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**Gwent Police
and Crime Panel**

**Panel Heddlu
a Throseddu Gwent**

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Date: 19th June 2025

Dear Sir/Madam,

A meeting of the **Gwent Police and Crime Panel** will be held at the **Sirhowy Room, Penallta House, Tredomen, Ystrad Mynach** on **Friday, 27th June, 2025** at **10.00 am** to consider the matters contained in the following agenda.

A G E N D A

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1 To Appoint the Chair and Vice Chair for the Ensuing Year	
2 Declarations of Interest.	
3 Apologies for Absence.	
To approve and sign the following minutes: -	
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MEMBERSHIP:

Councillor Gareth A. Davies, Blaenau Gwent County Borough Council
Councillor Jen Morgan, Blaenau Gwent County Borough Council - subject to Home Office approval
Councillor Marina Chacon-Dawson, Caerphilly County Borough Council
Councillor Colin Peter Mann, Caerphilly County Borough Council
Councillor Amanda McConnell, Caerphilly County Borough Council - subject to Home Office approval
Councillor Tony Easson, Monmouthshire County Council
Councillor Tony Kear, Monmouthshire County Borough Council
Councillor Farzina Hussain, Newport City Council
Councillor Debbie Jenkins, Newport City Council
Councillor James Peterson, Newport City Council - subject to Home Office approval
Councillor Lynda Clarkson, Torfaen County Borough Council
Councillor Nick Byrne, Torfaen County Borough Council – subject to Home Office approval

Co-opted Members- Mrs. G Howells and Ms. K Stevenson

By Invitation

Ms J. Mudd, Office of the Gwent Police and Crime Commissioner
Ms E. Thomas, Office of the Gwent Police and Crime Commissioner
Mrs S. Curley, Office of the Gwent Police and Crime Commissioner
Mr D. Garwood-Pask, 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 PENALLTA HOUSE ON FRIDAY 28TH MARCH 2025 AT 10.00AM

Present:

Mrs G. Howells – Chair

Councillor J. Thomas – Blaenau Gwent County Borough Council
Councillors M. Chacon-Dawson and C. Mann – Caerphilly County Borough Council
Councillors A. Easson and T. Kear – Monmouthshire County Council
Councillors F. Hussain, G. Horton and D. Jenkins - Newport City Council
Councillors L. Clarkson and N. Horler – Torfaen County Borough Council

By invitation:

Ms J. Mudd - 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 Police and Crime Commissioner for Gwent
Mr M. Hobrough – Chief Constable of Gwent Police
Mr R. Guest - Head of Communications, Office of the Police and Crime Commissioner for Gwent
Ms L. Delahay – Analyst, Office of the Police and Crime Commissioner for Gwent

Together with:

Mrs C. Forbes-Thompson (Scrutiny Manager - CCBC), Mr M. Jacques (Scrutiny Officer - CCBC), and Mrs L. Lane (Head of Democratic Services – CCBC).

1. **DECLARATIONS OF INTEREST**

No declarations of interest were declared by Members.

2. **APOLOGIES FOR ABSENCE**

Apologies were received from Councillors G. Davies, C. Forehead and Ms K. Stevenson – Co-opted Member.

3. TO APPROVE AND SIGN THE FOLLOWING MINUTES: Gwent Police and Crime Panel held on 31st JANUARY 2025

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 31st January 2025 (minute no. 1 – 6) be approved as a correct record.

4. UPDATE BY THE POLICE AND CRIME COMMISSIONER FOR GWENT

The Gwent Police and Crime Commissioner Ms Jane Mudd outlined highlights to Members before taking questions. These included new legislative measures to tackle knife crime, public engagement sessions, and developments with the Estate Strategy which are planned to be brought before the Panel in June.

One Member queried if more could be done to raise the profile of the High Sheriffs' Fund and outline to community organisations how they can apply for a grant. The PCC advised that the High Sheriffs' Panel engaged a company to administer the grant application process but outlined how OPCC discussions on this matter had taken place. The Chief Executive expanded on this and highlighted how she had offered the services of the OPCC Communications Team to help raise awareness of the fund.

A Member raised concerns around off-roading and enquired about any feedback received from the Rural Crime Team. The PCC outlined the confidence that she had in the important work conducted by the team and the Chief Constable gave further detail on the role of designated neighbourhood officers and outlined that further plans to combat off-road biking were a consideration under anti-social behaviour measures. The Member highlighted how some farmers felt intimidated by irresponsible bikers. The Chief Constable outlined how drones had been used to cover large areas of countryside and how vehicles had been seized under powers designed to tackle this sort of crime.

One Panel Member wished to raise sheep rustling and enquired if there were any national initiatives to combat this crime. The Chief Constable recognised the challenge of combating this organised crime and outlined some of the work coordinated by the Chief Constable of Dyfed-Powys Police who was the NPCC (National Police Chiefs' Council) lead on wildlife and rural crime.

One Member suggested that Operation Harley be extended to urban areas too. The Chief Constable outlined how this would feature during future discussions.

A Member enquired if the body-worn video review conducted by the Legitimacy Scrutiny Panel was based on randomly selected body cameras. The PCC advised that videos were chosen through dip sampling and gave Members detail of the training undertaken by the Panel so that they can identify any issues. The Member also highlighted the Panel's taser and operational safety refresher training and observed that she hoped that they were only used in extreme circumstances. Members were given assurances on the rigorous training and the rules governing the use of these weapons. It was also highlighted that drawing a Taser was registered as a use of force, but it did not mean that the weapon was always discharged by an officer.

One Member enquired if it was the intention to allow Panel Members to sit on the Strategy and Performance Board. The PCC outlined how this was not the case, but it was the intention to record these meetings and to make the recordings publicly available.

A Panel Member sought clarity on the commitment to "invest further" to support work around tackling substance misuse. The PCC provided detail on the £900,000 funding for services in Gwent which had been included within the current budget. Information on the cost effectiveness of certain treatments was also outlined. The Member then enquired if Panel Members could be included in OPCC community engagement activities within their areas, such as the recent PCC

walkabout in Usk for example. The PCC gave assurances that she would be happy to attend community events suggested by Panel Members if availability allowed but also outlined how she appreciated the ability to gather data from residents and businesses during meetings organised by herself and the OPCC team. Local councillors and Police representatives were not always informed about these visits as the predominant focus was on hearing the views of the public. The Member enquired about passing on feedback from residents to the Panel Member for that area. The PCC advised that if there were any specific issues identified contact would be made with Local Authority Leaders and they would be requested to convey details to associated Ward Members.

The Chair raised potential costs around the new draft Estate Strategy which was due to be presented to panel members in June. The PCC outlined how the strategy was mostly included within the current budget and gave the example of additional custody facilities at Ystrad Mynach. A Gwent Police review of estate requirements was also ongoing and would feed into the strategy. A Member sought assurances that the Finance and Estates Sub-group would be asked for views on the strategy before it was presented to the Panel. Officers agreed that this would be the case.

The Chair raised the Panel's concern over the £1M set aside as a budget provision for implementation of the Police, Crime and Justice Plan. The Chair asked when Panel Members would be able to see a breakdown and plan for this budget provision. The PCC advised that an update would be provided at the June meeting and that she had responded to the concern raised in a written response to a letter from the Chair.

5. QUARTERLY PERFORMANCE MONITORING REPORT QTR. 3

The PCC introduced the report and advised on the importance of the OPCC Scrutiny role in monitoring Gwent Police performance against the key targets of the existing Police and Crime Plan. Diversionary activities in terms of anti-social behaviour were also highlighted to Members.

One Member queried how it was known that there was rising confidence in reporting rape and sexual assault. The Chief Constable outlined Government targets in this area and some changes to legislation. Ongoing work around behavioural change were also highlighted. The DPCC also highlighted the importance of victims having confidence in being able to access health services to receive the support needed in addition to reporting a crime.

A Member raised other sexual offences and enquired about cases of grooming. The Chief Constable gave information on some of the operational work designed to tackle this type of crime. The Member then enquired about measures to address long-term and short-term sickness rates. The Panel heard about various initiatives designed to support staff on sickness leave and measures designed to help facilitate a return to work.

One Member enquired about mental health care available. The Chief Constable provided detail on the work of the Police occupational health department such as providing support for trauma experiences and specialist counselling. The Chief Executive also gave general details on employees seeking support through the wellbeing team

A Member enquired about the possibility of improving the presentation to Panel on satisfaction rates from victims of crime. The Chief Constable advised that there were datasets available which could be pulled together to provide this information. The Member enquired about the Piece-by-Piece project delivered by Newport Mind. The PCC advised that referrals were through the youth justice service and stressed the importance of this early intervention activity. The PCC also offered to provide a briefing note on this project for Panel Members. The Panel Member then raised the 1:1 tertiary interventions delivered by the St Giles Trust and commented on the support available when interventions were low prior to Q2 of 2024/25. The PCC highlighted the specialist work of St Giles Trust and welcomed the increase in interventions due

to successful staffing retention. The PCC also provided details of other services that complemented the work of St Giles Trust such as through the Fearless programme, these services helped to ensure adequate support was always available. The PCC then highlighted 1:1 diversionary activities that were available through the Youth Offending Service. The Chief Finance Officer also provided further assurances on 2025/26 funding in this area.

One Member enquired about the evaluation of the Understanding the Triggers pilot project. The PCC advised that the evaluation with Newport City Council was ongoing and that the OPCC would report back when the work was completed.

A Panel Member queried if the 257 respondents who engaged with the victim satisfaction survey was for the whole of the financial year. The Member highlighted that it was a small sample when compared with the number of referrals to the Victim Care Unit. Officers advised that only victims of certain crimes were surveyed. The Member observed that it would be useful to be able to monitor actions designed to address the concerns of the dissatisfied element of victim surveys. During the ensuing discussion it was agreed that a more detailed breakdown would be provided in the future.

One Member expressed his pleasure at the reduction in shoplifting and enquired if there was a specific reason identified for this decrease. The Chief Constable provided details on the work of retail crime teams.

The Vice Chair raised the further £1M funding to continue Operation Lumley next year and highlighted that Caerphilly County Borough Council had ceased running Community Safety Wardens due to financial cuts and then enquired if the additional funds for tackling antisocial behaviour could be used for providing wardens. The Chief Constable confirmed that CCBC was the only Local Authority in the region to stop this service and that he had expressed concerns about the decision, but he also highlighted positive conversations with the Council on their commitment to continue working with Gwent Police to combat antisocial behaviour.

6. FORWARD WORK PROGRAMME

The Lead Officer (Mrs Forbes-Thompson) advised that the next meeting would be on 27 June 2025 and that following the discussions held earlier, the agenda would include updates on the Estates Strategy and the projects associated with the new Police, Crime and Justice Plan. The Chief Executive highlighted that discussions would need to be had over a new date for the 26 March 2026 meeting due to the election period and that the FWP would be populated further upon publication of the new plan.

The Chair wished to record her gratitude for the work of Mrs Forbes-Thompson on the Gwent Police and Crime Panel over many years as she was now retiring from her role as Scrutiny Manager with Caerphilly County Borough Council. The Panel acknowledged their appreciation for the work carried out with a round of applause.

Meeting Closed at 12pm.

Police and Crime Commissioner Update June 2025

This is a selection of activities undertaken, scrutinised or supported by the Office of the Police and Crime Commissioner (OPCC) in March – June 2025.

New Police, Crime and Justice Plan

My Police, Crime and Justice Plan was launched on 28 March. This sets out what I will do to make our communities safer. Since I was elected last year, I have been visiting communities across Gwent and asking people what they want to see from their police force. It is these conversations and feedback that helped me shape my five priorities:

- Prevent crime and antisocial behaviour
- Making communities safer
- Protecting the vulnerable
- Putting victims first
- Reducing reoffending

To deliver this ambitious plan I will be investing an extra £4 million over four years into key areas of work. This will enable policing and partners to do more to protect women and girls and deliver more services for children and young people.

To support the launch of the Police, Crime and Justice Plan, my office and I held a promotional roadshow, holding 32 engagement events across Gwent, speaking with more than 1,000 people about the plan and local policing issues. The new Police, Crime and Justice Plan will also play a vital role in our summer engagement programme.

PREVENTING CRIME AND ANTISOCIAL BEHAVIOUR

Hotspot Funding

I am pleased to announce that we have been successful in securing an additional £1m in antisocial behaviour hotspot funding in 2025/26 from the Home Office. A delivery plan has been submitted to the Home Office and data is currently being analysed in order to approve the hotspot areas to be targeted and the overall approach. Operation Lockwood will be the operational response from Gwent Police, along with an allocation of funding for each local authority area, to include complementary patrols and crime prevention services in the same hotspots.

Neighbourhood Policing Boost

The UK Government's Neighbourhood Policing Guarantee will put 13,000 more officers into neighbourhood policing rolls across England and Wales by 2029. It will require police forces to have named and contactable officers for every ward and will guarantee police patrols in busy areas at peak times. Chief Constable Mark Hobrough and I are united in our commitment to increase visible policing in our communities. This is what our residents told us they want and that is why it forms a key part of my Police, Crime and Justice Plan. However, police budgets are already stretched and to fully realise this ambition we need investment. The UK Government's announcement of new officers, and its previous commitment to more funding, provides a greatly needed financial boost for neighbourhood policing.

MAKING OUR COMMUNITIES SAFER

Safer Streets Summer Initiative

As part of the UK Government's Safer Streets Mission, the Home Secretary recently wrote to all PCCs asking them to develop a partnership plan to increase enforcement, prevention and engagement activity in various town centres during the summer period. We know that our town centres can be a focal point for acquisitive and retail crime, ASB and disorder particularly during the summer period, and so I support this request. With my team we have been working with Gwent Police and Community Safety Partnerships to develop this plan. Building on Operation Lockwood (mentioned above) and other Gwent Police initiatives as the primary enforcement approach, I will also work with CSPs to ensure effective partnership prevention and engagement plans are put in place in the summer.

To support this initiative, I will be opening a £50,000 fund for the summer period, that local CSPs can bid into, to fund complementary activity in town centres this summer. As the chair of the new Strategic Safer Communities Board for Gwent, I will also ensure there is coordinated monitoring and oversight of this initiative through that body. I think this initiative gives us a real opportunity to establish a joined-up partnership response that can be sustained for the future.

PROTECTING THE VULNERABLE

Ministry of Justice Funding

A grant of £1.237m has been received from the Ministry of Justice to provide victims services in Gwent. This is a reduction of £28,888 from the previous financial year. £575,488 is ringfenced for supporting domestic abuse and sexual violence services. This funding is allocated to deliver independent domestic violence advisor (IDVA) services, independent sexual violence advisor (ISVA) services, child and adult victims services, the police-perpetrated VAWDASV pilot service and support the victim contact unit in Gwent Police.

VAWDASV Funding

My office is contributing £40,000 in 2025/26 to support the delivery of Welsh Government's violence against women, domestic abuse and sexual violence (VAWDASV) blueprint work.

PUTTING VICTIMS FIRST

Children and Adults Victims Service

A new service for children and adults in Gwent who have been victims of crime launched in April. This is being delivered by Victim Support and will accept referrals from the police, partners and self-referrals for victims who need support to cope and recover from the impact being a victim or witness of crime has had on them. The service will provide 1-2-1 support and group work based on their needs.

New Sexual Violence Support Centre

I was honoured to join partners at New Pathways for the official opening of its new sexual violence support centre in Newport. New Pathways delivers specialist support for adults, children and young people who have been affected by rape or sexual assault. I have commissioned New Pathways to provide a dedicated independent sexual violence advisor service for survivors of sexual violence in Gwent. The facility

in Newport has transformed derelict buildings into a fully-refurbished centre that provides support and a safe environment for survivors. Listening to survivors tell their stories was incredibly powerful and reaffirms why a centre such as this is needed in Gwent. My new Police, Crime and Justice Plan places a strong focus on supporting women, girls and all victims of violence and abuse.

REDUCING REOFFENDING

Criminal Justice Strategy Board Development Day

I brought together partners from policing and the wider criminal justice system to discuss how we can work closer together to deliver the priorities in my Police, Crime and Justice Plan. Representatives from the Criminal Justice Strategy Board, which includes Gwent Police, the Crown Prosecution Service, Courts and Tribunals Service, Prison and Probation Service, youth offending services, and South Wales Fire and Rescue, discussed key issues and explored ways of working more collaboratively. I chair the board to provide a fair, efficient and effective criminal justice system across Gwent. The development day was a valuable opportunity to set out my Police, Crime and Justice Plan and ensure that our partnership work going forward will align to support the priorities of the plan.

Home Office Domestic Abuse Perpetrator Funding

We have been successful in securing a further year of funding from the Home Office to continue to deliver the Cautioning and Relationship Abuse (CARA) programme. This is an early intervention for domestic abuse offenders which utilises support and disruption tactics to address and change behaviour.

GENERAL

Child-Centred Policing

I have continued to visit schools across Gwent where I have been put through my paces by members of the schools' Heddlu Bach and school councils. My team and I also arranged for mini police from Nant Celyn Primary School to enjoy a special visit and tour of Police Headquarters in Cwmbran. In addition, I attended a National Children's Day ceremony at Newport Cathedral in May. My Police, Crime and Justice Plan has a commitment to creating a children and young people's charter that will help to steer the work of my office going forward. We are in the process of co-producing this with children and young people, with this work taking place across the summer period. Once completed, it will influence the services we provide and projects we commission. We aim to launch the charter by the end of the year.

Investments

I have agreed to invest more than £1million in 2025/26 in organisations that protect children and young people from serious crime and improve community safety. I have renewed contracts with key partners including St Giles Trust, Crimestoppers Trust and Newport Live to allow them to deliver their work programmes in Gwent for another year. Funding will also be provided to each of Gwent's local authorities to support youth offending and community safety initiatives. This continued investment supports my Police, Crime and Justice Plan priorities, as well as the requirement under the UK Government's Serious Violence Duty to ensure that local services work together to reduce and prevent serious violence. Projects that will continue to receive funding in 2025/26 include:

- St Giles Trust - £138,114 to deliver one to one crisis intervention to young people and their families who are at risk of involvement or already involved in serious violence and organised crime.
- Crimestoppers Trust - £45,947 to deliver the Fearless programme to year seven pupils and provide targeted support to schools in hotspot areas where serious violence or organised crime is an issue.
- Newport Live - £203,582 to deliver its Positive Futures programme, providing sport-based interventions to young people across Gwent.
- A contribution of £619,615 for local authorities and partners to contribute towards their local community safety and youth offending initiatives.

These investments impact not only on preventing crime and ASB but also help to make our communities safer when crime is already starting to happen.

Community Engagement

Immediately following the Police, Crime and Justice Plan roadshow, the summer engagement programme began. The office and I are supporting more than 20 community events across Gwent as part of this.

I joined residents from across Gwent for a community led, cultural fashion show at the ICC Wales. The show was organised by charity KidCare4U and brought together children and young people from different communities for a celebration of their culture, heritage and traditional dress. KidCare4U is supported by my Police Community Fund, which allows it to run a youth club every Saturday. It was a truly inspiring evening. Coming together and celebrating our cultural differences helps us to build more cohesive communities.

I supported the 20th anniversary of the Ethnic Minorities & Youth Support Team (EYST) in May. Founded in 2005, EYST has grown into a vital resource for ethnic minority individuals and families, offering targeted programmes in education, employment, health, community safety, and social cohesion. I also took part in Race Equality First's community get together at Pillgwenlly Millennium Centre, which was a celebration of cultures and brought together people from local groups, many from diverse communities. Although I was saddened to hear from residents who have experienced negativity and racism in their communities, my commitment to tackle hate crime has a prominent place in my newly launched Police, Crime and Justice Plan. I want our communities to be places where everyone can live their lives as themselves, free from fear and harm.

My office and I have attended a series of Pride events across Gwent during May and June, reinforcing my ongoing commitment to equalities. I agreed grants for Torfaen and Caldicot Pride events, following requests to my office.

Finally, residents can now connect with me and my office on social media channels Bluesky and Threads, in addition to our existing Facebook and Instagram accounts. They can also sign up to receive news directly via my dedicated e-bulletin, and get key updates through WhatsApp.

Estates

A new draft Estate Strategy has been presented to me and is currently being refined. An update on the development of the Strategy will be presented to panel members at June's meeting.

New Officers

I was really pleased to meet with more than 60 new Gwent Police Officers and Police Community Support Officers, who have now been deployed to support Gwent Police teams across the region. Chief Constable Mark Hobrough and I are committed to increasing police visibility in Gwent and these new PCSOs will provide extra resilience to our neighbourhood policing teams across Gwent.

Partnerships

I have continued to meet with staff networks, allowing me to understand the issues that matter to them, while gaining a sense of culture and well-being within Gwent Police. This is particularly important with policing colleagues with protected characteristics. An all network away day is being planned, and my office will be inputting into that.

I recently met Derrick Campbell, the new Independent Office of Police Conduct (IOPC) Director who will be covering Wales as part of his portfolio. We discussed ongoing independent investigations and the importance of timeliness of reports.

Police Collaboration Oversight Board

I will be taking over as chair of the Police Collaboration Oversight Board at the next meeting. This gives an opportunity for Welsh Police and Crime Commissioners to have oversight over all of the collaborative arrangements and funding. To start to better understand our collaborations, I visited the Regional Organised Crime Unit (ROCU), known as Tarian, in June to find out what they do and how they deliver for the people of Gwent. This was a thoroughly interesting visit and has given me plenty to consider in the development of the Board.

Procurement

The Joint Procurement Team for Gwent and South Wales police forces have won a national award for a commissioning exercise led by my office to secure a provider for women and young adult diversion services. The team took home the prize for 'Collaborative Procurement Initiative of the Year – Other' at the National GO Awards in Liverpool in May. The procurement exercise involved four commissioning partners - His Majesty's Prison and Probation Service (HMPPS), Police and Crime Commissioner for South Wales, Welsh Government and my office. As services span the whole of Wales, the Police and Crime Commissioners for North Wales and Dyfed Powys were, as non-funding commissioners, also helped the service design and bid evaluation processes.

Vetting legislation Update

There has been an update to vetting legislation which allows for the dismissal of an officer who does not pass vetting. Previously there was no requirement under police regulations for an officer to hold and maintain vetting clearance. Initial appeals will be dealt with by a small panel comprised of a chief officer, senior officer, and an independent member appointed by my office. There will be the right of appeal to the Police Appeal Tribunal, which would then be facilitated by my office. We are planning to recruit more members on an all-Wales basis and will be providing training to them in the near future.

Scrutiny

I held my first Accountability and Assurance Forum at the start of June. This replaces the Strategy and Performance Board as the main forum where I hold the Chief Constable to account, as I have restructured our scrutiny meetings to increase transparency, visibly and quality of scrutiny.

Gwent Police and Crime Commissioner Annual Report 2024/25



1. Foreword from the Commissioner

This is my first statutory annual report since my election as Gwent's first female Police and Crime Commissioner in May 2024. I remain incredibly proud of the trust and confidence residents placed in me when they voted for their commissioner.

I can honestly say that this has been one of the most challenging, but also most rewarding, years of my career. It has been a joy seeing firsthand how different Gwent Police teams operate, starting to build relationships with partner agencies and the services I fund, and, importantly, meeting the different communities we serve in Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen. To be as visible as possible, I have attended community groups, local events, spoken to residents and visited many of our schools to talk to children and young people. I would like to thank everyone for making me so welcome.

In the last year alone, I have had to make three of the biggest decisions that a Police and Crime Commissioner is responsible for: appoint a new Chief Constable, publish my new Police, Crime and Justice Plan, and set Gwent Police's budget.

I appointed Mark Hobrough as Chief Constable of Gwent Police in December 2024. The appointment followed months of public engagement and a series of interviews with panels made up of partner organisations, community members, and young people. Six months on, I remain convinced of his passion and commitment for making Gwent a safer place for our residents.

At the start of this year, I formally set Gwent Police's budget for 2025/26 for the first time. A significant part of this comes through council tax precept and it is my job to set the level paid by residents. This was not an easy decision. However, I believe the final budget is a fair balance between affordability and the money needed to create a safer Gwent and deliver on the commitments I have made in my Police, Crime and Justice Plan.

Regarding my new Plan, this was launched in March and has five priorities which are: preventing crime and antisocial behaviour; making our communities safer; protecting the vulnerable; putting victims first; and reducing reoffending. I decided on these priorities following months of public engagement, discussions with partner agencies and focus groups with residents. They also reflect the commitments I made when campaigning for election and I am confident that they will deliver a safer Gwent for us all. Underpinning these priorities is my unwavering commitment to diversity, equality and inclusion.

In other highlights, in our joint commitment to increase visible policing, Chief Constable Hobrough and I formally opened the new Gwent Police facility in Abergavenny. The facility enables Gwent Police to increase its visibility in Abergavenny and the surrounding area and provide local teams with a base that is fit for the future.

We also worked together to host a powerful exhibition of artworks at Gwent Police headquarters to mark White Ribbon Day. 'Words Matter' includes more than 20 works from artists across the UK and explores themes of violence, misogyny and victim blaming. As part of my support for White Ribbon Day I also brought key partners together for a roundtable event to discuss how we can work together better to support women and girls.

I am proud of what we have achieved in a short space of time. Looking forward to next year, I will continue to work hard every day on behalf of the people of Gwent; to deliver on the Police, Crime and Justice Plan; and keep making a difference for our communities to make Gwent a safer place for us all.

Thankyou

Jane Mudd

2. Highlights of the Year

2.1 April to June 2024

The start of this year saw the well-earned retirement of the previous Commissioner, Jeff Cuthbert. Following the election, **I was sworn in as the new Police and Crime Commissioner** in May 2024, becoming Gwent's first female PCC. I also appointed **Eleri Thomas** to continue as Deputy Commissioner.

Following a joint tender exercise with South Wales OPCC and HM Prison and Probation Service, the **new women's and young people diversionary service** was launched on 1st April. The Nelson Trust and other delivery partners aim to support women and young adults in the justice system.

£1m in funding went to Gwent Police and partners to undertake **Operation Lumley**, increasing visible patrols in hotspot areas of high crime and antisocial behaviour.

Your Voice, Your Choice: My £65,000 contribution to the High Sheriff's Fund resulted in 8 grants being awarded to grassroots youth-focused community groups.

As 'lead convener' of partners under the **Serious Violence Duty**, my office started work with community safety partners to fund £160,000 worth of interventions to prevent and reduce serious violence.

Elder Abuse Awareness: My office organised a week-long roadshow of 7 events with partners, speaking to the public, businesses and other organisations, and distributing 130 info packs to help raise awareness.

Child-Centred Policing: My office engaged with young people from Cwmbran and care-experienced children to understand their views on policing. They also held **Safe Spaces Workshops**, reaching over 600 pupils in 10 schools in Blaenau-Gwent and Newport.

Community Cohesion: My office and I supported a series of events celebrating diversity, including Ramadan, Roma culture, and Stephen Lawrence Day.

Summer Engagement: Over 3,200 people were engaged with at six events at the start of the summer, helping to inform my new priorities.

New Police Base: Building work was completed in Abergavenny, with the new location designed with police visibility and also sustainability in mind.

A **new professional standards scrutiny meeting** started, chaired by my Chief Executive, looking at complaints, conduct and vetting.

2.3 July to September 2024

Significant progress was made on **development of the new Police, Crime and Justice Plan**, with online and face-to-face surveys underway, partnership surveys of community safety and criminal justice partners, and the commencement of targeted focus groups.

The **summer engagement campaign** was completed, with a total of 28 events attended, and over 9,000 people engaged on the police and crime plan, local issues and crime prevention messaging. My team also visited 50+ forums in Blaenavon and Abergavenny, a veterans' group in Monmouthshire and memory group in Cwmbran to do some bespoke **engagement with older people** on the development of my Police, Crime and Justice Plan.

In relation to **child centred policing**, my team continued youth engagement through events with Positive Futures and Senghenydd Youth Drop-In Centre and attended a range of Fresher's Fairs for learners starting back at college. They also held a follow-up **Youth Question Time** session on vaping concerns held in July.

I **visited** a range of community projects and services funded by my office, including Bryn Farm Community House, Newport Yemeni Community Association; the Gwent Drug and Alcohol Service (GDAS), seeing firsthand how the annual investment of over £800k is used; and the Caerphilly and Blaenau-Gwent Youth Offending Service, to better understand their work and how my funding contribution is used to help young offenders.

The **LEAD initiative** in relation to responsible dog ownership was expanded across Gwent, and I met the families of victims who tragically died from dog attacks and unveiled a commemorative plaque in Caerphilly town centre.

September saw the **retirement of Chief Constable Pam Kelly** from Gwent Police, who I thanked for her years of dedicated public service. This formally started the process to identify her successor.

I visited local victim support services across Gwent and **took part in a national roundtable** event with the Victim's Commissioner, Baroness Newlove, on how commissioners can monitor compliance with the Victims' Code.

I hosted a celebratory event for my volunteers: Independent Custody Visitors and Animal Welfare Visitors, where I thanked them for their role in supporting me with police accountability and community trust and confidence in policing.

I chaired the **Local Criminal Justice Board** for the first time, which is a strategic meeting that brings together key leads from police and justice agencies to improve the justice system in Gwent.

2.4 October to December 2024

My new Police, Crime and Justice Plan was now starting to be drafted and consulted on.

I addressed the **ASB Practitioner's national conference**, emphasising the importance of early intervention and steering children and young people from ASB. I also supported the UK Government's tougher stance on shoplifting and retail crime; and engaged locally with shopworkers on what more can be done.

Local funding arrangements under the Serious Violence Duty were finalised, with £160k funding allocated to various local community safety projects, including: a VR education programme, Night Ambassadors and 1-1 interventions for children in schools.

The Cautioning and Relationship Abuse programme (CARA) started in earnest following national agreement, supported through my funding and office. CARA allows low-level domestic abuse offenders to be diverted from court to intervention programmes.

In partnership with the Chief Constable and organised by my office, I hosted an impactful art exhibition of more than 20 works of art on violence against women and girls to mark **White Ribbon Day**. The exhibit was seen by hundreds of officers, staff and partners, and was the venue for a partnership roundtable event chaired by me.

I participated in a national conference and support for **Black History 365**. The office continued focus and public engagement during hate crime awareness week, with Windrush celebrations in Newport and Cwmbran. Other **community engagement** events were held around Halloween alongside ongoing public walkabouts. My office also promoted the Live Fear Free domestic abuse helpline awareness campaign.

Scrutiny Panels by my office reviewed use of force, stop and search, and out-of-court resolutions (OOCRs). Feedback from the OOCR Scrutiny Panel was pivotal

for helping to change Gwent Police's policy of issuing these for drug possession offences.

The Gwent Public Service Board agreed to establish a **new Strategic Safer Communities Board to be chaired by me**, aiming to provide strategic oversight and support to other partnerships across Gwent, and solve the strategic issues they cannot solve locally.

I spoke to policing leaders, politicians and experts at the **annual Policing Partnership Summit in London** on Gwent Police's cultural reform efforts to improve trust and confidence.

Following a lengthy process, I selected Mark Hobrough as the **new Chief Constable**, which was ratified at the Police and Crime Panel in December.

2.5 January to March 2025

In January, I formally **set the 2025/26 budget** for Gwent Police, the OPCC and services I fund **at £213.2m**, acting on information received from the Chief Constable, the public, partner agencies, UK and Welsh Governments, and Gwent Police and Crime Panel. This funding includes an extra £1m to invest in services to prevent crime, support victims, reduce offending and build resilient communities.

The new Police, Crime and Justice Plan was eventually finalised and launched on 28th March at a launch event in Caerphilly Council offices in Ystrad Mynach.

I engaged in Home Office workshops on **Police Landscape Reform**, part of the UK Government Safer Streets Mission, to ensure Welsh perspectives are included in future policing governance.

I formally joined the substance misuse **Area Planning Board**, and my team contributed to an APB strategic planning event to help shape future partnership priorities for tackling alcohol and substance misuse.

My team and I carried out a lot of **engagement this quarter, including joining Newport Female Runners' Network** on an initiative with Gwent Police and Welsh Athletics to protect women runners. Participating in Welsh cultural celebrations and support for Black History Month. We attended events in Blackwood, Abergavenny, Usk, and during Holocaust Memorial Day, International Women's Day, and Ramadan.

The team continued to deliver **Safe Spaces sessions** in schools and visited wellbeing events for Coleg Gwent students; and the Commissioner met **Heddlu Bach** and other primary school students for Q&A sessions.

I **was out and about** with many communities in Gwent, including Community Councils, Blackwood town centre Talking Shop, and business and residents in Monmouthshire. I also **introduced monthly briefings with MPs, MSs, and council leaders.**

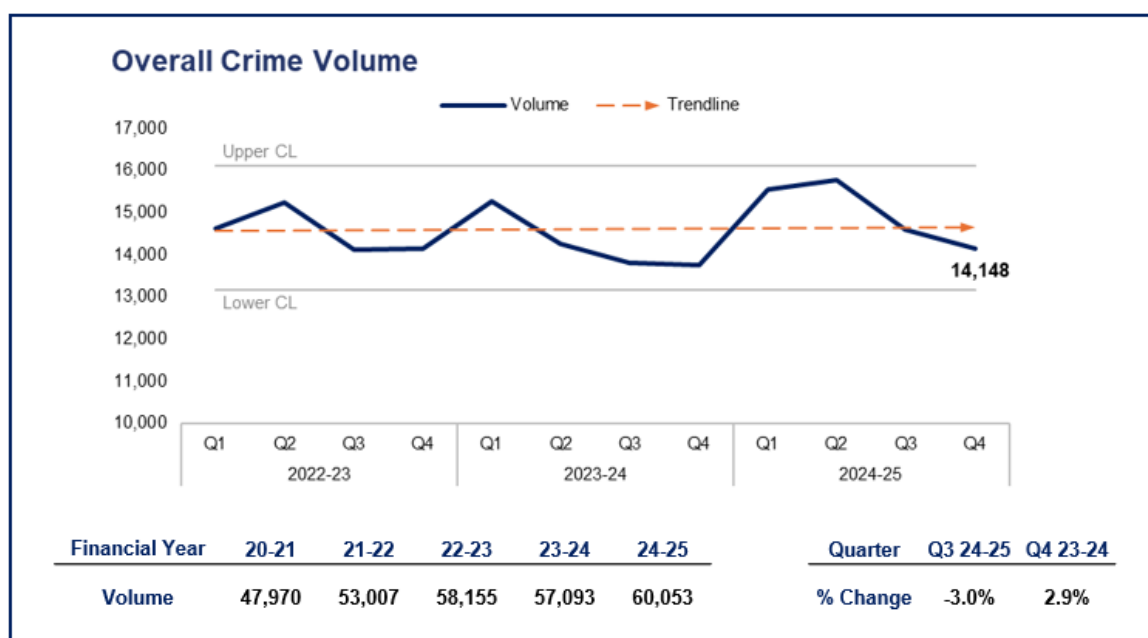
I **joined the Rural Crime Team** to learn more about how they are tackling crime in rural areas. This included demonstration of new drones to cover large areas, and meeting with farmers and rural businesses to understand the issues concerning them.

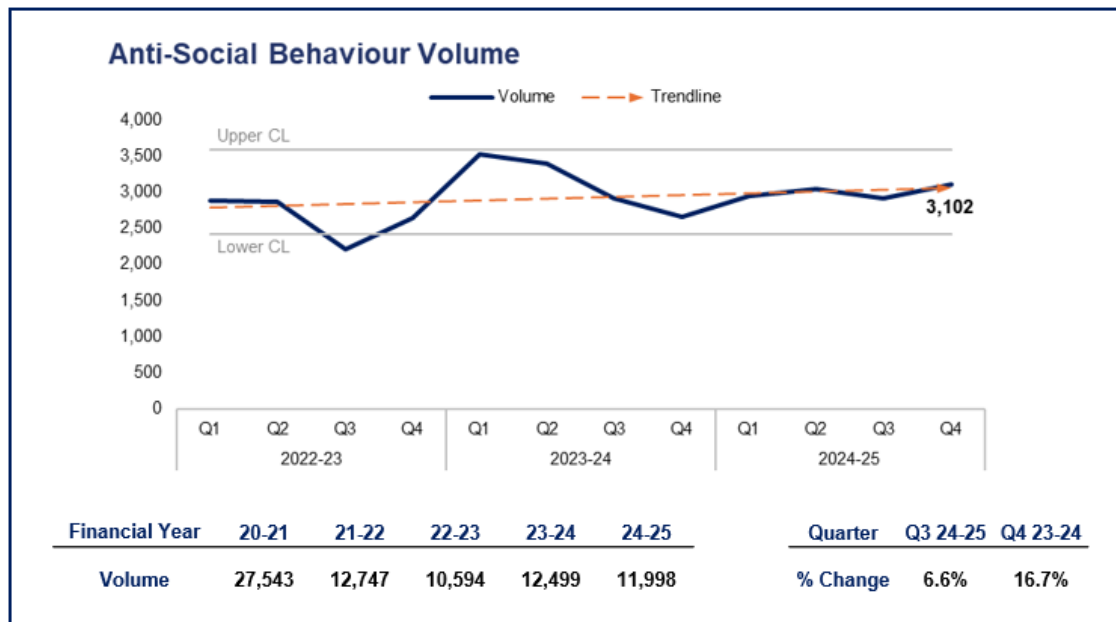
3. Performance and Outcomes

Although Gwent is overall a safe place to live, work and visit, Gwent Police recorded the highest level of incidents attended in the past five years, which continues to place a significant demand on the service. The number of recorded crimes also went over 60,000 for the first time, following a pattern of police-recorded crime increases that has been seen for some years. Some of this will be because of improved recording practices, but crime increases in general have been seen across the country, which is reflected in the Crime Survey of England and Wales, undertaken by the Office for National Statistics.

However, there are some positives in the detail. Gwent Police are responding to 999 and 101 calls quicker than almost all police forces. Some types of theft and antisocial behaviour are lower than last year. And the latest data suggest some acquisitive crimes, like shoplifting and vehicle crime, are now starting to come down from the record highs we have seen in the past 18mths. However, I cannot ignore the fact that crime is continuing to increase.

With the release of my new Police, Crime and Justice Plan, a significant focus for me will be to scrutinise Gwent Police, work with partners, focus on crime prevention and try to tackle these numbers and hopefully bring them down again.





Crime Type – Police Recorded Crime	Annual Change	5 yr Trend
All Other Theft	Minor Increase	Increasing
Bicycle Theft	Minor Decrease	Stable
Commercial Burglary	No change	Increasing
Criminal Damage & Arson	Minor Decrease	Stable
Drug Offences	Moderate Increase	Stable
Homicide	Decrease (low numbers)	N/A (low numbers)
Miscellaneous Crimes	Moderate Increase	Increasing
Non Notifiable Offences	Minor Increase	Stable
Other Sexual Offences	Minor Increase	Increasing
Possession of Weapons	Minor Increase	Increasing
Public Order Offences	Minor Increase	Increasing
Rape	Large Increase	Increasing
Residential Burglary	Minor Increase	Decreasing
Robbery	Minor Increase	Increasing
Shoplifting	Large Increase	Increasing
Theft From the Person	Minor Decrease	Stable
Vehicle Crime	Moderate Decrease	Increasing
Violence with Injury	Minor Increase	Increasing
Violence without Injury	Minor Increase	Increasing

4. Commissioned Services and Grants

As mentioned at the start, I have spent a lot of time this year getting to know the partners and partnerships that will contribute to delivering the aims of my Police, Crime and Justice Plan.

In particular, I have enjoyed visiting the services I fund and seeing the vital work they do for the communities of Gwent. Whether that is crime reduction, working with children in schools, or delivering specialist victim services, I continue to be inspired by the people I meet and their passion for what they do.

I will continue to monitor these services and ensure they deliver both valuable services for the people and communities benefitting from them but also offer value for money in these challenging economic times. Here are some highlights from this year.

Service	24/25 Output	24/25 Outcome
Independent Domestic Violence Advisor service	1573 referrals to the IDVA service	On average 78% of victims have made progress against 'better informed and empowered to act on information' and 73% made progress against 'increased feelings of safety'
Independent Sexual Violence Advisor Service	701 new referrals with 1,081 victims supported throughout the year	85% reported being better able to cope and recover and build resilience
PPDA/Tabw – Police Perpetrated Domestic Abuse	30 new victims of police perpetrated domestic abuse have been supported by Tabw in Gwent	Of the 30 victims, 23 have reported to the police. This high reporting rate may not have been achieved without the specialist support provided by Tabw.
FCP – Family Court Pathfinder	759 cases were referred to Family Court Pathfinder (Gwent 299 and South Wales 460), with 875 children linked to victims. 92% were successfully supported.	Victims who experienced the court process prior to FCP have highlighted the service's impact, noting they feel better prepared for court and more informed about their options.
Media Academy Cymru - Reach and Engagement "Positive Masculinity"	Nearly 800 children and young people (CYP) engaged across Gwent in the past 12 months. Of which, 39 received one-to-one intervention and 741 group intervention.	100% of one-to-one participants reported a 'Better understanding of positive masculinity' and an Increased awareness of 'misogyny and gender-based violence'. Group outcomes: 100% felt more confident in 'identifying and addressing harmful behaviours.'

CARA – Cautioning And Relationship Abuse	23 have gone through the CARA process in Gwent.	<p>90% reported that the workshops had “a lot of impact” on their awareness of domestic abuse and how they viewed their personal/ family relationships.</p> <p>95% reported that it had “a lot of impact” on how they view their own behaviour and their motivation to change aspects of their behaviour / life.</p>
Nighttime Economy Serious Violence Project – Caerphilly	Accredited Personal Licence Training: Up to 30 individuals trained on licensing, safeguarding, and violence prevention.	<ul style="list-style-type: none"> • Strengthens community safety in nightlife settings. • Reduces violence and threats, especially against women and girls. • Enhances staff capability in handling critical issues like spiking and safeguarding.
Street Doctors – Violence Reduction Programme – Caerphilly	50 sessions delivered to 966 young people providing first aid training for violent emergencies (e.g., bleeding, unconsciousness).	<ul style="list-style-type: none"> • Empowers youth with life-saving skills. • Promotes a culture of responsibility and intervention. • Cost-effective training (£10.35 per pupil). <p>Reinforces anti-violence messaging and peer support.</p>
Specialist Therapeutic Counselling for Children – Caerphilly	<p>15 children from Caerphilly who are victims of sexual violence received specialist support.</p> <p>190 counselling sessions completed.</p>	Provides trauma-informed care, emotional healing, and long-term psychological support for vulnerable children.
Play and Breakaway Sessions – Torfaen	Sessions provided to 32 children under 24 years old identified as at risk of anti-social behaviour (ASB) or crime; and 10 trained staff on trauma informed approaches.	<ul style="list-style-type: none"> • Improved behaviour and engagement. • Reduced ASB escalation and violent behaviour. • Stronger relationships between staff and young people. • Positive feedback from schools and families. Reduction in school absenteeism.
Victim Support (Connect Gwent)	1,846 referrals to the service	88% of service users supported stated they ‘felt safer’, were ‘better able to cope with aspects of everyday life’ and had ‘improved health and wellbeing’

Crimestoppers (Fearless Programme)	<p>10,864 young people targeted through intervention sessions with a focus on the risks of serious organised crime, county lines, knife crime and serious violence</p> <p>894 professionals benefited from Fearless training / workshops</p>	Post-session surveys showed 100% of participants gained a clearer understanding of knife crime laws, with 90% stating they were less likely to carry a knife.
Positive Futures Sports-based diversion service	<p>6431 attended scheduled community / diversionary sessions.</p> <p>1040 attended reactive sessions.</p> <p>1431 attended targeted group sessions - e.g Asylum Seekers / Refugees / children looked after.</p> <p>130 provided 121 mentoring</p> <p>120 attended an alternative education offer</p>	<p>For those completing surveys:</p> <p>70% Improvement in health and wellbeing</p> <p>58% Improvement in life skills</p> <p>45% Increased engagement in education, employment or training</p> <p>67% Increased engagement in leisure, social and community activities</p>
St Giles Trust	<p>50 young people reached through 1:1 tertiary intervention</p> <p>452 remote contact sessions undertaken</p>	There were 27 exits from the service (all planned with positive outcomes achieved)
Gwent Drug and Alcohol Service	<p>GDAS saw 3,170 people in custody suites, 801 in Court, and supported 923 individuals in the community</p> <p>4,978 support sessions have taken place in the year and 299 multi-agency meetings have been attended to support people in the justice system</p>	<p>93% people leaving prison engaged with the service</p> <p>100% engaged through conditional cautions</p> <p>Upon exiting the service (Q4 only), 69-78% of service users reported positive progress against substance/alcohol use reduction or cessation</p>
One Wales (Women and Young People Diversion Service)	During the first year, the ONE Wales Service received a total of 2,605 referrals across Gwent and South Wales. From Gwent, there were 370 referrals into the Women's Service, and 134 into the Young People's Service (18-25).	Due to the timeframe of the contract, further outcomes are being developed.

The Strategic Policing Requirement

Through the Strategic Policing Requirement (SPR), the Home Secretary sets out the national crime and terrorist threats and other civil emergencies that they perceive to be so serious as to require a cross-boundary policing response. This year, I took account of the SPR in the development of my new Police, Crime and Justice Plan, which reflects many of the priorities listed in the SPR, such as violence against women and girls and serious and organised crime.

In general, I gain assurance and oversight on the response to the identified threats by weaving the SPR priorities into my assurance and scrutiny processes, and from our wider partnerships. I am pleased that across Wales this year, the four PCCs established a new Collaboration Oversight Board, which will be a key mechanism for reviewing the relevant response to these cross-border threats. I look forward to working with colleagues to develop this board.

Overall, I am assured that the Chief Constable has the capabilities in place to tackle the SPR threats. I will continue to monitor these arrangements through my new assurance and accountability arrangements in the coming year.

8. Looking Ahead to 2025/26

As I reflect on the past year through this annual report, I know that next year will continue to be a challenging one. Crime continues to increase and the rapid pace of change in society is one that policing will need to keep up with.

We continue to develop our relationship with the new UK Government with policy changes, new initiatives and our engagement with their Landscape Reform programme. Since the Home Secretary has announced the establishment of a new Police Performance Unit and National Centre for Policing, my team and I have been taking every opportunity to ensure that Gwent and Welsh perspectives and impacts are fully understood and reflected in the mission to rebuild public confidence. And funding remains a perennial challenge we have to face.

This is a time for investing in our partnerships, and we will need to collectively work together to tackle these challenges.

However, we have built solid foundations and have ambitious future plans. Next year we will start to see the impacts of my new Police, Crime and Justice Plan, the new Chief Constable's Delivery Plan, new plans to strengthen our local partnerships, and new investments in policing through local and national initiatives.

For example, the UK Government's Neighbourhood Policing Guarantee promises to deliver more police officers on our establishment, and we are actively working with the Home Office and local partners to increase police visibility and target crime and ASB hotspots in our communities. I have identified £1m annually in my budget to invest in more services that prevent crime, support victims, reduce offending and help build resilient communities. And through the Public Service Board, I have established a new Strategic Safer Communities Board that brings partners together to tackle the problems that can't be solved locally.

I am also excited to be introducing reforms to how I monitor and scrutinise Gwent Police performance and hold the Chief Constable to account. These changes will be going live shortly and will be more visible and transparent than ever before.

Gwent remains a safe place to live, work and visit, and I am energised about what we can deliver next year.

Thankyou.

Appendices

[Link to Financial statements](#)

[Link to Police, Crime and Justice Plan](#)

Contact your Police and Crime Commissioner

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PCC's Quarterly Performance Monitoring Report

Quarter 4 2024 / 2025

Introduction

This report provides an overview of the Police and Crime Commissioner’s (PCC) activity, oversight and scrutiny of Gwent Police performance in relation to the 2021-25 Police and Crime Plan **(up to end of March 2025)**. This is a report for quarter 4 of the financial year 2024/25.

This report and the mechanisms for monitoring performance will be changed with the release of the new Police, Crime and Justice Plan 2025-29.

The Police and Crime Plan Priorities

Keep
Neighbourhoods
Safe

Combat
Serious Crime

Support
Victims and
Protect the
Vulnerable

Increase
Confidence in
Policing

Drive
Sustainable
Policing

Overview - Highlights and Areas of Focus

Highlights

- 999 and 101 performance continue to be good
- Acquisitive crime continues to decline from the highs last year, particularly vehicle crime
- Knife crime offences have dropped
- ASB continues to trend lower from highs 18mths ago, particularly with the impact of more hotspot policing and partnership activity
- Gwent Police's new operating model will aim to provide efficiency benefits between operational teams

Areas of focus

- Crime has increased beyond 60,000 this year for Gwent
- Violent crime continues to remain high
- Levels of shoplifting continue to be high
- Levels of burglary have started to increase this year
- Levels of trust and confidence remain low against historical comparisons

All Incidents Updated for Quarter 4 2024 - 2025

These tables provide a breakdown of the ‘incidents’ that Gwent Police have to manage on an annual and quarterly basis. For ease they are broken down into 4 main incident categories (ASB, Crime, Public Safety and Transport), albeit some incidents can be categorised in any of them so there is some crossover between them.

These 4 incident categories can be further broken down into many more different incident types. The top 5 for each main category are shown to the left. These tend to be consistent year on year, other than 2020/21 and 2021/22 when Covid lockdown enforcement meant that COVID related ASB was a top category of ASB.

All Incidents	2019-20	2020-21	2021-22	2022-23	2023-24					2024-25					Quarterly % Change
	Total	Total	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	
Public Safety and Welfare	55,375	47,761	51,028	54,510	17,732	17,028	14,650	13,871	63,281	14,887	15,845	14,763	15,197	60,692	3%
Crime Related	53,059	45,025	46,475	48,725	13,036	13,025	12,338	12,642	51,041	14,712	14,947	13,187	13,056	55,902	-1%
Transport	31,661	22,881	24,948	22,967	6,545	6,470	6,505	6,499	26,019	7,347	7,347	7,462	7,070	29,226	-5%
Anti-Social Behaviour	10,807	27,562	12,774	10,599	3,525	3,397	2,918	2,659	12,499	2,950	3,035	2,911	3,103	11,999	7%
Admin	32,078	34,436	34,928	33,513	9,003	9,393	8,715	8,313	35,424	8,985	9,383	8,425	7,567	34,360	-10%
Open Log	12	31	25	43	15	35	17	6	73	19	8	11	25	63	127%
Total	182,992	177,696	170,178	170,357	49,856	49,348	45,143	43,990	188,337	48,900	50,565	46,759	46,018	192,242	-2%
6 change since previous year		-2.89%	-4.23%	0.11%	11%					2%					

Closing Category 1	Incident Sub Categories 2022-23		Incident Sub Categories 2023-24		Incident Sub Categories 2024-25	
	Closing Category 2	Total	Closing Category 2	Total	Closing Category 2	Total
ANTI SOCIAL BEHAVIOUR	ASB - NUISANCE	6,916	ASB - NUISANCE	7,155	ASB - NUISANCE	6,140
	ASB - PERSONAL	1,969	ASB - PERSONAL	1,806	ASB - PERSONAL	1,844
	ASB - ENVIRONMENTAL	1,694	ASB - ENVIRONMENTAL	852	ASB - ENVIRONMENTAL	897
	VIOLENCE AGAINST THE PERSON	3	VIOLENCE AGAINST THE PERSON	5	ASB - COVID19	14
	ASB - COVID19	12	ASB - COVID19	20	VIOLENCE AGAINST THE PERSON	1
CRIME RELATED	VIOLENCE AGAINST THE PERSON	27,686	VIOLENCE AGAINST THE PERSON	21,459	VIOLENCE AGAINST THE PERSON	24,654
	THEFT AND HANDLING	9,014	THEFT AND HANDLING	7,814	THEFT AND HANDLING	9,129
	CRIMINAL DAMAGE	5,947	CRIMINAL DAMAGE	4,386	CRIMINAL DAMAGE	4,314
	BURGLARY	2,417	BURGLARY	1,774	BURGLARY	1,881
	OTHER NOTIFIABLE OFFENCES	2,027	OTHER NOTIFIABLE OFFENCES	1,745	OTHER NOTIFIABLE OFFENCES	1,600
PUBLIC SAFETY & WELFARE	ABANDONED CALL	18,663	ABANDONED CALL	18,796	ABANDONED CALL	13,456
	CONCERN FOR SAFETY	12,969	CONCERN FOR SAFETY	9,138	CONCERN FOR SAFETY	9,376
	SUS CIRCUM/INSEC PREMISES/VEH	6,889	SUS CIRCUM/INSEC PREMISES/VEH	7,583	SUS CIRCUM/INSEC PREMISES/VEH	8,404
	DOMESTIC INCIDENT	4,876	DOMESTIC INCIDENT	4,348	MISSING PERSONS	4,699
	MISSING PERSONS	4,464	MISSING PERSONS	4,241	DOMESTIC INCIDENT	3,599
TRANSPORT	ROAD RELATED OFFENCE	9,530	ROAD RELATED OFFENCE	8,321	ROAD RELATED OFFENCE	9,346
	HIGHWAY DISRUPTION	7,630	HIGHWAY DISRUPTION	6,796	HIGHWAY DISRUPTION	8,204
	RTC DAMAGE ONLY	5,079	RTC DAMAGE ONLY	3,857	RTC DAMAGE ONLY	4,081
	RTC DEATH/INJURY	711	RTC DEATH/INJURY	531	RTC DEATH/INJURY	515
	RAIL/AIR/MARINE INCIDENT NOT RECOI	12	RAIL/AIR/MARINE INCIDENT NOT RECOI	14	RAIL/AIR/MARINE INCIDENT NOT RECOI	10

All Crimes Updated for Quarter 4 2024-25

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Crime Type	2019-20	2020-21	2021-22	2022-23	2023-24					2024-25					Quarterly % Change
	Total	Total	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total	
All Other Theft	4,271	2,996	3,251	3,711	964	928	885	882	3,659	937	960	963	880	3,740	-9%
Bicycle Theft	329	274	317	263	71	93	71	50	285	78	78	59	58	273	-2%
Commercial Burglary	1,097	689	687	757	211	200	204	173	788	253	221	180	135	789	-25%
Criminal Damage & Arson	8,535	6,828	7,964	7,815	1,983	1,739	1,810	1,632	7,164	1,809	1,792	1,651	1,697	6,949	3%
Drug Offences	1,539	1,839	1,329	1,295	322	387	363	348	1,420	413	515	512	431	1,871	-16%
Homicide	6	3	4	8	2	1	0	0	3	1	1	0	0	2	0%
Miscellaneous Crimes	1,740	1,743	1,515	1,504	415	447	361	416	1,639	447	501	439	516	1,903	18%
Non Notifiable Offences	124	82	124	110	28	20	24	29	101	21	19	38	38	116	0%
Other Sexual Offences	1,075	825	1,141	1,269	312	266	280	292	1,150	303	322	312	353	1,290	13%
Possession of Weapons	250	252	297	380	130	138	110	110	488	111	130	125	138	504	10%
Public Order Offences	7,157	6,805	8,023	9,009	2,220	1,846	1,629	1,557	7,252	1,901	2,095	1,738	1,723	7,457	-1%
Rape	519	425	575	589	137	144	134	168	583	192	175	203	184	754	-9%
Residential Burglary	2,497	1,951	1,754	1,618	389	334	354	315	1,392	399	351	373	358	1,481	-4%
Robbery	304	243	267	331	65	87	67	81	300	92	87	75	75	329	0%
Shoplifting	3,458	2,064	2,186	2,976	820	978	1,025	1,107	3,930	1,416	1,314	1,128	1,139	4,997	1%
Theft From the Person	283	153	165	208	62	44	48	34	188	43	41	44	49	177	11%
Vehicle Crime	3,252	2,259	2,291	2,333	713	845	741	766	3,065	763	830	655	546	2,794	-17%
Violence with Injury	5,853	4,574	5,837	6,540	1,837	1,670	1,595	1,668	6,770	1,812	1,833	1,711	1,465	6,821	-14%
Violence without Injury	14,735	13,989	15,340	17,468	4,601	4,192	4,236	4,271	17,300	4,640	4,582	4,466	4,299	17,987	-4%
Total	57,025	47,995	53,069	58,187	15,283	14,359	13,937	13,899	57,478	15,631	15,847	14,672	14,084	60,234	-4%
% change since previous year		-15.84%	10.57%	9.64%					-1%					5%	

Positive Outcomes and Rates for Quarter 4 2024-25

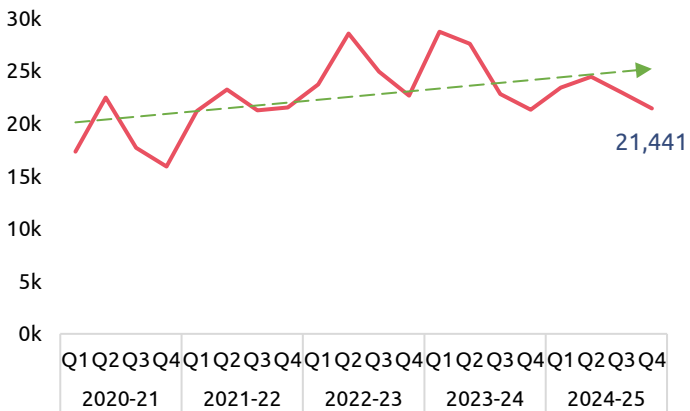
These charts show the Positive Outcomes types and percentages for each crime type. The chart to the right identifies those listed in **bold** as the 'Positive Outcomes' as per Home Office Counting Rules. Note that this information is changing daily as the volumes of 'New/Still Open' cases will continue to be finalised and further outcomes recorded.

Criminal Justice Positive Outcome Rates	2019-20	2020-21	2021-22	2022-23	2023-24					2024-25				
	Total	Total	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total
All Other Theft	4%	6%	3%	3%	4%	6%	4%	5%	5%	5%	4%	3%	4%	5%
Bicycle Theft	6%	2%	8%	5%	11%	1%	3%	4%	5%	1%	8%	2%	2%	4%
Commercial Burglary	8%	13%	7%	9%	11%	15%	15%	13%	13%	10%	14%	14%	19%	19%
Criminal Damage & Arson	7%	11%	7%	7%	6%	10%	9%	9%	9%	11%	9%	6%	11%	12%
Drug Offences	81%	79%	68%	55%	54%	64%	67%	71%	64%	54%	46%	48%	54%	67%
Homicide	100%	0%	100%	100%	100%	0%	0%	0%	100%	100%	0%	0%	0%	100%
Miscellaneous Crimes	14%	21%	18%	17%	16%	15%	26%	23%	20%	20%	19%	18%	18%	25%
Non Notifiable Offences	0%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Sexual Offences	10%	14%	8%	8%	9%	9%	13%	12%	11%	9%	10%	6%	11%	12%
Possession of Weapons	58%	62%	45%	39%	37%	42%	40%	60%	45%	41%	40%	25%	35%	47%
Public Order Offences	8%	13%	10%	7%	8%	11%	10%	12%	10%	9%	10%	9%	10%	13%
Rape	6%	11%	6%	7%	7%	8%	18%	11%	11%	10%	9%	7%	7%	11%
Residential Burglary	5%	7%	6%	5%	5%	5%	7%	12%	7%	6%	9%	5%	6%	9%
Robbery	19%	16%	19%	13%	15%	16%	16%	14%	15%	12%	12%	16%	16%	18%
Shoplifting	28%	35%	28%	24%	32%	27%	49%	25%	33%	29%	26%	28%	31%	38%
Theft From the Person	3%	6%	5%	1%	3%	2%	2%	3%	2%	0%	2%	0%	0%	1%
Vehicle Crime	4%	5%	6%	4%	6%	3%	6%	3%	4%	3%	2%	3%	1%	3%
Violence with Injury	16%	19%	14%	12%	14%	15%	17%	18%	16%	14%	15%	12%	18%	20%
Violence without Injury	8%	12%	8%	7%	8%	9%	10%	11%	9%	9%	10%	7%	9%	11%

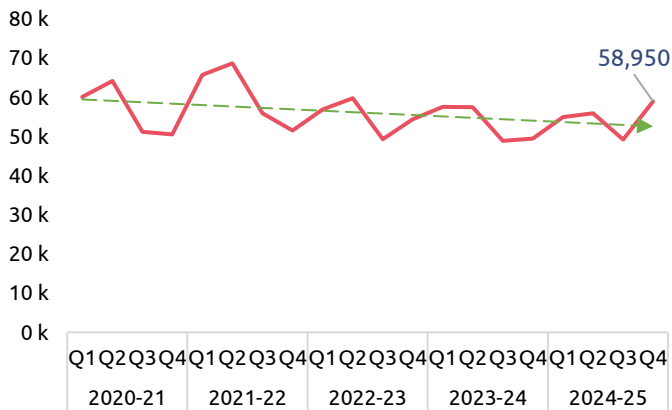
Number of crimes with a recorded outcome rate during time period shown	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
	Total	Total	Total	Total	Total	Total
1: Charged/Summonsed	4,752	5,048	3,866	3,826	4,756	4,928
2: Youth Caution/Conditional Caution	72	89	65	2	78	50
3: Adult Caution/Conditional Caution	721	629	419	503	350	217
4: TIC (Taken into Consideration)	32	12	8	5	24	20
5: Offender has Died	13	15	32	67	59	48
8: Community Resolution/Youth Restorative Justice	553	1,131	1,181	1,221	2,294	2,310
9: Prosecution not in the public interest	10	25	8	29	12	9
10: Police - Formal action not in public interest	570	556	364	789	386	592
11: Named suspect below age of criminal responsibility	79	74	88	182	156	272
12: Named suspect too ill to prosecute	54	127	56	178	135	173
13: Named suspect but victim/key witness deceased or too	36	26	26	54	77	38
14: Victim declines/unable to support action to identify off	3,057	2,929	2,577	2,817	1,670	1,753
15: Named suspect, victim supports but evidential difficulties	9,124	9,504	6,691	12,922	17,645	17,491
16: Victim withdraws support - named suspect identified	14,261	14,927	12,364	17,128	9,611	9,269
17: Suspect identified but prosecution time limit expired	140	188	160	350	30	170
18: Investigation complete no suspect identified	21,227	15,535	13,548	21,423	19,095	19,288
20: Other body agency has investigation primacy	373	213	152	719	741	650
21: Named suspect, investigation not in the public interest	203	130	85	275	288	313
22: Diversionary, educational or intervention activity	134	201	161	183	192	218
New/Still Open	117	109	95	106	88	443
Positive Outcomes	6,656	7,574	5,853	5,566	7,503	7,525
Total Outcomes	56,054	52,133	42,260	62,788	57,688	58,252
% of Positive Outcomes Against Finalised Outcome	11.9%	14.5%	13.8%	8.9%	13.0%	12.9%

999 and 101 Demand for Quarter 3 2024-25

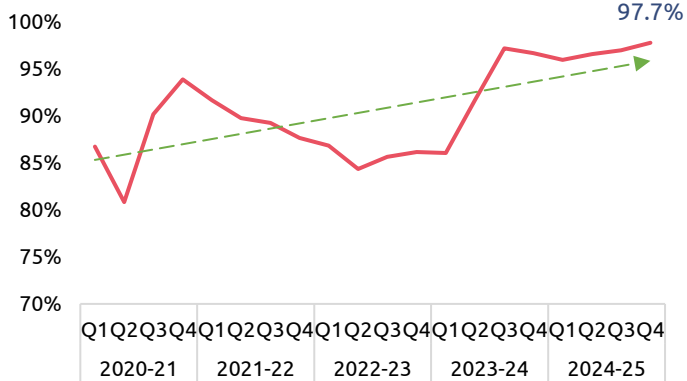
999 Calls



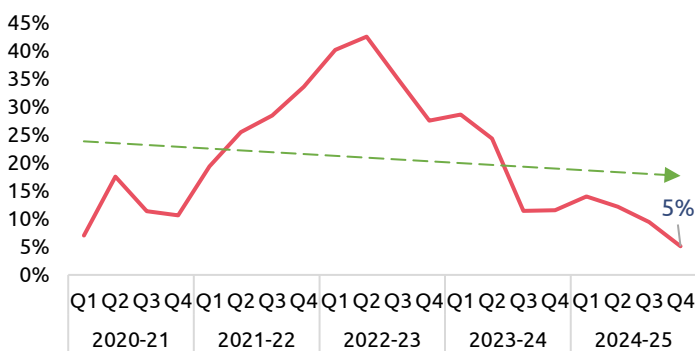
All 101 Connections



% of 999 calls answered in 10 seconds



% of 101 calls abandoned - includes those opting for call back



In quarter 4 2024-25, 999 demand has decreased by 7% compared with quarter 3 2024-25. This follows the typical trends seen in the last 5 years where we usually see a drop in demand. The decrease in 999 calls also corresponds with the decrease in incidents reported in Quarter 4 compared to quarter 3 of 2024-25.

The service level has again increased this quarter with 97.7% of all calls answered within 10 seconds, which is a continuation of the positive effect of the changes made to focus on leadership, systems and processes, and operational uplift in the force contact centre since April 2023-24.

There were less than 5% abandoned 101 calls, which includes those callers opting for call back and the average call to 101 was answered within 51 seconds.

101 Average Answer Speed	2022-23				2023-24				2024-25			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	00:06:53	00:07:45	00:09:41	00:06:45	00:06:27	00:05:05	00:02:20	00:02:14	00:02:57	00:02:22	00:01:35	00:00:51

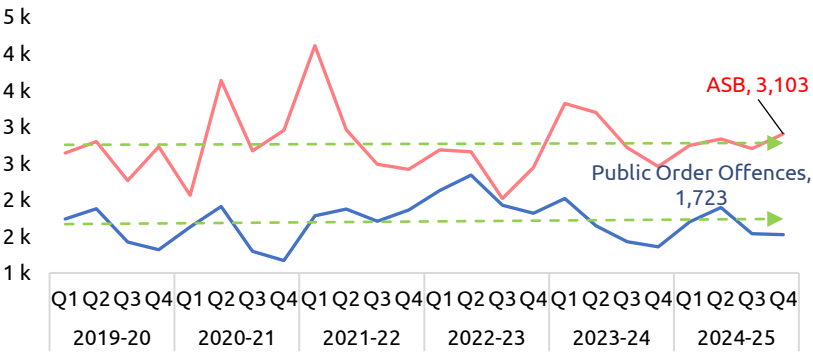
Priority One: Keep Neighbourhoods Safe

Tackling crime and anti-social behaviour that impacts the safety and well being of communities in Gwent

PRIORITY 1. KEEP NEIGHBOURHOODS SAFE:

Reduce public order and anti-social behaviour (ASB), and the number of people who repeatedly carry out these acts

ASB & Public order offences



When assessed by Local Authority Area, the highest volume of ASB incidents were recorded in Newport during Q4 2024-25, accounting for 30.1% of the force-wide total with 934 incidents reported. Conversely, Monmouthshire recorded the lowest incident volume of any LAA, comprising 9.9% of the force-wide total with 306 incidents reported.

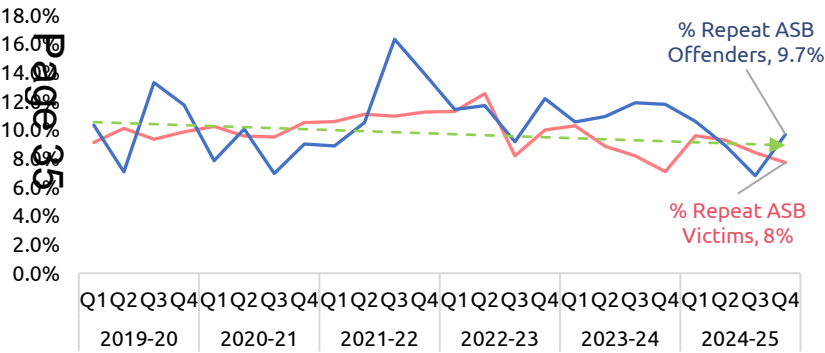
What have the PCC and OPCC Done? Policy, Projects and Partnerships

Q4 saw a further £1m funding secured for 'Operation Lockwood' (former Operation Lumley).

As part of this operation, Gwent Police Officers, in conjunction with local authority community safety wardens, are conducting a series of high-visibility patrols in identified 'hotspots' within the force area, with the aim of disrupting ASB and other criminality in these locations whilst engaging with residents.

The OPCC's analyst continues to provide crime and ASB information to the CSPs to enable them to focus priorities.

% of Repeat ASB Victims & Offenders



Quarter 4 2024-25 shows that Public order offences has decreased by -1% and ASB has increased by 7%.

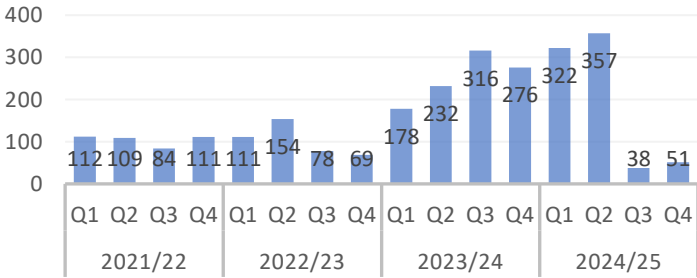
Funding and Commissioned Services

Positive Futures are a diversionary service for children and young people, funded by the PCC across all local authorities in Gwent. They put on a range of scheduled sessions each week, but also unscheduled sessions in response to emerging community issues.

During Q4, a Sports Leadership Level 1 course was delivered to a group of 17 young people. The course was for young people who are keen to start their volunteering and sports coaching journey providing them with transferable skills for future employment opportunities.

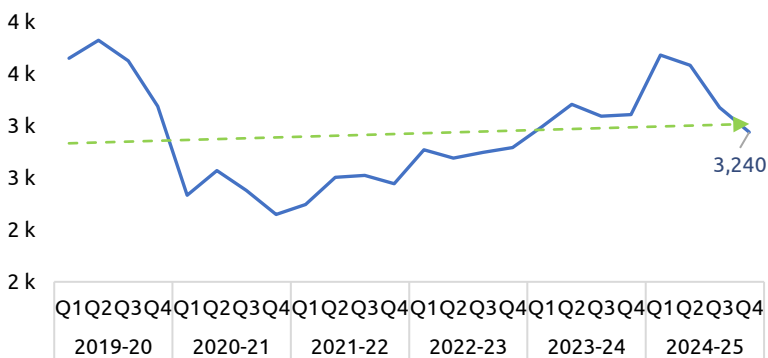
The graph below shows the number of young people attending unscheduled diversionary sessions.

NUMBER OF YOUNG PEOPLE ATTENDING UNSCHEDULED DIVERSIONARY SESSIONS



PRIORITY 1. KEEP NEIGHBOURHOODS SAFE: Reduce acquisitive crime and repeat offenders

Acquisitive Crime



Acquisitive crime consists of burglary, robbery, vehicle crime, shoplifting and theft. In Q4 2024-25 this saw a decrease of -7%. Decreases can be seen in each category that makes up acquisitive crime with the exception shoplifting which shows an increase of 1%.

Shoplifting is something we will continue to draw focus on until it shows signs of stabilising after the huge increases seen in the previous year. The PCC has committed to tackling Retail Crime in the new Police, Crime and Justice Plan.

Following a change to the operating model during Q4, the Criminal Investigation Department has retained ownership of the burglary crime category.

Daily reviews are conducted by detective sergeants, and Residential Burglary remains a focus of the proactive team, who are working more closely with offender management teams and other partners to address these offences.

The burglary app is still being piloted across the force which aims to improve the investigation quality.

Additional focus has also been placed on shoplifting through business crime prevention, seasonal demand predictions, and resourcing and offender management.

What have the PCC and OPCC Done? Policy, Projects and Partnerships

Towards the end of this quarter, the Neighbourhood Policing Guarantee was announced as part of the Government’s Safer Streets Mission. A key component of this is to restore confidence in local communities and taking visible action to tackle ASB and increase the safety of our town centres and high streets. More of this initiative and the partnership working will be highlighted in the next quarter.

Q4 also saw the launch of the Police, Crime and Justice Plan, which sets a focus on tackling Retail Crime.

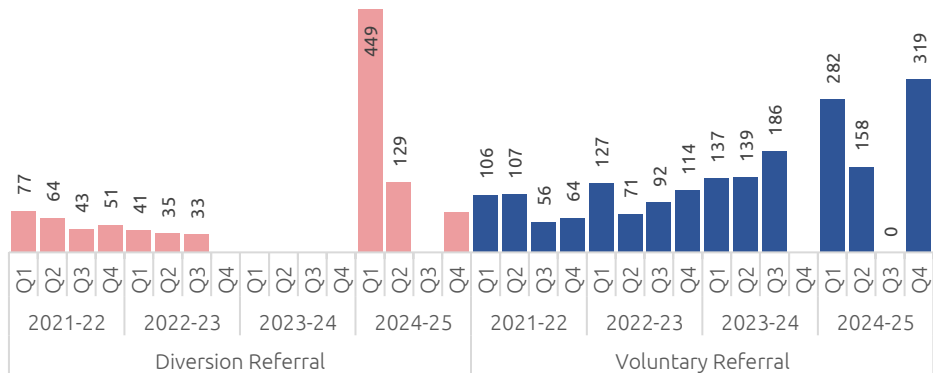
Funding and Commissioned Services

The OPCC provides funding for the delivery of 18-25 Early Intervention Service in Gwent. The service supports young adults and women entering the criminal justice system to achieve positive outcomes such as accessing accommodation, improving their financial situation, gaining employment and improving their overall health and wellbeing. These are vital outcomes for reducing re-offending.

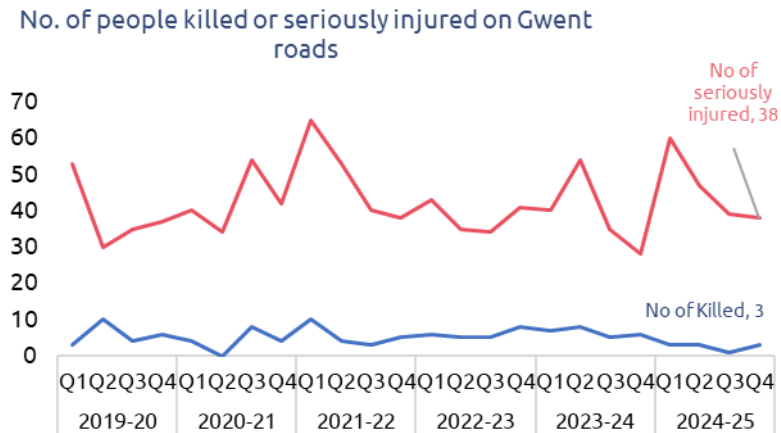
Following a recent commissioning exercise with partners last spring, Q4 saw 18-25 service work collaboratively with partners to promote the service across the police force areas.

The table below shows the number of diversion and voluntary referrals. Please note that these referrals are for South Wales and Gwent.

One Wales - Women and Young adult services Wales (Referrals not updated quarterly hence the gaps)



PRIORITY 1. KEEP NEIGHBOURHOODS SAFE: Improving the safety of roads throughout Gwent



In quarter 4 2024-25 the number of recorded deaths on our roads in Gwent increased with a recording of 3 fatalities. The data for seriously injured has decreased to 38 this quarter.

Collision Investigation Callouts are for complex collisions requiring roads policing expertise and do not necessarily reflect the severity of harm involved.

The number of collision investigation callouts increased by 1 (8%) in quarter 4 2024-25

The 'Fatal Five' offences consist of:

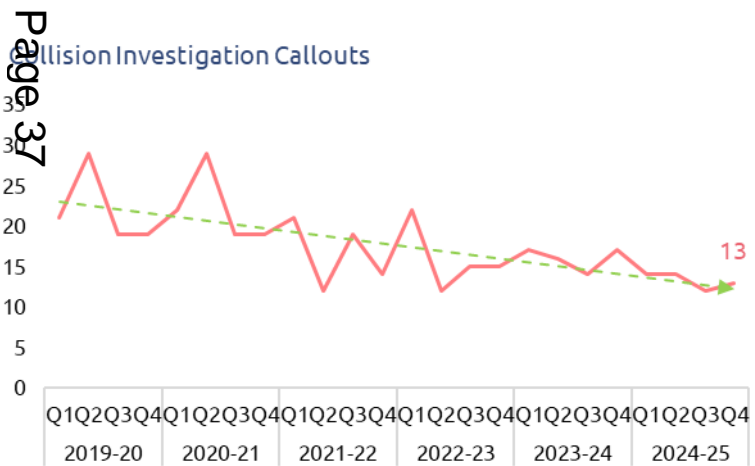
- Careless Driving
- Drink/Drug Driving
- No Seatbelt
- Use of Mobile Phone
- Speeding

Please note that the data for the 'Fatal Five' offences is unavailable in this quarter.

During this quarter, the Roads Policing and Specialist Operations (RSPO) officers continue Operation Wheeler, an initiative created within Gwent to tackle a rise in demand around car cruising, racing, and dangerous driving. The organisers of car cruise events have been targeted as part of this operation, with assistance from colleagues in the cyber and intelligence teams utilised to infiltrate online groups.

What have the PCC and OPCC Done? Funding and Commissioned Services

The OPCC continue to coordinate Safer Space workshops which aim to raise awareness of the dangers and impact of driving with a mobile phone and without wearing a seatbelt.

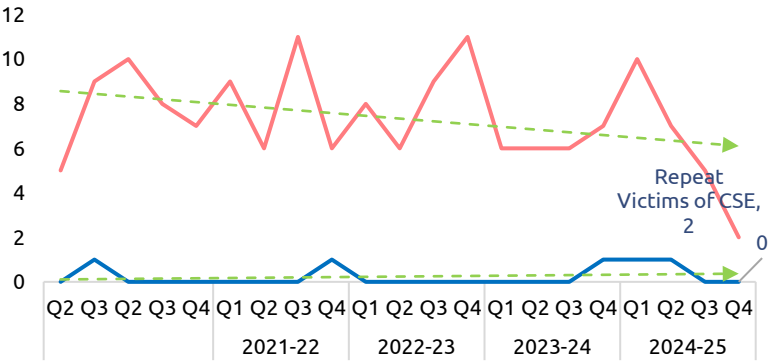


Priority Two: Combat Serious Crime

Preventing and reducing crimes that cause significant harm to communities and victims

PRIORITY 2. COMBAT SERIOUS CRIME: Reduce the number of repeat victims of child criminal and sexual exploitation

Repeat victims of CSE & CCE



The number of crimes assigned a Child Sexual Exploitation (CSE) local qualifier has decreased during Q4 2024-25 when compared to the quarter prior, with three lesser crimes reported.

The force continue to reassure the OPCC that work collaboratively is ongoing to target those perpetrating these offences, to prevent and disrupt offenders. Due to the severity and often hidden nature of these crimes, it is vital that we work closely with partners to identify and respond to both victims and offenders.

CSE is closely linked to the serious violence duty and feeds into the working group, CSE is a theme considered for future funding opportunities, with funding for the Duty set to continue next year.

What have the PCC and OPCC Done?

Policy, Projects and Partnerships

The OPCC continue to work with Newport City Council to evaluate the ‘Understanding the Triggers’ pilot, which provided a person-centred approach to supporting vulnerable children and families at risk of criminal and sexual exploitation.

Partner interviews have concluded, and data from Newport City Council and Gwent Police is being analysed to assess the pilot’s impact on antisocial behaviour and criminality. A draft evaluation report has been completed and will be reviewed by the oversight group. The project has attracted strong interest from partner agencies and Welsh Government, who will use the findings to inform future policy.

During this quarter, the office also participated in conferences and workshops focused on responding to Child Criminal Exploitation in Wales, hosted by the Welsh Government and the Wales Association of Community Safety Officers (WACSO). Insights gained from these events will inform and strengthen our strategic approaches in Gwent.

Another of our commissioned services Fearless provides children and professionals with information around CSE/CCE to identify signs and promote awareness, offering advice on different ways to report.

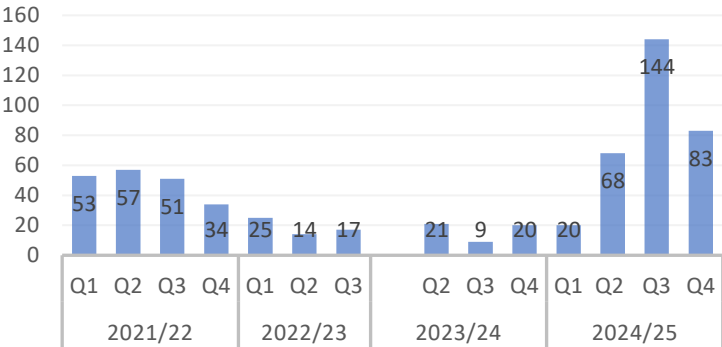
Funding and Commissioned Services

St Giles Trust work with children and young people who are at risk of or are currently being exploited through Serious Violence and Organised Crime. Tertiary interventions work with children and young people known to be exploited.

Q4 was slightly quieter following the Christmas period and only had 2 caseworkers during this time. Despite the loss of a staff member, St Giles had several successful exits and positive outcomes.

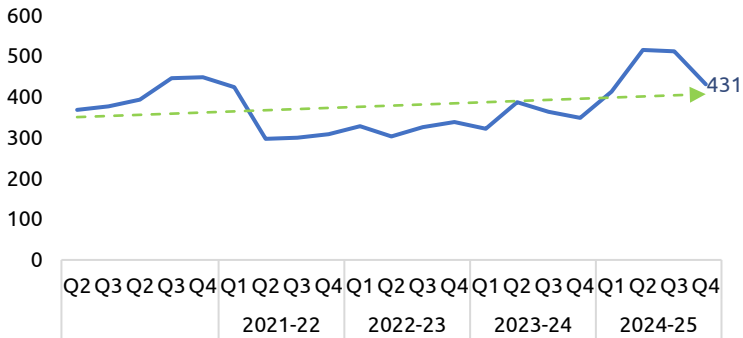
The table below shows the amount of 1:1 tertiary interventions delivered to children and young people. Alongside these interventions, 174 remote contact sessions were carried out with 14 planned, positive exits achieved.

St Giles 1:1 Tertiary Interventions

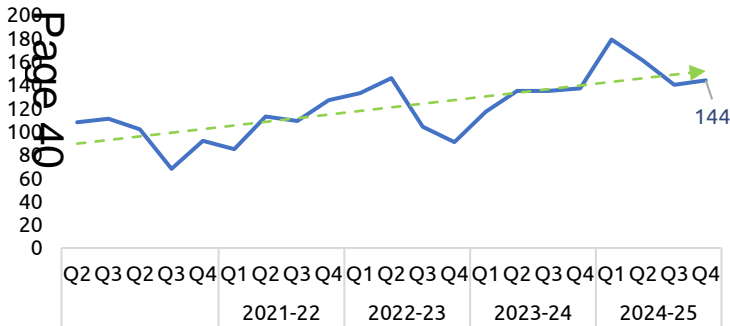


PRIORITY 2. COMBAT SERIOUS CRIME: Increase disruption of serious organised crime, and reinvest assets seized back into communities

Drug Offences



Most Serious Violence Offences



The number of drug offences has decreased in quarter 4 2024-25 by 16%.

Most serious violence offences increased this quarter with a rise of 3% (4 crimes), this is a small increase compared to what has been seen previously and still shows stability compared to what has been recorded a year previously.

The force continues to utilise a problem-solving, partnership-based approach to preventing Serious Violence. Investment has been made within the neighbourhood pillar for an officer with knife crime reduction as an integral part of their role.

What have the PCC and OPCC Done? Policy, Projects and Partnerships

As the 'Lead Convening' authority the OPCC continues to work with partners to develop the Serious Violence Duty (SVD) in Gwent. Using the funding secured from the Home Office, work continues to implement schemes to deliver the Duty in the next 2 years.

Q4 involved securing national funding to develop an education programme for children on the dangers of violence and knife crime using virtual reality gaming equipment.

The programme is now live across the Youth Offending Services, Positive Futures and all local authorities. The outcomes of this programme will be reported.

Q4 also focused its efforts on continuing to develop intervention and prevention programmes to tackle youth violence, knife crime and tackling perpetrators of VAWDASV.

Additionally, and in partnership with the Violence Reduction Unit, work is continuing to develop a Weapons Protocol for schools and youth centres which will give guidance to staff in handling knife crime. This will include preventive strategies, responding if a weapon is found and supporting staff and young people following an incident. More on this work will be updated in the next quarter.

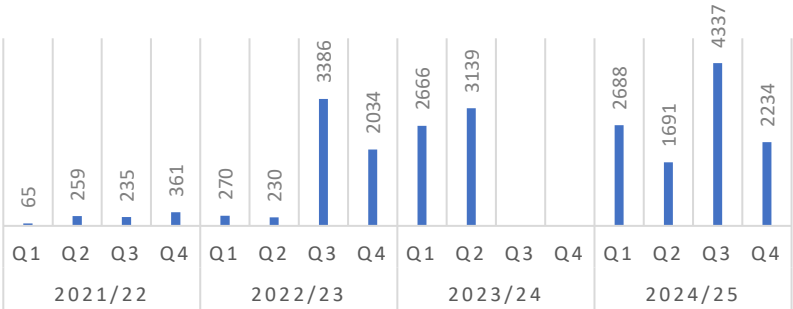
Funding and Commissioned Services

The OPCC provides funding to Fearless to deliver interventions to school children, with a focus on the risks of Serious Organised Crime, county lines and serious violence.

The table below outlines the number of children who participated in school interventions across the 5 local authorities during this quarter.

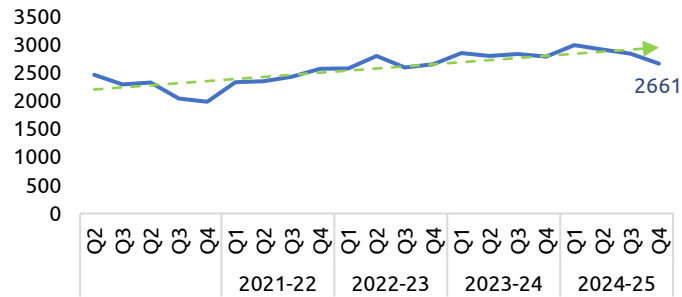
The number of children reached during Q4 was across 1-2-1 sessions. These sessions included County Lines, Knife Crime, Hate Crime, and Fearless engagement, delivered across a wide range of schools, youth groups, and community settings throughout Gwent.

NUMBER OF CHILDREN ENGAGED IN FEARLESS SCHOOL INTERVENTIONS



PRIORITY 2. COMBAT SERIOUS CRIME: Improve the overall criminal justice response to violence against women, domestic abuse and sexual violence (VAWDASV)

Violence Against Women & Girls



The volume of recorded Rape offences has decreased this quarter. Quarter 4 saw a decrease of -10% can be seen when compared to quarter 3 of 2024-25.

The Christmas period is frequently associated with an increase in police call-outs related to domestic abuse and sexual violence. A subsequent decline in reported incidents is typically observed following the holiday season.

What have the PCC and OPCC Done? Policy, Projects and Partnerships

During this quarter, our office has actively contributed to the development of the Welsh Government’s Blueprint: Tackling Perpetration Workstream. A key focus has been on establishing a shared definition of ‘efficacy’ in the context of perpetrator interventions. This definition will underpin a Welsh Government position statement and guide the consistent commissioning and evaluation of interventions aimed at reducing perpetration.

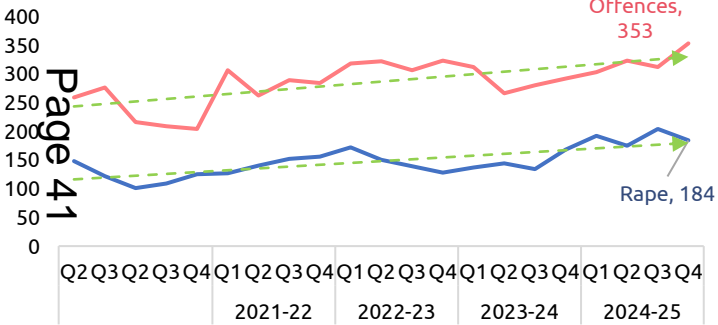
This work will also directly support our efforts in Gwent, providing a clear framework for the commissioning of VAWDASV perpetrator interventions at the local level.

Following on from the super-complaint submitted by the Suzy Lamplugh Trust, on behalf of the National Stalking Consortium about the police response to stalking, we have commissioned, jointly with Gwent Police, for the Suzy Lamplugh Trust to review our response to stalking in Gwent. During this quarter, our office was interviewed as part of the review. The review will focus on the start-to-end journey for victims of stalking in our force area, involving a range of methods to triangulate information on the response to victims and utilising Suzy Lamplugh’s expertise to identify and recommend good practice. Outcomes of this review will determine our approach for future commissioning/services in Gwent.

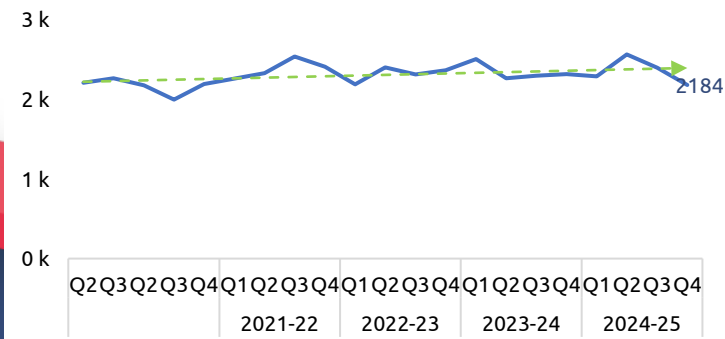
Funding and Commissioned Services

New Pathways provide a specialist Independent Sexual Violence Advisor (ISVA) service. Adult referrals have seen a slight decline in Q4, as support has already been in place for the victims. We will continue to monitor this and if it becomes a trend will look at refresher training/awareness raising for officers.

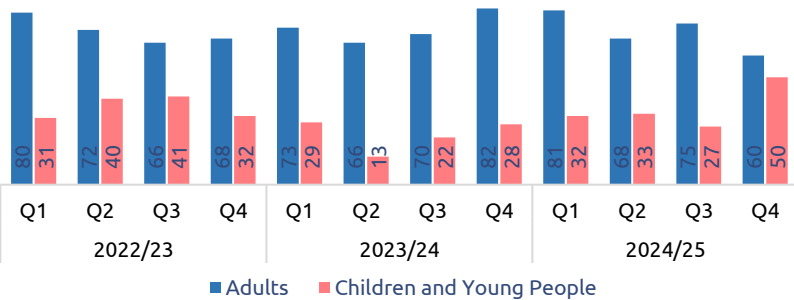
Rape & Serious sexual offences



No. of Domestic related Crimes



Independent Sexual Violence Advisor Police Referrals



Priority Three: Support Victims and Protect the Vulnerable

Providing high-quality support to victims of crime and protecting those who are most vulnerable from harm

PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Improve victim services and ensure the needs of victims are identified and responded to appropriately through connect Gwent and the victim care unit

During Q4, the Victim Care Unit (VCU) received 12,926 referrals into the service, slightly below the previous quarter which saw 13,510 referrals received. 4,923 victims were identified as requiring an enhanced service under the Victims Code, again, compared to 4,838 reported in the previous quarter.

Victim Satisfaction Survey Data for Financial Year 2024-25				
Survey Question	Percentage of Respondents Satisfied	Quarter-on-Quarter Difference		
How satisfied are you with the ease of initial contact with the Police?	77%	-2%	↓	
How satisfied are you with the response time to your contact? (e.g. how long it took for your call to be answered)	75%	+1%	↑	
Overall, how satisfied are you with your experience of the first point of contact with the police?	73%	0%	→	
If an officer attended, how satisfied are you with the time it took for them to arrive?	84%	-1%	↓	
How satisfied are you with the actions taken by the attending officer/s?	75%	-2%	↓	
Thinking about your overall experience, how satisfied are you with the treatment you have received from Gwent Police?	64%	-1%	↓	

Funding and Commissioned Services

The contract for the new children and adult victim service was awarded to Victim Support. The contract will go live on 1st April 2025.

As such, there are no data updates for this section in Q4 as focus has been on transfer arrangements into the new contract.

All arrangements are in place to transfer existing cases into the new service.

A total of 330 respondents engaged with the victim satisfaction survey during the 2024/25 financial year. Of those who replied to the given question, 84% of respondents were satisfied with officer attendance times, whereas only 64% of respondents were satisfied with the overall treatment they received from Gwent Police.

All questions within the survey are optional, which may result in a disparity between the number of responses received for each question.

PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Increase the timeliness of police investigation updates provided to victims

Unfortunately, reporting data are not available for Q4. However, we continue to recognise that Right 6 – keeping victims informed – remains an area of focus for all responsible criminal justice agencies.

Work continues with Gwent Police and other criminal justice partners in Wales on the requirements to measure compliance with the Victims' Code, as set out in the Victims and Prisoners Act. Part 1 of the Act has now been enacted, with further enactments relating to this subject to review and ratification by Ministers.

OPCC staff attend the national PCC's Code Compliance Working Group, hosted by the Ministry of Justice, which provides monthly updates on progress and opportunity to contribute to related discussions to help to shape the outcomes of this work.

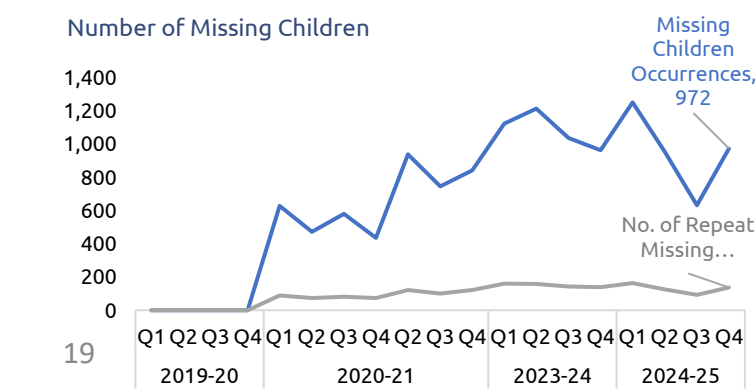
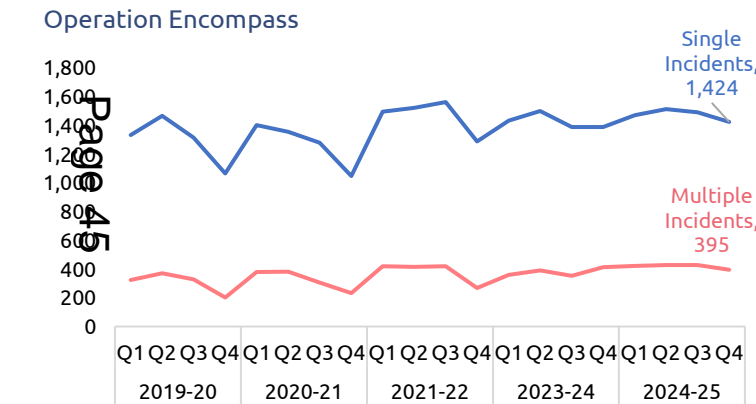
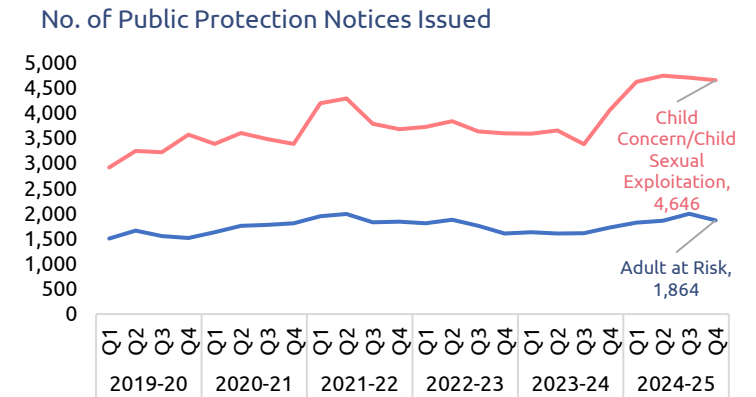
We continue to contribute to the Criminal Justice Wales Victims' Code of Practice (VCOP) Working Group to identify effective ways of working collaboratively and ensure that Gwent's Local Criminal Justice Board (chaired by the PCC) is kept informed of any developments at the Wales level.

For example, it is recognised that compliance with Right 8 (To be given information about the trial, process, and your role as a witness) and Right 9 (To be given the outcome of the case and any appeals) can be affected by victim attrition at the court stage of the process, providing fluctuations in the data.

Victim attrition, with a specific focus on domestic abuse cases, is monitored in several ways across agencies and partners, including at the PCC-chaired Gwent Criminal Justice Strategy Board (CJSB). Domestic abuse attrition data across a range of measures is collated under the Criminal Justice Board for Wales Victim and Witness Taskforce and shared with the Gwent CJSB to enable oversight of Gwent Police and CPS performance for local cases.

A Domestic Abuse Attrition Dashboard has been developed under the Taskforce which will enable better understanding and interrogation of local performance through the various governance arrangements and will also be used to inform the Gwent CJSB. The Dashboard has been presented to the Gwent CJSB and to the newly convened Gwent Domestic Abuse Group, chaired by the Head of Crime for His Majesty's Courts and Tribunal Service (HMCTS).

PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Further improve our work with partners to protect those most vulnerable (1)



The PCC received an annual update on child safeguarding at the final Strategy and Performance Board. The Assistant Chief Constable provided assurance that safeguarding staff are up to full establishment, with up-to-date training, and training now being expanded to the wider force.

The number of public protection notices for adults decreased by 2024-25 by 7%. The number for child concern has become stable showing only a -1% decrease compared with the previous quarter.

972 missing children reports were created. This represents a reduction of 2% when compared to the quarter prior, but a slight increase of 0.4% (four additional reports) when compared to the same quarter during the previous financial year.

It is important to note that a missing person report is created each time an individual is reported as missing. Several reports can be created for the same individual if they are reported as missing on multiple occasions.

The Joint Inspection of Child Protection Arrangements: Overview Report 2019-2024 report highlights the positive work of early identification, safeguarding and multi-agency partnership working in Gwent, particularly when it comes to Operation Encompass.

In Gwent, agencies have worked together to develop a Child Exploitation Assessment tool. This is a tool that combines both child sexual and criminal exploitation factors. It provides opportunity for professionals to collaborate, share information, evaluate risk via the multi-agency group and develop plans to mitigate risk.

What have the PCC and OPCC Done? Policy, Projects and Partnerships

Gwent and South Wales OPCC's hosted a multi-agency, pan-Wales workshop to advance work on pre-court diversion and Out of Court Disposals for children under the Youth Justice Blueprint. Workshops focused on recommendations identified via an independent review. The outcomes will be taken forward in actions plans for each police force area.

Funding and Commissioned Services

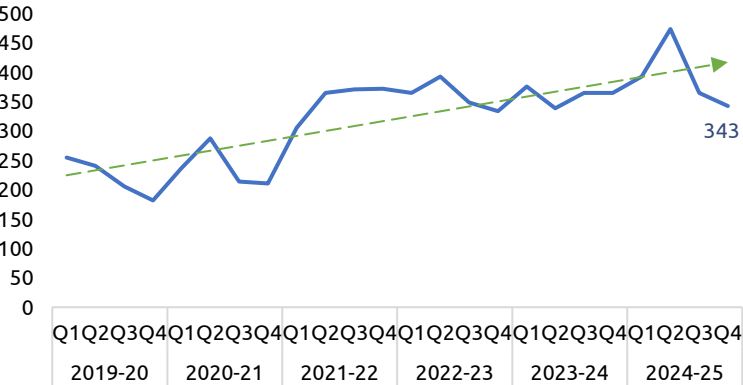
Based in Pillgwenlly, Newport, Kidcare4U delivers a Saturday Kids' Club for children aged between 5 and 16 years old primarily from ethnically diverse and low-income backgrounds. Welcoming over 160 children, the Club offers a safe environment for children and provides a range of diversionary activities as well as an area for quiet activities and homework. The activities aim to encourage young people to stay healthy, build their confidence and make friends.

Feedback from children and parents is positive, reporting improved GCSE grades, greater confidence and speech and language abilities among other outcomes.

The Club also supports returning children aged 16 to 18 with volunteering and mentoring opportunities, who can complete placement hours and go on to gain paid employment.

PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Further improve our work with partners to protect those most vulnerable (2)

Hate Crime Occurrences



The volume of incidents classified as hate crimes decreased by 8% in Q4 2024-25 compared with Q3 with 22 less offences being recorded. This continues to show signs of stabilisation following the unusual spike of hate crimes recorded in quarter 2 2024-25.

This increase in hate crime in quarter 2 was driven by, and reflective of, the wider national disorder across the UK during the summer.

Please note: one crime can have multiple hate strands. The overall hate crime trend is based on recorded crimes, whilst the breakdown by hate strand is based on the volume of each individual strand.

In Q4 2024-25:

- Religious hate saw the largest increase, with an increase of 20% compared to the previous quarter. (1 additional offence for a total of 6).
- Disability hate saw the largest reduction, falling by 41.5% (34 fewer offences for a total of 48)

The solved rate for Q4 stands at 18.9%, with 64 crimes solved. This represents the highest solved rate within the three-year timeframe and an increase of 7.6 percentage points compared to Q3, with 21 additional crimes solved.

A less prominent increase of 2.1 percentage points can be seen when comparing Q4 2024/25 to the same quarter during the previous financial year, with three additional crimes solved.

**What have the PCC and OPCC Done?
Policy, Projects and Partnerships**

Staff joined police colleagues to celebrate Trans Day of Visibility, hosted by the Wales LGBT+ Police Network. Featuring the Rev. Sarah Jones, the event highlighted her experiences, while breaking down some myths about trans lives and taking questions, aiming to help us identify how we can be more inclusive to trans people in our communities, or as colleagues, friends and family members.

OPCC staff participated in Gwent Police’s Hate Crime Scrutiny Panel. Four cases were reviewed with feedback given on ensuring consistency in the advice given to victims, the timeliness of victim engagement and updates, and awareness of neurodiverse conditions.

PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE MOST VULNERABLE: Commission and invest in specialist services to support victims throughout the criminal justice process

Q4 Spotlight Service: Victim Support

- How much funding goes into the service? £309k
- What proportion of the service is funded by the PCC? 0.6% for delivery of services in Gwent (as a charity, the main source of income is from PCCs and other statutory and non-statutory bodies for victim services. Other sources of income come from donations, legacies, and fundraising.).

About the Service

The Victim Support (VS) generic service is funded by the OPCC as part of Connect Gwent, providing independent support to people impacted by crime across the area. The service is focussed on delivering local, accessible, trauma informed and victim-centred services.

521 valid referrals were received during Q4. The services successfully engaged with 479 victims and identified needs on 181 of these cases which went on to have 1:1 intervention and support with a Victim Support and Engagement Officer, Domestic Abuse (DA) Complex Caseworker or volunteer.

Continuing in this quarter, caseworkers have continued to note the increasing complexity of their caseloads with cases generally remaining open for longer periods than usual due to complexity as well as service users wanting support for longer throughout criminal justice processes.

The DA Complex Case Worker has carried several cases through this quarter from previous periods, a trend seen more often across the whole team. VS continues to identify changes in other organisations' service delivery which provides challenges in identifying routes of support for service users.

Case Study

SU self-referred to VS after a recommendation to contact VS for support. SU had been in a marriage for 40 years and was looking for information around domestic abuse. SU found it difficult to articulate what the abuse was but was fearful of violence.

VS worked with SU for a period of nine months. SU was struggling with her mental health, confidence and her wellbeing and recognised that she did not want to be in the relationship stating, "this is all scary to me, as I have never done anything like this before."

A DASH risk assessment was carried out and it was established that SU was in a coercive controlling relationship and was experiencing financial abuse alongside other things. SU did not have an independent bank account to her partner.

With caseworker support, SU felt confident to be able to take steps to open an account allowing her to have some financial freedom. A safety and exit support plans were created with her.

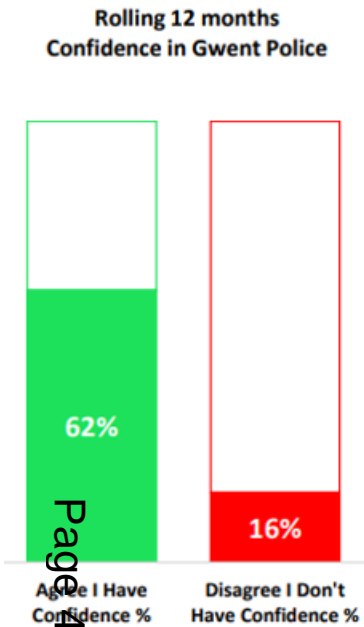
SU also attended the 10-week VS Gwent DA groupwork programme in which she was able to understand and recognise what she was going through "I have found the course very useful and would recommend to others in my position". SU was also provided with a legal aid letter to assist her in legal matters. SU came into the course not knowing if what she was experiencing was "normal" or not, but the course helped her to understand what she was experiencing.

With the extended support and a collaborative safety and support plan alongside groupwork, SU was able to identify what domestic abuse was and felt empowered to take the necessary steps to leave the relationship in a safe way. SU is now living a life in which she is free from fear and abuse.

Priority Four: Increase Community Confidence in Policing

Working with Gwent Police to improve our relationships with our communities and improve public confidence in policing

PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Increase the effectiveness of officer and staff engagement with their communities, and community confidence and trust in Gwent police (1)



62% of respondents to Gwent Police’s public confidence survey agreed that they had confidence in Gwent Police (to Q4 2024/25). This is highest in Torfaen (68%), and lowest in Blaenau Gwent (53%).

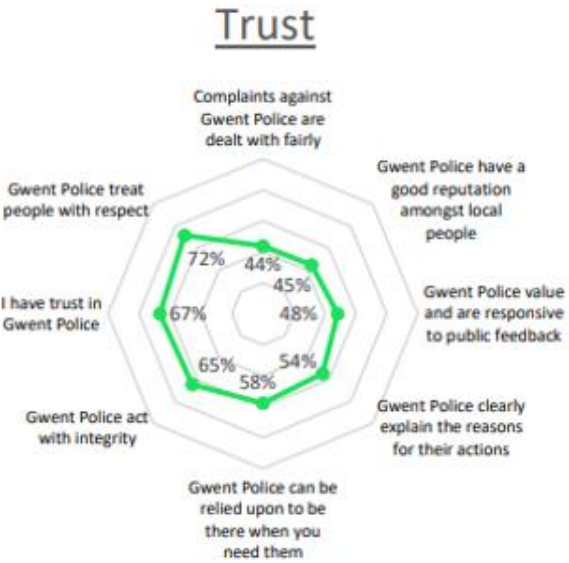
36% of respondents agreed that they felt informed of what Gwent Police was doing in their local area (rolling 12 months).

There is a downward trend in feeling informed over last eight quarters (rolling 12 months) with 60% of Q4 respondents disagreeing about feeling informed.

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In the 12 months to Q4 2024/25, 66.5% of people agreed that they had trust in Gwent Police.

43.8% of people said they felt that complaints against Gwent Police are dealt with fairly.



What have the PCC and OPCC Done?
Policy, Projects and Partnerships

The PCC attended Q&A sessions with primary school children across Newport. Questions posed included the PCC’s role and responsibilities, her policing priorities, and future hopes and aspirations.

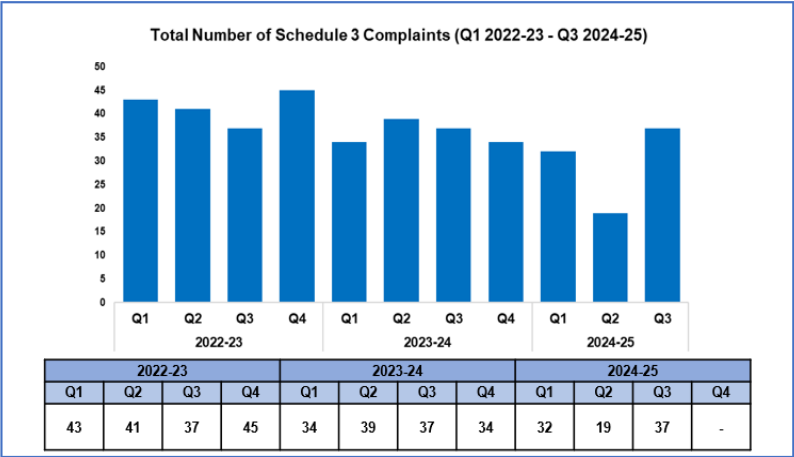
The PCC supported the Gwent Police and Welsh Athletics initiative to keep female runners safe. The PCC and local policing team officers met with members of the Newport Female Runner’s Network to provide advice and guidance on staying safe and how to report any incidents.

The PCC observed police refresher training for public safety and use of Taser which includes stop and search and managing detainees in custody. Following the visit, the PCC was assured by the depth of knowledge and expertise of the trainers, and the robustness of the training exercises.

Funding and Commissioned Services

The High Sheriff’s Community Fund ‘Your Voice, Your Choice’ grant-making event took place in March, in partnership with the PCC and Community Foundation Wales. Nine community groups were awarded up to £5,000 each. The event celebrates the contributions of volunteers and community organisations supporting young people to fulfil their potential and avoid crime and ASB, helping to build safer communities in Gwent.

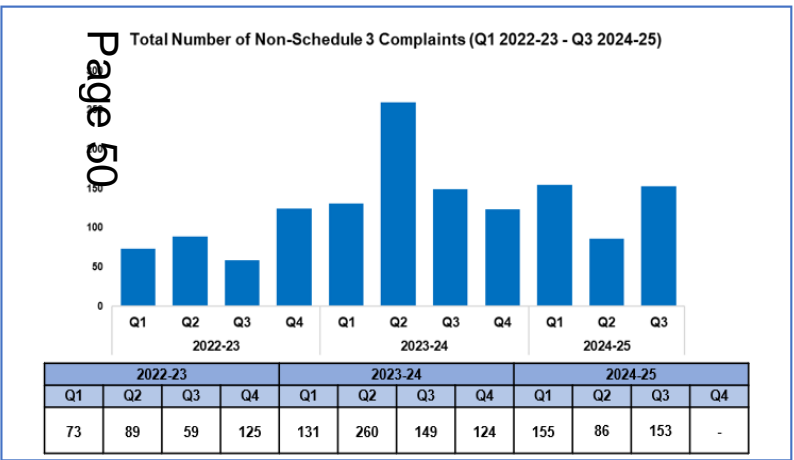
PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Increase the effectiveness of officer and staff engagement with residents in their communities, and community confidence and trust in Gwent police (2)



Schedule 3 complaints are dealt with under the Police Reform Act 2022, whereby the complainant can request a review if they are not satisfied. Non-Schedule 3 complaints are dealt with outside the Police Reform Act 2002 (previously a dissatisfaction).

Data were unavailable for Q4 due to changes in reporting requirements.

Reporting is now available through the Independent Office of Police Conduct ([Police complaints information bulletin Gwent Police - Q4 - 24-25 | Independent Office for Police Conduct \(IOPC\)](#)) and scrutinised at the Professional Standards Scrutiny Meeting, chaired by the OPCC Chief Executive which had not taken place in advance of this document being prepared.



*Please note these figures can contain multiple allegations

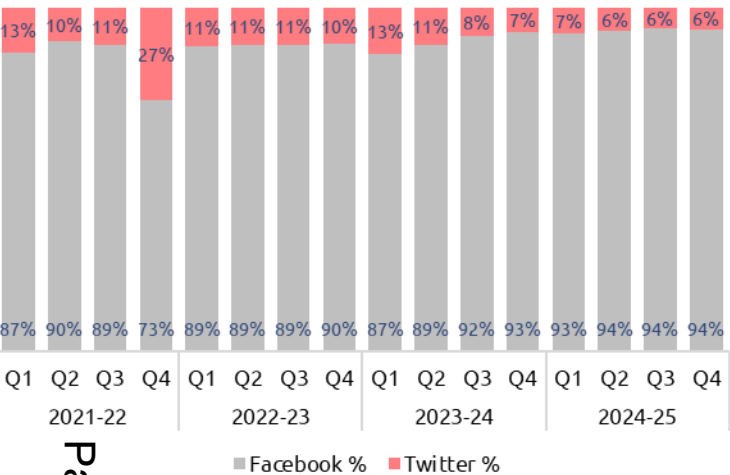
**What have the PCC and OPCC Done?
Policy, Projects and Partnerships**

The OPCC’s Legitimacy Scrutiny Panel met in January to dip sample a selection of stop and search and use of force incidents. Positive feedback was given on engagement with individuals by officers, effective de-escalation of incidents, and good information gathering from witnesses to inform decision making. Members also requested follow up information linked to observations made for a Taser incident. Members remained assured that the force’s focus on continuous improvement and effective use of police powers for both operational areas is appropriate.

The OPCC also facilitated Legitimacy Scrutiny Panel member visits to observe Taser and officer safety refresher training by to support their role on the Panel. Members have provided positive feedback following their visits and agreed that they were assured by the level of training provided. Further visits are to be arranged in the next quarter.

PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Improve the accessibility of neighbourhood police teams through a variety of contact that meet the needs of the public

Social Media Engagement



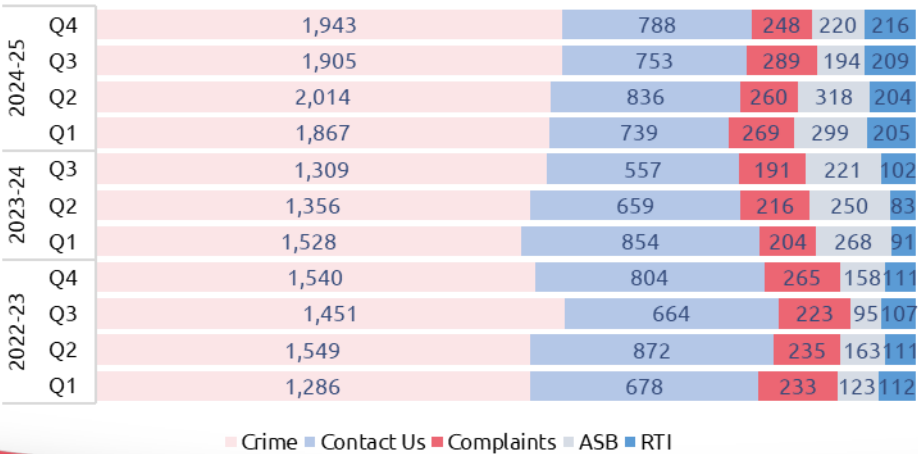
Inbound private messages received via Gwent Police’s social media platforms increased by 4% during Q4 2024-25 when compared to the quarter prior, with 657 more messages received (total=18,617). For inbound private message sources, 89% (16,581 messages) were received via Facebook platforms.

Inbound public messages received via Gwent Police’s social media platforms increased by 38% during Q4 2024-25 when compared to the quarter prior, with 6596 more messages received (total=23,800). In terms of inbound public message sources, 98% (23,234 messages) were received via Facebook platforms.

This digital contact data includes Gwent Police’s English and Welsh Facebook and X accounts.

Of the top 5 categories for Single Online Home engagement, the majority remains crime reports (46% or 1943 forms), followed by general ‘contact us’ messages (19% or 788 forms).

Top 5 Engagement through Single online home



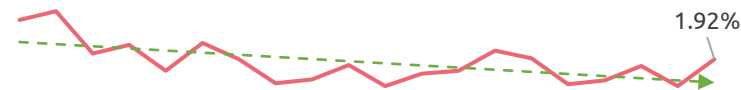
What have the PCC and OPCC Done? Policy, Projects and Partnerships

The PCC joined members of the neighbourhood policing team and local people for a facilitated discussion at the Talking Shop in the town centre, designed to build greater understanding of the Commissioner’s role.

The Talking Shop aims to raise democratic participation, tackle issues of isolation and loneliness, and build intergenerational relationships. It offers free tea, coffee and activities throughout the week, while trained facilitators encourage conversation between visitors and share information on local services.

PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Increase reporting of crime by communities that are less likely to engage with the police

% of identified victims of crime with an Ethnic Heritage



The number of Honour Based Abuse (HBA) incidents recorded YTD has increased in comparison to previous years. FGM reporting has also exceeded previous levels, while Forced Marriage incidents remain consistent. The increase in HBA reporting may reflect the continued work of the VAWDASV partnership to ensure appropriate engagement with communities that may be more affected by these crimes.

What have the PCC and OPCC Done?
Policy, Projects and Partnerships

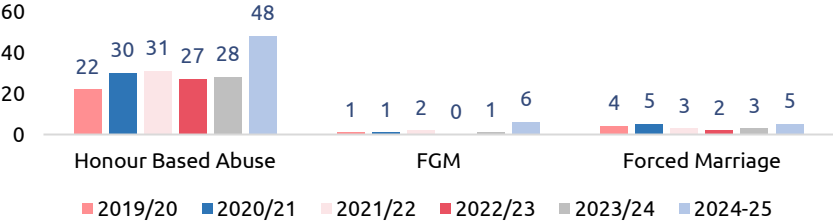
Staff attended the Wales Community Engagement Network established under the Criminal Justice Anti-Racism Action Plan. Presentations included the Friends, Families and Travellers Report 'Trapped in the Turnstile' and the work of the CPS Disproportionality Advisory Group. Members updates included emerging issues and ongoing concerns as well as any positive changes noted due to the Wales work.

The PCC joined communities and organisations from across Gwent for a special ceremony at Newport Cathedral to mark Holocaust Memorial Day. The event led by school children included readings, music and a candle-lit procession.

Gwent Police Headquarters was also lit up in purple for the Holocaust Memorial Day Trust's Light Up the Darkness Campaign.

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Number of Honour Based Abuse, FGM & Forced Marriage Incidents



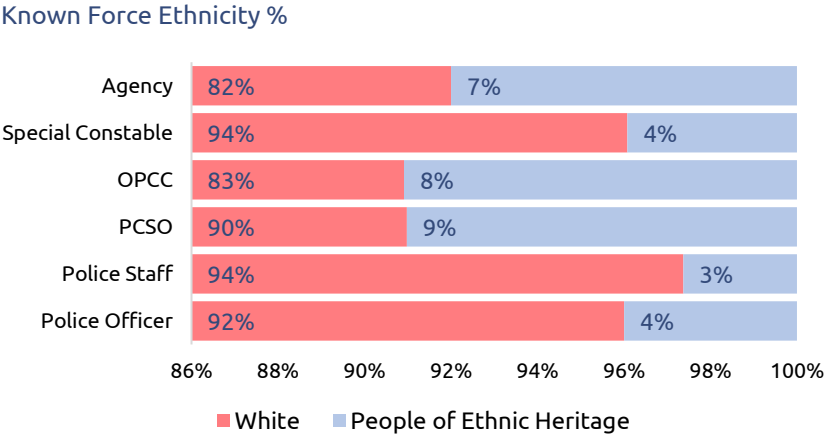
PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Further increase officer and staff diversity to ensure our police service reflects the communities that we serve

There is a gender disparity evident in the workforce for both officers and staff.

For officers, females are under-represented by approximately 13 percentage points (females account for 51% of the population in Gwent based on the 2021 Census). However, females are overrepresented in the staff workstream area by approximately 17 percentage points.

There is also a disparity in ethnic heritage representation within the workforce.

According to the 2021 Census, 5.8% of the Gwent population are people of ethnic heritage. Currently 3.8% of police officers are of ethnic heritage, whereas ethnic heritage representation in the staff workstream is lower, at 2.5%.

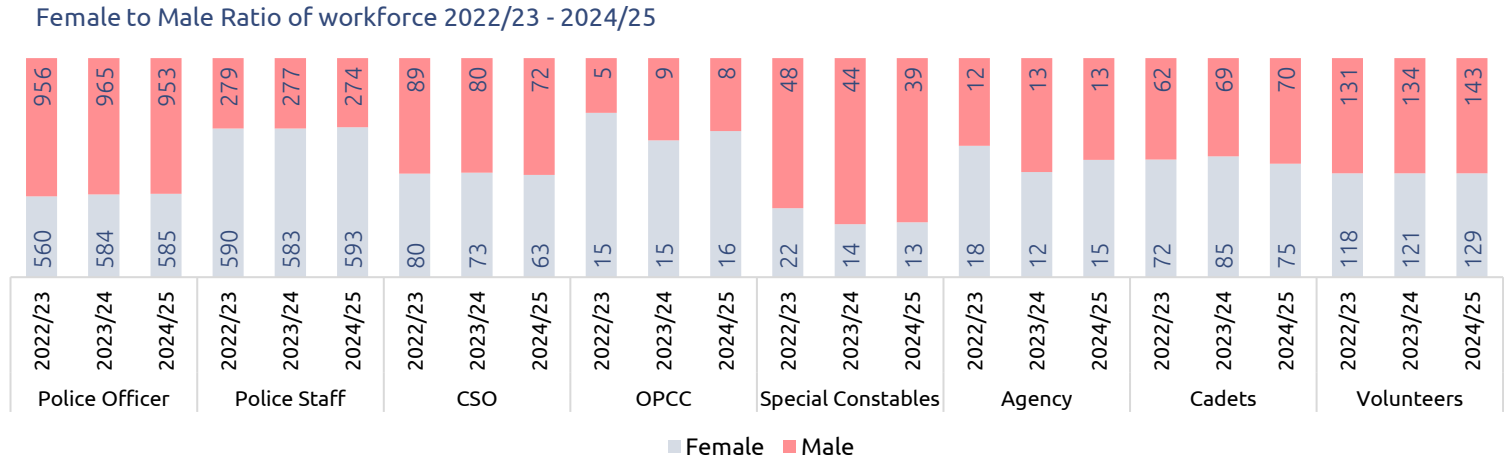


**What have the PCC and OPCC Done?
Policy, Projects and Partnerships**

OPCC staff presented an update on the Wales organisational culture work to the Criminal Justice Independent Oversight and Advisory Panel, with consultation regarding the proposed approach to measuring changes in culture. The staff involved co-lead on the 'Organisational Culture' workstream along with colleagues from Probation and North Wales OPCC. Formal feedback from the Panel will help to ensure the work contributes to improving trust and confidence in criminal justice culture, both publicly and within our workforces.

The Commissioner has a statutory obligation to publish the number of staff in their team, including the proportion of staff who are women and (where disclosed) are from an ethnic minority background, or have a disability. The OPCC team currently includes the following staff (FTE excludes PCC and Deputy PCC, secondments and agency staff. Total number of people are 24).

No. of Posts (full time equivalent)	20 FTE
No. of staff who are women	14
No. of staff from an ethnic minority background	2
No of staff with a declared disability	1

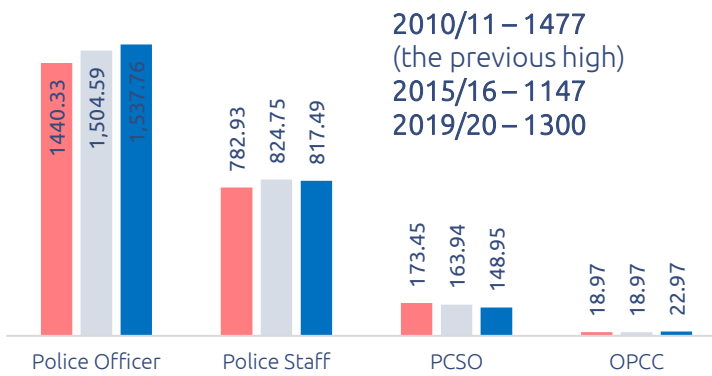


Priority Five: Drive Sustainable Policing

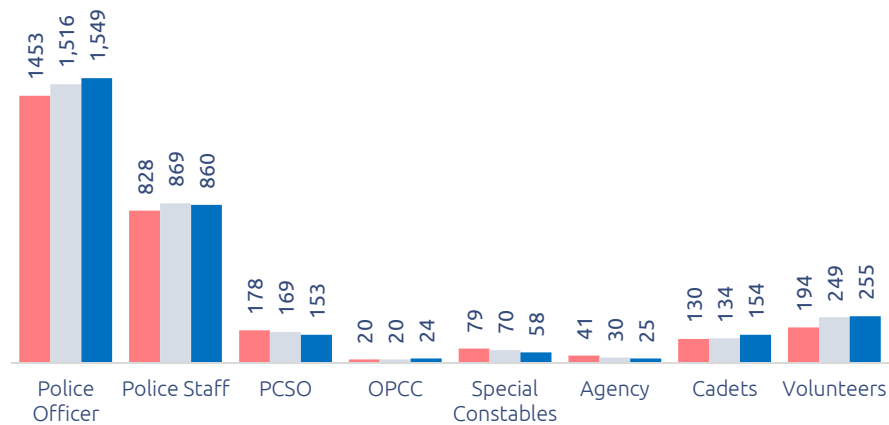
Providing a value for money police service that operates responsibly, with sustainable infrastructures the support current and future demands

PRIORITY 5. DRIVE SUSTAINABLE POLICING: Ensure Gwent police have the right number of officers, staff and volunteers in the right places

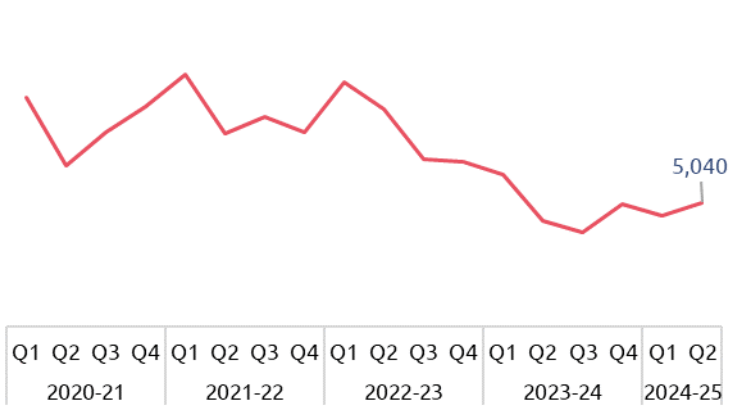
Gwent Police FTE 2021/22 - 2024/25



Gwent Police Headcount 2021/22 - 2024/25



No. of Active Specials Volunteered Hours



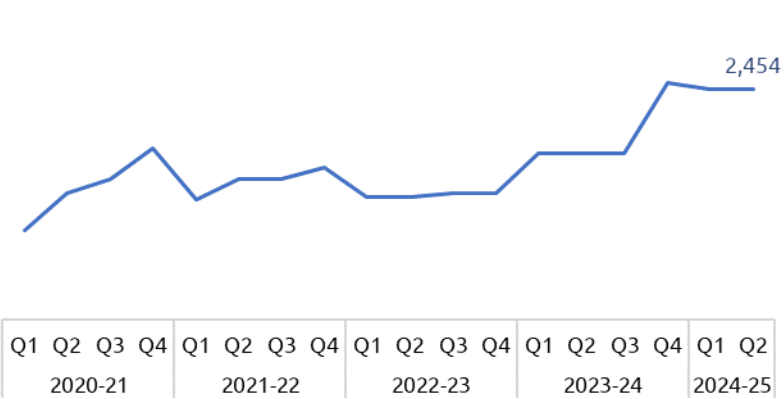
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At the Commissioner’s March 2025 Strategy and Performance Board, the Chief Constable gave an update on changes from the introduction of the new ‘functional’ operating model intended to remove artificial barriers between teams. He also reported the success of delivering full establishment of detectives, which hasn’t happened for a long time, as-well-as increased staffing in the Public Protection Unit. There was also an update on changes to the Police Schools Programme, which the Commissioner scrutinised. This will be subject to a post-implementation review in the summer to test the effectiveness of the recent changes.

Planning has now started for the new Force Management Statement, which provides an annual assessment from Gwent Police of its capacity and capability against projected demand changes. This will be subject of a bespoke scrutiny session by the PCC later in the year.

In positive news, the Home Office has recently announced a continued £1m funding to PCCs to deliver increased patrols in ASB hotspot areas. This is delivered by Gwent Police and local authorities through Operation Lumley, which is monitored by the OPCC. Planning also continues to deliver Gwent’s share of the new Labour Government commitments to increase neighbourhood policing numbers by 13,000. Together, these changes will increase the visible presence of officers in communities who need it most.

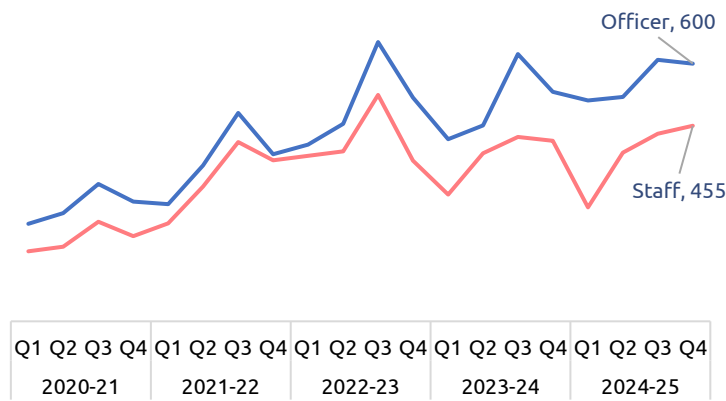
Heddlu Bach - No. of Primary School pupils engagement



Unfortunately, due to staffing shortages, Q3 data were unavailable in relation to Specials and Heddlu Bach.

PRIORITY 5. DRIVE SUSTAINABLE POLICING: Enhance health and wellbeing support for officers and staff to ensure our workforce is fit and ready to meet the challenges of policing

Workforce Sickness Occurences



What have the PCC and OPCC Done?

Levels of sickness remained high in Q4 and did not see the level of drop seen in previous years.

Gwent Police are currently developing their annual report to be submitted to the PCC, who will scrutinise this area when this is received later in the year.

The above data reflect the number of sickness occurrences for all Gwent Police officers and staff.

Top 5 short term sickness reasons:

1. Vomiting/Diarrhoea
2. Influenza
3. COVID-19 Positive
4. Cold
5. Other Upper Respiratory Infection

Top 5 long term sickness reasons:

1. Stress
2. Anxiety
3. Depression
4. Lower Limb Condition
5. Upper Limb Condition

GWENT POLICE AND CRIME PANEL FORWARD WORK PROGRAMME 2025/26

Meeting Date	Items – Theme
27th June 2025	Elect Chair and Vice Chair
	PCC Update
	Panel Questions to PCC (if submitted)
	Performance Qtr 4
	Office of the Police and Crime Commissioner for Gwent Annual Report 2024/25
Meeting Date	Items – Theme
26th September 2025	PCC Update
	Panel Questions to PCC (if submitted)
	MTFP & Budget Setting Timetable
	Performance Qtr 1
Meeting Date	
12th December 2025	PCC Update
	Panel Questions to PCC (if submitted)
	PCP Recorded Complaints Report
	Operational Context and Requirements for the Finance Strategy
	Treasury Management update
	Performance Qtr 2 (Information item)
Meeting Date	Items – Theme
30th January 2026	Panel Questions to PCC (if submitted)
	Police and Crime Commissioner for Gwent's Budget Requirement and Council Tax Precept Proposal
Meeting Date	Items – Theme
27th March 2026	PCC Update
	Panel Questions to PCC (if submitted)
	Performance Qtr 3
	Date to be confirmed
	We Don't Buy Crime Initiative
	Complaints
	Estates Strategy Update
	Serious Violence

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Gwent Police and Crime Commissioner Welsh Language Strategy 2025 – 2028



This document is also available in Welsh

'Delivering a Quality Bilingual Service'

Foreword

I am pleased to publish this Welsh Language Strategy within my first year of office as the Police and Crime Commissioner for Gwent. I am committed to continuing to work towards providing a bilingual public service within the Office of the Police and Crime Commissioner.

We acknowledge the significance of enabling our community to engage with us in both Welsh and English. This commitment is clearly outlined in our Welsh Language Strategy, which details our ongoing dedication to ensuring that the Welsh language is given equal status and consideration alongside the English language.

Our strategy encompasses specific objectives aimed at improving accessibility and the user experience for Welsh speakers. We are committed to increasing the number of employees proficient in, or learning Welsh, working towards a workforce that reflects the linguistic diversity of the communities we serve. Furthermore, we are continually refining our monitoring processes to identify and address areas for improvement in our Welsh language provision.

Through these concerted efforts, we aim to make the Welsh language an integral part of everyday life, supporting individuals to live, work, and study in Welsh. Our vision is to create a truly bilingual environment where the Welsh language is not only preserved but also thrives for future generations.

The commitments in this strategy seek to support the Welsh Government's Cymraeg 2050: Welsh Language Strategy.

In line with the Welsh Language Commissioner's vision for Wales, where people can use Welsh in their everyday lives, we recognise that we are on a journey towards becoming a truly bilingual nation and seeks to contribute to sustaining a vibrant culture and thriving Welsh language now and for future generations.

I welcome your feedback on this strategy and any suggestions on how we can further improve the quality of bilingual services we provide.

Jane Mudd – Police and Crime Commissioner for Gwent

Welsh Language Strategy

This Welsh Language Strategy supports the Office of the Police and Crime Commissioner's (OPCC's) commitment to the Welsh language and compliance with the Welsh language standards, which aim to promote and facilitate the use of the Welsh language, ensuring that the Welsh language is treated no less favourably than the English language.

Cymraeg i bawb: At the OPCC, everyone has a part to play, and we want everyone to contribute to realising our ambition to provide a policing service which enables individuals to live, work and study in Welsh. The Welsh language should be an integral element of all aspects of everyday life. It is many people's first (and first choice) language, and they should be able to use it when engaging with us and accessing our services.

Mae Gen i Hawl – Everyone has the right to use the Welsh language. We would like to support individuals within our communities, our employees, those wishing to work with us, and third parties working in association with us to use the Welsh language.

Our strategic aim is “to work towards a policing service which treats the Welsh and English languages equally and support our staff and communities who wish to communicate and engage with us through the medium of Welsh”.

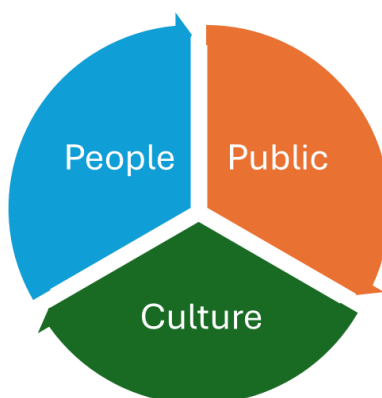
Priorities

To achieve our strategic aim, we will work to deliver the following three key priorities:

- To **improve** the range of Welsh language services offered.
- To **increase** the number of Welsh speakers and learners employed.
- To use information obtained from monitoring and tracking to identify areas for **improvement**.

What we'll do

To deliver on our key priorities we will focus on our People, our Public and our Culture.



For our People

We will, over the next three years:

- Aim to increase the number of Welsh speakers and learners employed.
- Ensure our people have access to tools and resources to use the Welsh they have and develop these skills further.
- Increase opportunities to see, hear and use the language when conducting our business.

We will achieve this through:

- Identifying engagement opportunities and implementing comprehensive recruitment strategies, providing language training programs and offering continuous support to our existing staff.
- Ensure our staff have access to a range of suitable Welsh language tools, resources and opportunities to develop Welsh language skills.
- Increased use of bilingual materials and signage, Welsh language courses and training opportunities for our staff, ensuring all public-facing communications are available in both Welsh and English, and promoting the use of Welsh in meetings and at public events.

For the Public

We will, over the next three years:

- Improve the quality of Welsh language services offered.
- Treat Welsh and English equally in terms of language preference and provision.
- Increase opportunities to see, hear and use the language when conducting engaging with / accessing the services provided by the OPCC.

We will achieve this through:

- Identify opportunities to use targeted recruitment campaigns and partnerships with educational institutions to recruit Welsh speakers and learners.
- Provide comprehensive training sessions and resources to enhance the Welsh language skills of our staff.
- Ensure that all personnel have access to the necessary tools, such as Welsh language software and reference materials, to support their use of the language in daily operations.
- Increase opportunities for the public to see, hear, and use Welsh when engaging with OPCC services through campaigns that promote the language.
- Address cultural attitudes towards the Welsh language through raising awareness, training, and by fostering an inclusive environment that values bilingualism.

For the Culture

We will, over the next three years:

- Use information obtained from monitoring and tracking to identify areas for improvement
- Address internal cultures and attitudes towards the Welsh language.
- Address external cultures and attitudes towards the Welsh language.

We will achieve this by:

- Using information obtained from monitoring and tracking to identify areas for improvement. This will involve regular analysis and reviews of both quantitative and qualitative data to ensure we are making progress and meeting our goals.
- Address internal cultures and attitudes towards the Welsh language by providing training and resources to staff. This will help them develop the necessary Welsh language skills and feel confident in using the language in their daily responsibilities.
- Address external cultures and attitudes towards the Welsh language by increasing opportunities for the public to see, hear, and use the language in their interactions with the OPCC. This will include improving the quality of Welsh language services offered and ensuring that Welsh and English are treated equally in terms of language preference and provision.

Implementation and Monitoring Progress

The strategy will be delivered through a Welsh Language Delivery Plan, coordinated by the OPCC's Welsh language policy lead (WLPL).

We will measure our impact through ongoing analysis and reviews of quantitative and qualitative data.

We will regularly monitor and report internally on our progress against the strategy and publish this progress publicly within the OPCC Welsh Language Standards Annual Report.

Feedback and Contact Details

Mae'r Gymraeg yn perthyn i ni i gyd - We very much welcome feedback including identifying areas of improvement through contact section on our website. [Contact Us | Gwent Police and Crime Commissioner](#)

For more information on our continued Welsh Language journey, please visit [Welsh Language | Gwent Police and Crime Commissioner](#).

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Office of the Police and Crime Commissioner for Gwent

Strategic Equality Plan 2025 - 2029

This document is also available in Welsh.

Contents

1. Introduction.
2. Vision.
3. About Gwent:
 - Our communities.
 - The Police and Crime Commissioner.
 - Our staff.
4. Our Equality Objectives.
5. Why do we need this plan?
 - The social and national context:
 - Equality Act 2010.
 - Public Sector Equality Duty 2011.
 - Wellbeing of Future Generations Act 2015.
 - Welsh Language.
 - Other strategies.
6. Who this plan is for.
7. How this plan was made.
8. How we will deliver and measure this plan.
9. Conclusion.
10. Contact information.

1. Introduction

Welcome to the Strategic Equality Plan 2025-2029 for the Office of the Police and Crime Commissioner (OPCC) for Gwent. Previously, we have published our Strategic Equality Plan jointly with Gwent Police. However, following a review of our governance arrangements in 2023, a decision was made to return to publishing separate organisational equality plans.

While we share with Gwent Police many of the same values and commitments to embedding equality and inclusion and embracing diversity, our organisational roles and responsibilities differ. Publishing a dedicated plan for the OPCC enables us to better focus on our own ambitions and commitments in this space, while further developing the effectiveness of our scrutiny of Gwent Police's Strategic Equality Plan and its delivery.

This plan has been written against a backdrop of increasing challenges to our relationships with our diverse communities, not just for policing, but for the entire public sector. Trust and confidence have continued to deteriorate, driven by professional conduct matters that have amplified the disproportionate impact on members of the public and officers and staff from diverse backgrounds that work within those organisations. Thematic reviews into progress have confirmed that very little has changed, despite numerous national and local strategies and approaches for equality, diversity, and inclusion that have failed to have the desired positive impact.

Since 2020, we have seen a significant shift towards acknowledging systemic racism and work to challenge and change existing processes and practices. To this end, we made significant contributions to the development and creation of and leadership for the Criminal Justice for Wales Anti-Racism Action Plan, which launched in September 2022. This sets out the commitment for criminal justice organisations in Wales to become anti-racist by 2030, in line with the Welsh Government's own national ambition.

Development of this Strategic Equality Plan and objectives was informed by public and workforce engagement and supported by an extensive research process. This included a strategic analysis of the equality and diversity landscape for policing and a progress review for the previous plan. More information on this work is provided in section 7 of this document.

In March 2025, the Commissioner published the Police, Crime and Justice Plan 2025 – 2029. The plan sets the strategic direction for Gwent Police, the work of the OPCC and how we work with our partners. The objectives in this Strategic Equality Plan reflect the priorities and foundations of the Police, Crime and Justice Plan.

This plan also considers the influences of both Wales and UK policy on our strategic intentions. It seeks to meet any responsibilities placed on policing and criminal justice agencies and arrangements, while respecting the difference between devolved and non-devolved partners.

In publishing this plan, we have identified three priority areas of focus:

- **Objective 1 – Increased confidence and trust in policing** for marginalised and minoritised communities, with a specific focus on race, disability, gender, and sexual orientation.
- **Objective 2 - Develop our organisation and culture** with a specific focus on delivering an inclusive culture with well-informed people and accredited practices.
- **Objective 3 – Enhance our engagement approaches** to strengthen social cohesion and develop more informed communities.

These are set out in more detail in section 4 of this document.

While this plan has been written for all our diverse communities, we have agreed to primarily focus on disability, gender, and sexual orientation for the first two-years, in addition to our existing commitment to anti-racism – recognising both the information provided within our development work and that communities sharing these protected characteristics face the most prominent challenges across policing. This will enable us to better respond to and drive improvements on the key issues and challenges for these communities, such as hate crime, and the quality of policing services they may receive.

Progress against the Strategic Equality Plan objectives will be driven through a Delivery Plan Framework. This will be developed across the OPCC shortly following publication of the plan, and reflect the distributed ownership of our equality, diversity, and inclusion activities across the organisation. Monitoring will be undertaken in a range of ways, including through governance meetings, scrutiny arrangements and public engagement. This is set out in more detail in section 8 of this document.

We will no longer be using the term 'Black, Asian, and Minority Ethnic (BAME) people' to refer to large groups of people from different ethnicities. Instead, we will refer to people of Ethnic Heritage or will use more specific terms when describing different ethnicities.

Our thanks to all who engaged with us during the development of this Strategic Equality Plan. We welcome any additional feedback on this plan, or your experiences of policing in Gwent – should you wish to contact us our details are included at the end of this document.

2.Vision

To be an organisation that is:

- Trusted by our communities and our staff.
- Culturally competent and informed across all areas of diversity.
- Visible in its commitment to positive change and tackling all forms of discrimination.

Guiding principles

Several guiding principles underpin this Strategic Equality Plan.

Our **work with partners** will be integral to the success of this plan. We will use our influence in partnership structures to represent the views of seldom and less-often heard groups, and seek to maximise collaborative opportunities, including for commissioning and community engagement.

Putting children first in all our activities. We will further develop and embed a child-centred approach that ensures the voices and experiences of children are used to inform our work. We will co-produce and develop a **Children and Young People's Charter** to determine how we will work with children and young people and explore their experiences and expectation of Gwent Police.

The **Criminal Justice in Wales Anti-Racism Action Plan** that aims “to make the criminal justice system in Wales fairer, more efficient and more effective with anti-racism as a core value and approach.” There are seven main goals, under which there are more specific obligations for policing:

- Challenge racism.
- Build an ethnically diverse workforce.
- Involve and listen to different communities and take action.
- Be transparent, accountable, and co-ordinated.
- Educate the workforce.
- Promote fairness.
- Focus on prevention, intervention, and rehabilitation.

The full plan can be found online at [Criminal Justice Anti-Racism Action Plan for Wales - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/674447/Criminal-Justice-in-Wales-Anti-Racism-Action-Plan.pdf).

Being **trauma informed** in our work and when interacting with victims and survivors who have been affected by crimes, people who have offended who may have experienced trauma in their backgrounds, and communities who carry generational and systemic trauma. Applying trauma informed practice means being:

- Person-centred – providing choices and giving the person a voice.
- Inclusive – considering culture and characteristics in an intersectional way.
- Building safety and trust – not retraumatising, helping the person feel safe.
- Collaborative – working within and across organisations to support the person.
- Asking “what does this person need” rather than “what is wrong with this person”.

We recognise that some officers and staff are as vulnerable to trauma as anyone else. They may also share these experiences in their own personal lives, and in carrying out their duties be exposed to incidents that affect their judgement or behaviour. To counter this, we need to:

- Work with Gwent Police to educate our workforces on the impact of **Adverse Childhood Experiences** and intergenerational trauma;
- Understand, challenge, and change our own biases;
- Consider the way we work, including through partnerships and in ways that respect people's physical and mental wellbeing.

The impact of intersectionality. Intersectionality means that a person's identity is considered as a whole, rather than in separate bits. We often think about difference in distinct areas – for example, gender, race, sexual orientation, or disability – rather than considering how these areas can overlap and cause different experiences of discrimination and marginalisation. If we only focus on one part of someone's identity, we may miss how other parts create an experience of multiple marginalisation.

For example, an Asian woman wanting to make a report of a crime may experience difficulties due to a lack of adaptations for her ethnicity – such as no interpreter – as well as for her gender – such as no female officer being available to take her statement, when she would feel uncomfortable talking to a male officer. If the lady was also disabled, this would be an additional layer of marginalisation.

The intersectional approach is not about anyone being more worthy of special treatment, but rather an acknowledgement that we all hold multiple layers of identity, which can interact to give us different, and in some instances worse, treatment.

3. About Gwent

The 2021 Census records the total population of Gwent as 587,686 people living within the five local authority areas of Blaenau Gwent, Caerphilly, Monmouthshire, Newport, and Torfaen.

Gwent covers 155,542 square km. The county is economically and culturally diverse, with areas of both affluence and deprivation. The highest levels of deprivation are consistently seen in Blaenau Gwent, with Monmouthshire experiencing greater affluence than the other four areas [[Welsh Index of Multiple Deprivation \(full Index update with ranks\): 2019 | GOV.WALES](#)].

Socio-economically disadvantaged communities present additional policing challenges. They may be more vulnerable to crime, particularly where poverty intersects with characteristics such as race and disability.

Our communities

Gwent has a population of people of ethnic heritage of around 8.6%, rising to around 14.5% in Newport. The most common languages spoken in Gwent, after English and Welsh, are Polish (0.4%) and Romanian (0.2%) followed by Bengali and Arabic (both around 0.14%).

Race/Ethnicity (Gwent)

- 91.4% White British.
- 2.6% Asian.
- 1.5% Mixed.
- 0.8% Black.
- 0.3% Chinese.
- 0.2% Arab.
- 0.4% Any other ethnic group.

Religion/Belief (Gwent)

- 49.8% No religion.
- 40.8% Christian.
- 6.8% Other religion.
- 2.2% Muslim.

Sexual Orientation (Gwent)

On average, 2.1% of people aged 16 and over are lesbian, gay, bisexual, or describe their sexual orientation as other than heterosexual (straight).

Disability (Gwent)

Around 22% of the working age population of Gwent have identified as having a disability as defined under the Equality Act 2010. This is highest in Blaenau Gwent.

Around 0.02% of the population communicate using British Sign Language (BSL).

Welsh Language (Gwent)

Around 20% of the population of Gwent can speak Welsh compared to 29.6% across Wales. Welsh language ability is highest in the Caerphilly Borough.

The Police and Crime Commissioner

The Police and Crime Commissioner, together with the Chief Constable, is responsible for policing in Gwent. The Commissioner ensures that Gwent Police is efficient and effective and seeks to improve performance and standards of the local policing services delivered to our communities. Part of the Commissioner's role is to make sure that local people have a say in how their area is policed and to hold the Chief Constable to account for the delivery of these services.

The Commissioner has several statutory responsibilities which are listed on the website [[Responsibilities | Gwent Police and Crime Commissioner \(pcc.police.uk\)](https://pcc.police.uk)]. In addition, the Commissioner is also responsible for holding the Chief Constable to account for the performance of Gwent Police's officers and staff, including any duties relating to equality and diversity.

Every four years, the Commissioner publishes a Police and Crime Plan which sets out their priorities for policing and tackling crime. In a break from tradition, the new plan includes a focus on strengthening and improving the local criminal justice

system [[Police, Crime and Justice Plan | Gwent Police and Crime Commissioner](#)]. Our commitment to equality, diversity and inclusion is strengthened through the Police, Crime and Justice Plan 2025-2029, which together with the Strategic Equality Plan provides a framework for how we will conduct our business and the outcomes we want to achieve.

Our staff

The Commissioner has a team of staff who undertake a range of roles and responsibilities and provide support in carrying out their duties. Information about the team is published on the Commissioner's website, including the proportion of staff who are women, and (where disclosed) those who are of Ethnic Heritage and those who have a disability [[The Team | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#)].

Our current status

As previously stated, in publishing this plan, we are moving away from our former joint arrangements with Gwent Police. This will enable the OPCC to develop a more enhanced and focused strategic view and governance of our own commitments for equality, diversity, and inclusion while effectively overseeing how Gwent Police delivers against its own priorities.

While specific to the OPCC, the new Strategic Equality Plan 2025-2029 recognises and reflects the common challenges and ambitions for us and Gwent Police, and the partnership work that will continue in order to make best use of our resources and collaborative opportunities.

Our Equality Annual report covering 2023/24 and 2024/25 formed part of the progress review the previous Plan and contributed to the baseline assessment for the 2025-29 Delivery Plan Framework.

Equality Annual Reports are published on our website [[Strategic Equality Plan and Objectives Annual Reports | Gwent Police and Crime Commissioner \(pcc.police.uk\)](#)].

4. Our Equality Priorities and Objectives

OBJECTIVE 1 – INCREASED CONFIDENCE AND TRUST IN POLICING for marginalised and minoritised communities, with a specific focus on race, disability, gender, and sexual orientation.

Desired Outcomes:

- Communities report **higher levels of satisfaction** and positive feelings towards policing in Gwent.
- Diverse communities feel **more empowered to engage** with us on the issues that matter to them.
- **Increased levels of reporting** of hate crime into Gwent Police.
- **Reduced levels of disproportionality** in policing practice (such as stop and search, court/out of court disposals, etc.).

Within two years, we will commit to:

- Undertake specific deep dive scrutiny activity into Gwent Police's hate crime performance and processes.
- Introduce a new process for scrutinising Gwent Police's performance, including representatives from the above groups.
- Implement a new, independent external scrutiny process for the OPCC's Strategic Equality Plan delivery.
- Assign appropriate resource (funding and people) to deliver relevant shared endeavours across policing, criminal justice, and our wider partnerships.

OBJECTIVE 2 - DEVELOP OUR ORGANISATION AND CULTURE with a specific focus on delivering an inclusive culture with well-informed people and accredited practices.

Desired Outcomes

- **Increased diversity** of OPCC staff and volunteers.
- **Increased opportunities for staff learning** and development on equality, diversity, and inclusion matters.
- Business processes and practices **take greater account of equality, diversity, and inclusion.**
- **Greater wellbeing offer to staff** specifically in relation to disability and neurodiversity.

Within two years, we will commit to:

- Introduce a new Positive Action policy for the OPCC in readiness for recruitment opportunities.
- Focus our scrutiny of Gwent Police on effective data collection and recording of protected characteristics.
- Fund equality, diversity, and inclusion training and awareness sessions for staff, managers, and leaders (such as reverse mentoring).
- Embed a whole-organisation approach to equality, diversity, and inclusion governance for the OPCC.
- Achieve accreditation in national equality, diversity, and inclusion standards for the OPCC.
- Revising our funding and commissioning intentions and activity so that they are informed by under- or disproportionately represented diverse groups.

OBJECTIVE 3 – ENHANCE OUR ENGAGEMENT APPROACHES to strengthen social cohesion and develop more resilient communities.

Desired Outcomes

- **Increased social cohesion** within the different communities across Gwent.
- **Greater representation of marginalised and minoritised communities** throughout our engagement activity.
- Effective partnership activity to **understand and address community cohesion issues.**
- **Diverse communities feel more informed** about our work and are aware and assured of how their feedback has been used.

Within two years, we will commit to:

- Identify funding opportunities to support local groups and activities that promote and contribute to improving community cohesion.
- Regular meaningful engagement with the different communities and groups in Gwent, using their views to inform our work and decision-making.
- Identify and implement new engagement opportunities for disabled and LGB+ and Transgender communities and groups to ensure their views and experiences are heard.
- Work with policing and partners to understand and improve community cohesion, ensuring an appropriate response to community issues and concerns.
- Provide information to communities on our work and what we have done in response to their feedback.

Other partner strategies we continue to actively deliver

This plan also considers a range of other strategies and arrangements with relevance to equality, diversity, and inclusion matters and policing. We will play our role in supporting and delivering the activities set out in these plans and partnerships and reflect the outcomes within our annual reporting. Such partner strategies include:

- Welsh Government **Anti-Racist Wales Action Plan**, which contains obligations for policing in Wales under the areas of criminal justice, tackling hate crime, community cohesion, workforce representation and leadership [[Anti-racist Wales Action Plan | GOV.WALES](#)].
- Welsh Government **LGBTQ+ Action Plan for Wales**, which sets out obligations for policing bodies to involve LGBTQ+ people and recognise trans and non-binary people in service and policy design; remove barriers to LGBTQ+ people reporting hate crime; improve the relationship of LGBTQ+ people with policing; target violence against women and girls, domestic abuse and sexual violence in LGBTQ+ communities; and include LGBTQ+ training as part of other equality training in the workplace [[LGBTQ+ Action Plan for Wales | GOV.WALES](#)].
- Welsh Government **Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy** contains six objectives under which the Welsh Government, public services and non-devolved organisations such as the police, will work to tackle violence against women and girls, domestic abuse and sexual violence [[Violence against women, domestic abuse and sexual violence: strategy 2022 to 2026 \[HTML\] | GOV.WALES](#)].
- The **Youth Justice Blueprint for Wales** seeks to develop a youth justice system which treats children with fairness and respect and helps them to build on their strengths and to make positive changes and choices in their lives, while reducing re-offending and strengthening partnership approaches [[youth-justice-blueprint_0.pdf \(gov.wales\)](#)].
- The **Female Offending Blueprint for Wales** sets out the ambitions for the treatment of women in the criminal justice system, including to supporting women to live crime free, positive and healthy lives, and reducing the number of women in the system through earlier intervention [[female-offending-blueprint_3.pdf \(gov.wales\)](#)].
- Welsh Government **Disability Strategic Action Plan** and **Action on Disability: the right to independent living framework and action plan** set out goals for greater inclusion for disabled and learning-disabled people. Areas in which policing can contribute include employment, involvement of disabled people in work to tackle VAWDASV, tackling disability hate crime and harassment, and working in line with the social model of disability which states that barriers to inclusion are environmental rather than in the person's impairment [[Learning Disability Strategic Action Plan 2022 to 2026 \[HTML\] | GOV.WALES](#)]; [[action-on-disability-the-right-to-independent-living-framework-and-action-plan.pdf \(gov.wales\)](#)].

These plans set out the Welsh Government's vision for Wales – in specific sectors, and as the culture of a nation – and the obligations placed on policing will help to ensure we are contributing to the future of Wales as a diverse, inclusive, welcoming nation.

Policing across England and Wales has also agreed priorities under various action plans set out by the College of Policing, the Association of Police and Crime Commissioners (APCCs), and the National Police Chiefs' Council (NPCC).

- The **Police Race Action Plan** sets out its vision for a police service “that is anti-racist and trusted by Black people [[Police Race Action Plan: Improving policing for Black people \(npcc.police.uk\)](https://npcc.police.uk/policy-and-strategy/race-action-plan)].
- The **Policing Vision 2030** set out the College of Policing, the NPCC and the APCCs' joint vision for policing over the decade. The plan evidences a commitment to equality, diversity and inclusion and to increase public trust in the police [[policing-vision-2030.pdf \(npcc.police.uk\)](https://npcc.police.uk/policing-vision-2030)].
- The **College of Policing and NPCC Violence Against Women and Girls (VAWG) Strategy** sets out how police forces should respond to the challenge of tackling violence against women and girls, including challenging sexism and misogyny within policing [[Policing violence against women and girls - National framework for delivery: Year 1 \(npcc.police.uk\)](https://npcc.police.uk/policing-vawg)].

5. Why do we need this plan?

The social and national context

Since the publication of the previous joint Strategic Equality Plan in 2020, there has been a seismic awareness of the impact of systemic inequality and toxic cultures, both within society and policing. The past few years have been marked by several significant, high-profile events, both in the UK and abroad. These have provided a catalyst for systemic and policy changes within policing, criminal justice, and the wider public sector. We continue to witness harm to communities, inflamed by challenging and changing societal, legal and political landscapes across the globe.

With this Strategic Equality Plan we will build on our existing commitments as a public body. We will work to create more positive experiences and outcomes for marginalised and minoritised people in Gwent. We will increase trust in our services, fostering involvement and building real connections with our communities. We want people to feel safer, with more resilient and cohesive communities, confident in the policing service they will receive, should they need it.

The foundations of the Police, Crime and Justice Plan will support and strengthen our success in achieving the commitments set out in this plan.

Legislation

Alongside our underpinning commitments to improve policing culture, rebuild public trust and reduce or explain disproportionality, there are UK and Wales-wide laws which, as a public body, the Police and Crime Commissioner must comply with.

The Equality Act (2010)

The Equality Act protects everyone with a protected characteristic – age, disability, gender reassignment, marital status, pregnancy or maternity, race, religion or belief, sex, and sexual orientation – from discrimination, harassment, or victimisation [[Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/equality-act-2010-guidance)].

Discrimination means treating someone with a protected characteristic less favourably than someone without. This can be direct (for example, refusing to employ someone as a police officer because they are disabled) or indirect (such as requiring all staff to work the same shift pattern, which disadvantages parents of young children or carers of elderly parents).

Harassment means creating an environment which violates a person's dignity, or is intimidating, hostile, degrading, humiliating or offensive: for example, a culture of "banter" in the workplace which is sexist and creates a degrading atmosphere for women.

Victimisation means receiving negative treatment due to being involved with a discrimination or harassment complaint.

It is important to note that a person can be the victim of discrimination, harassment, and victimisation whether they actually hold a protected characteristic, or whether they are perceived to. For example, a Sikh person who is thought to be Muslim and receives Islamophobic abuse as a result, is still the victim of discrimination.

You can also be the victim of discrimination, harassment, and victimisation if you are associated with someone who has a protected characteristic. For example, if you are a man who witnesses sexist behaviour aimed at women in the workplace, this is harassment because the atmosphere is degrading for you too.

Public Sector Equality Duty (2011)

The Public Sector Equality Duty means that public bodies such as police forces and Police and Crime Commissioners must consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees.

It also requires that public bodies have due regard to the need to:

- eliminate discrimination;
- advance equality of opportunity; and
- foster good relations between different people when carrying out their activities [[Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/equality-act-2010-guidance)].

Under this duty, public bodies must also report to the public on what they have been doing in respect of each of the three equality duties above.

Wellbeing of Future Generations Act (2015)

The Wellbeing of Future Generations Act sets out seven areas to improve the social, economic, environmental, and cultural well-being of Wales. These are :



Under this legislation, the Police and Crime Commissioner and the Chief Constable have been invited to sit on a Public Services Board, where they aim to improve the economic, social, environmental, and cultural well-being of Gwent by working to achieve the seven goals set out above [[Well-being of Future Generations \(Wales\) Act 2015: the essentials \[HTML\] | GOV.WALES](#)].

Welsh Language

The Commissioner has set out a commitment to the Welsh language and compliance with the Welsh Language Standards. The Standards aim to promote and facilitate the use of the Welsh language, ensuring that the Welsh language is treated no less favourably than the English language.

We will work to deliver three key priorities:

- To **improve** the range of Welsh Language services offered.
- To **increase** the number of Welsh speakers and learners employed
- To use information obtained from monitoring and tracking to identify areas for **improvement**.

While there is separate and distinct legislation for Welsh language, we consider it as an extension of our equality duties. Compliance with the Standards and progress

against the priorities is reported separately; however, Welsh language is included within our Equality Impact Assessment processes and alongside our Equality Delivery Plan Framework to ensure that consideration is given to advancing equality of opportunity and promoting use of Welsh as part of our daily business.

6. Who this plan is for

This plan has been developed for:

- **Our communities** – to cultivate public trust and confidence in policing in Gwent by acting fairly, professionally, inclusively, and responsively, and build positive relationships with our diverse and marginalised communities.
- **Our staff** – to create a truly inclusive culture that respects and values diversity and challenges inappropriate behaviour, fostering greater trust in our staff and attracting and retaining a more diverse workforce.
- **Our leaders** – to provide effective and transparent leadership that sets the standard for policing in Gwent, visibly demonstrating to our communities and staff a commitment to bring about the changes necessary for us to realise our ambitions for our organisation.
- **Our partners** – to set out how we will work with our partners, across policing and other sectors, on equality, diversity, and inclusion policies and strategies, to improve the experiences and outcomes for our communities.

7. How this plan was made

In preparing for this plan, we undertook an extensive review and analysis of the current landscape for equality, diversity and inclusion which included:

- Community engagement
 - Public survey questions on equality, diversity, and inclusion matters.
 - Feedback from surveys and engagement with children.
 - Engagement with members of the Gwent Police's Independent Advisory Group (IAG) [Independent Advisory Group | Gwent Police](#).
 - Feedback on policing and wider criminal justice through the Welsh Government Disability Rights Taskforce: Access to Justice Working Group.
 - Feedback from the Criminal Justice Wales Community Engagement Network.
- Staff engagement:
 - Results from staff surveys.
 - Survey responses from Staff Networks.
 - Feedback on microaggressions in the workplace.
 - Engagement with Staff Network Chairs.
 - Engagement with OPCC staff.

- Review of OPCC progress against the Strategic Equality Plan 2020-24:
 - Equality, Diversity, and Inclusion Strategic Assessment Paper.
 - Review of OPCC Equality Annual Reports and current position.
 - Mapping of the OPCC's equality, diversity, and inclusion-related activity.
- Review of plans and policies for equality, diversity, and inclusion responsibilities:
 - Criminal Justice Wales Anti-Racism Action Plan.
 - Child Centred Policing Strategy.
 - APCC Equality Framework.
 - Welsh Government plans:
 - Anti-Racist Wales.
 - LGBTQ+ Action Plan.
 - Disability Action Plan.
 - Youth Justice and Female Offending Blueprints.
 - Violence Against Women, Domestic Abuse, and Sexual Violence Strategy.
- Other influences:
 - Gwent Police Culture Strategy.
 - NPCC Policing Vision 2030.
 - Gwent Police values.
 - NPCC Police Race Action Plan.
 - High profile thematic reviews such as Baroness Casey's Review of the Metropolitan Police.
 - The principles set out on the Code of Ethics.

8. How we will deliver, monitor, and measure this plan

Making improvements to our governance of this plan is a specific commitment within our objectives. To provide oversight and ensure that progress is made under each of the commitment areas, we will:

- At OPCC governance meetings, consider and provide feedback on regular updates against the activities and actions in the Delivery Plan and Framework.
- Support and develop independent scrutiny activity and involvement for any matters which would benefit from external oversight.
- Consider related feedback gained through regular community engagement and surveys.
- Consider the outcomes of staff surveys and engagement with the Staff Support Networks.
- Publish an Annual Report to demonstrate our progress and areas for focus for the following year.

- Share Annual Reports with the Police and Crime Panel for Gwent and consider any feedback on the progress achieved.

How we will monitor Gwent Police

To fulfil the duties on the Commissioner in respect of holding to account Gwent Police's performance against its own Strategic Equality Plan, objectives, and activities, and ensure effective oversight and scrutiny of progress and outcomes, we will:

- Agree an appropriate level of OPCC representation at Gwent Police's meetings as set out within its governance structure.
- Engage with any community scrutiny activity implemented and maintained by Gwent Police, providing appropriate support and challenge to ensure effectiveness and progress.
- Monitor and scrutinise performance information relating to measures and outcomes set out in Gwent Police's Delivery Plan and related reports, taking appropriate action in respect of the results of our scrutiny activity.
- Use engagement with staff and communities from diverse backgrounds to understand whether they are experiencing positive change resulting from Gwent Police's approaches to equality, diversity, and inclusion.
- Hold Gwent Police to account for progress made against the commitments set out in its Strategic Equality Plan, specifically in relation to monitoring and scrutiny of its Annual Report, providing feedback on the achievements reported and/or recommendations for improvement as appropriate.

9. Conclusion

While we have achieved much in the last four years there is still more to be done and we remain passionate about making positive changes for our communities. Consequently, this plan is not static and will be reviewed and developed as needed to ensure that we are responsive to the information and feedback we receive from communities, partners, and our staff.

10. Contact information

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