

Equal Opportunity Statement

Dyfed-Powys Police is committed to the promotion of equality in service provision and employment. We will treat our staff and the communities we serve with dignity and respect, as promised in our Policing Pledge.

Equality Legislation

We recognise our legal obligations under the three general duties to promote equality in the areas of disability, gender, and race. These include responsibilities to:

- promote equality of opportunity between people
- eliminate unlawful discrimination and harassment
- promote good relations between persons of different groups

The disability equality duty gives us the following additional responsibilities to:

- take steps to account of disabled people's disabilities, even where this involves treating them more favourably than others
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life

Legislation requires that, as employers, we do not discriminate against people on the basis of:

- Age
- Disability
- Gender (including gender reassignment)
- Race
- Religion or belief
- Sexual Orientation

Legislation also exists to protect workers from less favourable treatment on grounds of fixed-term or part-time working, and trade union membership. Under the Welsh Language Act 1993, we also have a responsibility to give the Welsh and English languages equal status in the conduct of our business, and to improve service provision to Welsh Language speakers in their language of choice.

All Police Officers and Police Staff are reminded of the contents of Police Regulations and Conditions of Service regarding membership of unacceptable organisations. Any organisation that encourages discrimination against any person by virtue of their race, religion or belief clearly contradicts with the general duties for race equality. It is therefore unacceptable for any member of the police service to be an active member of such an organisation.

Membership could involve activities such as participation in leaflet drops, meetings, fund raising, speaking on behalf of, or writing articles for the said organisation. These activities remain unacceptable, regardless of whether or

not an individual is a formal member of the stated organisations. This list of activities is not exhaustive.

Equality of Opportunity in the Workplace

The object of providing equal opportunities in the workplace is to ensure that fair and non-discriminatory treatment is given to all job applicants and existing employees.

This fairness will run through recruitment, selection, training, promotion, specialisation, and career development in general. It will also govern the relationship of all employees to each other.

The force's recruitment, selection, training, staff appraisal, and promotion procedures are frequently examined. This is in order to ensure that individuals are selected and promoted on the basis of merit, fitness and competence, subject only to the restrictions imposed by law.

Dyfed-Powys Police complies with employment monitoring duties, as outlined in the Single Equality Scheme (Objective 11). This includes monitoring the number of staff in post who are of an ethnic minority, female, or disabled.

We will take appropriate action, including positive action, to address any evidence of disproportionality within the recruitment, retention, and progression of our staff.

'Positive Action' is the term used in equality legislation to describe those measures allowed by law to encourage job applications from under-represented groups, or to provide training and support for employees who are under-represented within particular areas of work. The job criteria remain objective, and there is no positive discrimination at the point of selection.

Single Equality Scheme

Dyfed-Powys Police has a Single Equality Scheme (2009 – 2012) which sets out the outcomes we aim to achieve in respect of equality and diversity, and how we plan to achieve them. Our Scheme recognises 7 'strands' of diversity, which are: Age, Disability, Gender (including Transgender), Race, Religion or Belief, Sexual Orientation, and the Welsh Language.

The Scheme includes details of how we plan to promote equality of opportunity between people – for example, between people of different racial groups, and between men and women. Our Single Equality Scheme is published on our external website and intranet site.

Responsibility for Equality

The Force Confidence and Equality Group has overall responsibility for ensuring that we fulfil our equality duties. This Group also monitors progress against our Single Equality Scheme.

Each Head of Department and Divisional Commander is responsible for promoting Dyfed-Powys Police's commitment to equality, and will ensure that this is observed and put into practice, and that breaches of our duty to promote equality of opportunity are dealt with appropriately.

We will ensure that our contractors and suppliers also observe their equality duties in accordance with this statement.

All Line Managers and Supervisors have a duty to ensure that they and their staff conform to the standards of behaviour as set out in the 'Standards of Professional Behaviour' for Police Officers and Police Staff. Any language, literature or behaviour that offends against these standards will not be tolerated.

Our Staff Associations, Staff Support Groups, and Unison support this statement and are actively involved in promoting equality of opportunity for our staff.

In order to achieve its equality goals, Dyfed-Powys Police will provide information and guidance on the equality duties to relevant staff. Every member of staff is issued with a copy of the Equal Opportunities Statement.

Breaches of Equality of Opportunity

Any member of the workforce who considers that this statement has been breached may raise the matter through the Force Grievance Procedure, which is available on our intranet site.

Free and confidential welfare and counselling services are also available for all staff.

Accessible Formats

If you require a copy of this document in an accessible format (for example large print, Braille, or audio), or a summary in a language other than Welsh or English, please contact our Diversity Officer at helen.morgan-howard@dyfed-powys.pnn.police.uk