budget assumption of £47.788m as per the annual Treasury Management Strategy. The difference between the budget and actual position is explained by slippage of capital programme schemes into 2018/19 and beyond (particularly in relation to the replacement of HQ) and in year savings against budget which has resulted in surplus funds available for investment purposes.																		
3.6.4	These internally managed funds received an average return of 0.46%																		

	compared to a budget assumption of 0.39%. The comparable performance indicator is the average 7-day LIBID rate, which was 0.21%. The budget assumption of 0.39% average return reflected no increase in the bank base and a different mix of investments between fixed and variable deposits.
3.7	Regulatory Framework, Risk and Performance
3.7.1	<p>The PCC's treasury management activities are regulated by a variety of professional codes, statutes and guidance:</p> <ul style="list-style-type: none"> a) CIPFA's Treasury Management Code of Practice (2011 Edition); b) CIPFA Guide for Chief Financial Officers on Treasury Management in Local Authorities; c) CIPFA Standard of Professional Practice on Treasury Management; d) The Prudential Code for Capital Finance in Local Authorities (2011 Edition); e) Local Government Act 2003; f) Bank of England Non Investment Products Code (2011); g) Standing Orders relating to Contracts; h) Financial Standing Orders, Regulations and Procedures; and i) The Commissioner's Manual of Corporate Governance and Scheme of Delegation. j) Markets in Financial Instruments Directive (MiFiD II).
3.7.2	The PCC complied with all of the above relevant statutory and regulatory requirements which require the PCC to identify and, where possible, quantify the levels of risk associated with his treasury management activities. In particular his adoption and implementation of both the Prudential Code and the Code of Practice for Treasury Management means both that his capital expenditure is prudent, affordable and sustainable, and his treasury practices demonstrate a low risk approach.
4.	<u>NEXT STEPS</u>
4.1	A Treasury Management update report, reviewing performance for the first six months of 2018/19 will be presented to the Joint Audit Committee in December 2018.
5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	These are detailed in the report.
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	There are no staffing/personnel implications arising from this report.
7.	<u>LEGAL IMPLICATIONS</u>
7.1	There are no legal implications arising from this report.
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	This proposal has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been

	assessed not to discriminate against any particular group.
8.2	In preparing this report, consideration has been given to the requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.	<u>RISK</u>
9.1	Treasury management can never be risk free. In borrowing, the risk is that the PCC incurs a higher interest charge than was necessary and in lending there is the risk of default on repayment and the risk that a better rate of interest could have been achieved from an alternative borrower with acceptable credit status. Adherence to the CIPFA Code of Practice on Treasury Management is best practice in terms of balancing risk and return.
10.	<u>PUBLIC INTEREST</u>
10.1	This is a public document.
11.	<u>CONTACT OFFICER</u>
11.1	Darren Garwood-Pask, Chief Finance Officer.
12.	<u>ANNEXES</u>
12.1	None.

POLICE AND CRIME COMMISSIONER FOR GWENT 2019/20 BUDGET SETTING TIMETABLE

	Description	Date	Owner
1	Update Medium Term Financial Projections (MTFPs) based upon national/ regional guidance, 17/18 final outturn and emerging issues	22 nd May 2018	Head of Finance (HoF)
2	Police and Crime Commissioner (PCC) briefing on initial MTFP	4 th June 2018	Chief Finance Officer (CFO) Office of the Police and Crime Commissioner for Gwent (OPCC)
3	Joint Audit Committee (JAC) briefing on initial MTFP	7 th June 2018	CFO OPCC
4	Police and Crime Panel (PCP) briefing on initial MTFP	15 th June 2018	CFO OPCC
5	Update MTFP to reflect national/regional guidance, emerging issues and strategic direction	21 st August 2018	HoF
6	CFO OPCC briefing on MTFP	22 nd August 2018	Assistant Chief Officer – Resources (ACOR)
7	Strategy and Performance Board (SPB) briefing on initial MTFP	31 st August 2018	CFO OPCC
8	Formal Budget Setting commences in Finance Department (including four month Precept consultation between October and January)	3 rd September 2018	Finance
9	Chief Officer Team (COT) briefing on updated MTFP	4 th September 2018	ACO-R
10	JAC briefing on MTFP, planning process, strategic direction, budget setting and reserves and committed funds strategy	13 th September 2018	ACO-R
11	OPCC Management Board briefing on updated MTFP	20 th September 2018	PCC
12	PCP briefing on MTFP, planning process, strategic direction and budget setting	28 th September 2018	PCC
13	COT briefing on updated MTFP and budget proposal formulation	2 nd October 2018	ACO-R

**POLICE AND CRIME COMMISSIONER FOR GWENT
2019/20 BUDGET SETTING TIMETABLE**

14	Update MTFP to reflect strategic direction following COT briefing	3 rd October 2018	HoF
15	CFO OPCC briefing on MTFP	4 th October 2018	ACO-R
16	Strategic Planning Group (SPG) briefing on MTFP	8 th October 2018	HoF
17	Precept Pre-Consultation Commences	15 th October 2018	Head of Communications and Engagement for OPCC (HOCE)
18	OPCC Management Board briefing on MTFP	19 th October 2018	CFO OPCC
19	Produce initial budget proposal	26 th October 2018	HoF
20	COT briefing on draft Gwent Police Budget Proposal	6 th November 2018	ACO-R
21	Chief Constable (CC) finalises Gwent Police Budget Proposal	9 th November 2018	ACO-R
22	CFO OPCC briefing on Gwent Police Budget Proposal	12 th November 2018	ACO-R
23	OPCC Management Board briefing on updated MTFP, consideration of Gwent Police Budget Proposal and Precept Proposal	16 th November 2018	CFO OPCC
24	PCP Finance Sub-Group meeting on MTFP, initial Budget Proposal and Precept Proposal	TBC November 2018	CFO OPCC
25	Budget Setting Exercise completed in Finance	16 th November 2018	Finance
26	Precept Pre-Consultation Concludes	25 th November 2018	HOCE OPCC
27	SPB to consider and discuss Gwent Police Budget Proposal	27 th November 2018	CFO OPCC / ACO-R
28	Precept Consultation Commences	30 th November 2018	HOCE OPCC
29	PCP Report for circulation with provisional Budget and	4 th	HoF

**POLICE AND CRIME COMMISSIONER FOR GWENT
2019/20 BUDGET SETTING TIMETABLE**

	Precept Proposal	December 2018	
30	COT briefing on provisional Budget Proposal	4 th December 2018	ACO-R
31	OPCC briefing on provisional Budget and Precept Proposal	5 th December 2018	CFO OPCC
32	JAC Report for circulation with provisional Budget and Precept Proposal	5 th December 2018	HoF
33	SPG briefing on provisional Budget and Precept Proposal	11 th December 2018	HoF
34	JAC briefing on provisional Budget and Precept Proposal	13 th December 2018	CFO OPCC
35	PCP briefing on provisional Budget and Precept Proposal	14 th December 2018	CFO OPCC
36	Update MTFP to reflect Provisional Settlement and Autumn Statement announcements	19 th December 2018	HoF
37	Precept Consultation Concludes	6 th January 2019	HOCE OPCC
38	COT briefing on provisional Budget and Precept Proposal	8 th January 2019	ACO-R
39	CFO OPCC briefing on provisional Budget and Precept Proposal	9 th January 2019	ACO-R
40	OPCC Management Board briefing on provisional Budget and Precept Proposal	TBC January 2019	CFO OPCC
41	Final Police Settlement announced	TBC January 2019	Home Office / WG
42	MTFP updated to reflect impact of Final Police Settlement	TBC January 2019	Finance
43	Deadline for PCC to issue PCP Proposed Precept Report	15 th January 2019	PCC
44	PCP Meeting to consider Proposed Precept Report	25 th January 2019 (Provisional)	PCP
45	Undertake public consultation with non-domestic	1 st	PCC Office

**POLICE AND CRIME COMMISSIONER FOR GWENT
2019/20 BUDGET SETTING TIMETABLE**

	ratepayers	February 2019	
46	Deadline for PCP to review and report back to PCC on Proposed Precept Report	1 st February 2019	PCP
47	MTFP updated to reflect impact of PCP report	4 th February 2019	HoF
48	CFO OPCC briefing on updated MTFP	6 th February 2019	ACO-R
49	Draft PCC response to PCP report for circulation	6 th February 2019	CFO OPCC
50	Deadline for PCC to issue Revised Precept Proposal Report to PCP	8 th February 2019	PCC
51	Deadline for PCP to review Revised Precept Proposal Report and report back to PCC (Second Report)	15 th February 2019	PCP
52	Produce Draft Precept Notification	15 th February 2019	CFO OPCC
53	Draft PCC response to PCP Second Report for circulation	18 th February 2019	CFO OPCC
54	Deadline for PCC to issue response to PCP Second Report	22 nd February 2019	PCC
55	PCC issues precept	22 nd February 2019	PCC
56	Notification of precept to Local Authorities	22 nd February 2019	PCC
57	Produce Final Precept Notification	22 nd February 2019	CFO OPCC
58	Printing of precept leaflets / Publishing of on-line Statement (tbc)	27 th February 2019	Corporate Communications
59	Complete breakdown and phasing of budgets	13 th March 2019	Finance
60	Complete Budget Book	20 th March 2019	Finance
61	Upload Budget to Financial System	22 nd	Finance

**POLICE AND CRIME COMMISSIONER FOR GWENT
2019/20 BUDGET SETTING TIMETABLE**

		March 2019	
62	Issue Budget Book	29 th March 2019	Finance

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GWENT POLICE AND CRIME PANEL FORWARD WORK PROGRAMME 2018/19

28th September 2018 at 10am

- Performance Reporting
- Strategic Equality Plan Annual Report 2017/18
- Welsh Language Annual Report 2017/2018
- PCC Update Report
- MTFP and Budget Setting Timetable
- Treasury management Year End Report (Information item to be circulated prior to the meeting)

14th December 2018 at 10am

- Performance Reporting
- PCC Update Report
- Initial Budget Briefing
- Modern Slavery Human Trafficking Team - Presentation
- Gwent PCP Complaints
- Gwent PCP Review of Panel Arrangements
- Gwent PCP Review of Terms of Reference and Rules of Procedure

25th January 2019 at 10am

- Performance Reporting - Sickness Absence
- PCC Update Report
- Police and Crime Commissioner for Gwent's Budget Requirement and Council Tax Precept Proposal 2019/20.

29th March 2019 at 10am

- Performance Reporting
- PCC Update Report
- Cyber Crime
- OPCC Complaints

28th June 2019 at 10am

- Performance Reporting
- PCC Update Report
- Police and Crime Commissioner for Gwent Draft Annual Report.

27th September 2019 at 10am

- Performance Reporting
- PCC Update Report
- MTFP and Budget Setting Timetable
- Treasury Management Year End Report

13th December 2019 at 10am

- Performance Reporting
- PCC Update Report
- Initial Budget Briefing