Diversity, culture & Inclusion

Key Legislation

Equality Act 2010

Consolidates over 100 anti-discriminatory laws into a single framework and aims to protect individuals from unfair treatment in the workplace and wider society. Protected characteristics under the act: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation

Public Sector Equality Duty (PSED)

Requires public sector bodies, including police service, to consider how their policies and practices impact individuals with protected characteristics.

Human Rights Act 1998

Protects the basic rights and freedoms of individuals and includes provisions on non-discrimination

Public Sector Equality Duty

The Equality Act imposes a 'general equality duty' on the public sector. Dyfed-Powys Police must have "due regard" to the need to:

- **Eliminate** unlawful discrimination, harassment and victimisation
- **Advance** equality of opportunity between people who share a protected characteristic and those who do not; and
- **Foster** good relations between people who share a protected characteristic and those who do not.

Protected characteristics – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation

DIVERSITY
EQUALITY
INCLUSION

Diversity refers to the range of differences that exist between individuals, including differences in race, ethnicity, gender, sexual orientation, age, religion, and disability status. Embracing diversity means recognising and valuing these differences and creating an environment where everyone feels respected and included.

Equality refers to the idea that everyone should have the same opportunities, regardless of their background or characteristics. This means treating people fairly and providing equal access to opportunities, resources, and benefits.

Inclusion refers to creating an environment where everyone feels valued and included, regardless of their background or characteristics. It means fostering a sense of belonging and creating an environment where everyone can contribute and participate fully.

The Law

Sex Discrimination (Amendment of Legislation Regulations 2008)

Sex Discrimination Act 1975

Disability Discrimination Act 1995

Equal Pay Act 1970

Race Relations Act 1976

Sex Discrimination Act 1986

Employment Equality (Sexual Orientation) Regulations 2003

Equality Act (Sexual Orientation) Regulations 2007

Employment Equality (Religion or Belief) Regulations 2003

Equality Act 2006

Employment Equality (Age) Regulations 2006

Equality Act 2010

9 Protected Characteristics

Group Task:

How does the Equality Act 2010 change how we police our community and how we treat our own staff?

Understanding Neurodiversity

Neurodiversity is the idea that people's brains work in different ways, and these differences are a natural and valuable part of being human

Dyslexia

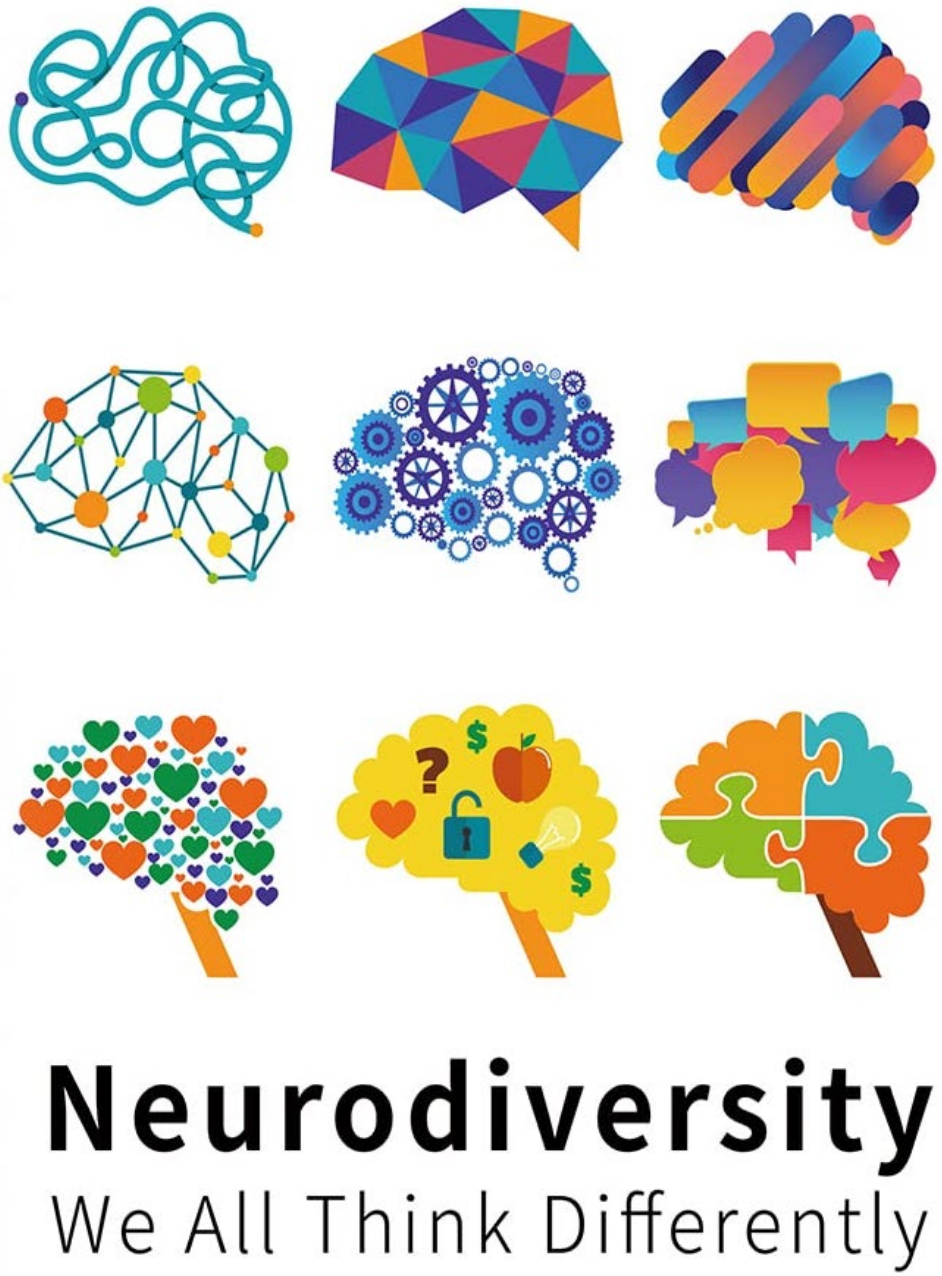
ADHD

Autism

Dyspraxia

The Value of Neurodiversity in the workplace

- Neurodiversity, like all forms of diversity enhances business performance.
- Neuro divergent individuals bring unique strengths, including:
- Pattern recognition
- Analytical thinking
- Creativity and innovation
- Some traits may require *workplace adjustments*, but the benefits are significant.



WHAT ARE REASONABLE ADJUSTMENTS?

Examples of Reasonable Adjustments

01

Working spaces

Having a dedicated space can be beneficial where hot desking is unpredictable and stressful. Rocking footstools, ergonomic seating options, sit/stand desks, can all help to reduce pain and help focus.

02

Deadlines

It can be helpful to have clear deadlines in general. It can also be useful to have internal deadlines which are created in order to provide structure on a long term project. Extended deadlines offered when things are overwhelming

03

Management

Having regular check ins with management covering items such as prioritising, work environment and wellbeing. Give clear instructions and encourage clarifying questions

04

Software

Software to help with task management, organisation, dictation software and mind mapping can be helpful - Government funding via Access to Work may be available for this

05

Meetings

Online meetings with closed captions, sending agendas in advance, sending minutes with action points afterwards, walking meetings, fidget/stim aids encouraged/provided

06

Training/Coaching

Neurodivergence training for all staff, autism/ADHD coaching or therapy for the individual.

07

Quiet Spaces

Quiet area for working and/or breaks can offer a safe space to decompress

08

Sensory Aids

Items such as noise cancelling headphones, loop ear plugs, sunglasses or adaptable lighting where possible.

UK Supreme Court rules legal definition of a woman is based on biological sex

16 April 2025

Summary

- The UK Supreme Court rules that **the legal definition of a woman** is based on biological sex
- Judges say the "concept of sex is binary" while cautioning that the landmark ruling should not be seen as victory of one side over another
- Transgender people still have legal protection from discrimination, the court adds - **read the full 88-page judgement**
- The Scottish government had argued that transgender people

Watch: Campaigners cheer after judge rules on definition of a woman

Live Reporting

New Interim Guidance

- Someone has the detained
- Transgender individuals may request to be searched by someone of their lived gender with ve
exceptions
- Police endeavour to accommodate such requests where
- Officers
carry out such searches.

Police Race Action Plan

University of South Wales
Prifysgol De Cymru

Confidence

- 60% of people from Black backgrounds have confidence in the police, compared to 68% of the general population
- For those from Black Caribbean backgrounds, this is 49%

Stop & Search and Use of Force

- The rate of stop and search for those from the Black community is over four times higher than it is for white people
- Black people are three times as likely to have police use force against them than white people

Careers

- Just 1.3% of police officers are Black compared to 4% of the general population. Underrepresentation at every senior level
- 73% of officers and staff from Black backgrounds have experienced discriminatory behaviour

Trust

- The relationship between policing and Black communities has been damaged.
- The overt racism many of the Windrush generation experienced included policing.
- Stephen Lawrence's murder in London in 1993 and the 1998 Stephen Lawrence Inquiry by Sir William Macpherson.
- The IOPC Operation Hotton report shows the reality that racism still exists in policing.
- In the summer of 2020, nations across the globe were rocked by the outpouring of emotion following the murder of George Floyd.

Heddlu Police
DYFED-POWYS

POLICE RACE ACTION PLAN
NPCC National Police Chiefs' Council
College of Policing

Improving policing for Black people

Experiences of people with Protected Characteristics

Within each group ask yourselves:
What type of message is this putting out there?
And how does it impact people?

SICK BENEFITS 75% ARE FAKING!

DISABLED BENEFIT?
JUST FILL IN A FORM!

9-YEAR-OLD IS JIHADI EXTREMIST!

IMMIGRATION BORDERS, WHAT A MESS!

FIGHTING FOR EQUALITY: WOMEN IN STEM LEADERSHIP

SILICON VALLEY'S HIDDEN CEILING: HOW WOMEN ARE PUSHING FOR STEM LEADERSHIP ROLES

PRIDE VS. PARENTS: THE CLASSROOM BATTLE OVER IDENTITY NO ONE IS WINNING!

THE PRIDE PARADE PAY-OUT: TAXPAYERS REVOLT OVER VIRTUE SIGNALLING COUNCIL BUDGETS

BED BLOCKERS CRISIS: IS AN AGEING POPULATION CRIPPLING THE NATION'S FUTURE?

THE GENERATION GAP: ARE 'BOOMERS' PENSIONS BANKRUPTING THE NATION?

“In your career, you will meet thousands of people. The media will have already given you a ‘summary’ of who they are based on their age, faith, or disability.

Your job – and your oath – is to ignore the summary and read the person. Because a headline never called for help; a human being did”.

Positive Action

Positive action is about creating a level playing field to enable people to compete on equal terms. The positive action measures in the Equality Act 2010 allows employers to take proportionate action that aims to reduce disadvantage, meet different needs and increase participation.

Positive action stops before any part of the selection process – and therefore does not mean providing an unfair advantage to certain candidates because of their Protected Characteristics.

Positive Action

Who is eligible?

The nine protected characteristics as defined by the Equality Act 2010.

The positive action measures in sections 158 and 159 of the 2010 Act allow employers to take proportionate action that aims to reduce disadvantage, meet different needs and increase the participation of people from under-represented groups (provided it is justified and proportionate).

Employee Self Service
iTrent

Enables us to gain a clear picture of our workforce – it will help us to respond to the diverse needs and expectations of the workforce

Helps us understand if there are barriers to certain people within our internal promotion processes

Informs employees and potential applicants that we are committed to equality and to supporting a diverse workforce

Make a more accurate assessment of the impact of certain decisions on our employees when completing Equality Impact Assessments

Helps us identify potential biased behaviour towards our workforce in terms of the application of policy/procedures, this includes PSD investigations

Allows us to satisfy our legal obligations in relation to monitoring and reporting requirements

Welsh Language Standards

Introduced under the Welsh Language (Wales) Measure 2011. Their aim is to promote and ensure the use of the Welsh language in public life, ensuring Welsh speakers have access to services in their preferred language and supporting the growth of the language.

We must comply with the standards and ensure we provide services in Welsh, treat Welsh no less favourably than English, and create a bilingual work environment.

Key Components:

Service delivery: Services provided in Welsh (e.g., correspondence, website, forms).

Operational: Internal processes supporting Welsh (e.g., recruitment, signage).

Policy making: Considering Welsh in policy development.

Record keeping: Tracking and reporting compliance.

Welsh Language Standards

Compliance and Accountability: must ensure we fully comply with the standards. This includes embedding bilingual practices across all functions and promoting a Welsh-speaking culture.

Training and Resources: resources for staff training in Welsh,
ensuring sufficient bilingual materials and technology are available.

Monitoring and Reporting: Regularly review compliance, address gaps.
We report this to the Welsh Language Commissioner.

Strategic Benefits: Enhanced Public Perception,
Inclusivity and Accessibility, Cultural and Economic Growth

Welsh Language Standards

- Ensure that email signatures are bilingual.
- Ensure that you're using a bilingual Out of Office
- Learn your job title and department name in Welsh.
- Use a Welsh greeting in the office: Bore da, Prynhawn da, Hwyl, Da bo'!
- Use Welsh greetings when writing internal emails and answering the phone.
- Open and close meetings using Welsh greetings e.g. Croeso, Bore da, Diolch am wrando.

Welsh Language Standards

The ability to provide a bilingual service to a Welsh speaker can make all the difference – they could be vulnerable or going through a distressing time and expecting them to communicate in English could be an added challenge to them in having to translate their experiences, feelings and emotions.

It’s about respect and accessibility, and our approach is leading the way across the public sector in Wales.

Independent Advisory Group (IAG)

Independent members of the public	Act as Critical Advisors to the Police and OPCC
IAG	
Representative of our communities	Assist us in communicating and engaging positively with our communities

Assist by:

- Reviewing PSD investigations
- Advising during Critical Incidents
- Advising on new policies and procedures
- Undertaking EIA of custody procedures

Staff Support Network & Allies

Dyfed-Powys Police have several Staff Support Networks and Associations which are free to join for all serving members of staff/officers or volunteers employed by Dyfed-Powys Police.

Staff support networks can be a local branch of a national support network, affiliated to a national support network, or be independent of any national group.

RHWYDWAITH CYDRADDOLDEB RHYW
GENDER EQUALITY NETWORK

RHWYDWAITH CYMORTH LLEIAFRIFOEDD ETHNIG
ETHNIC MINORITY SUPPORT NETWORK

RHWYDWAITH CEFNOG ABLEDD HEDDLU • POLICE DYFED-POWYS ABILITY SUPPORT NETWORK

CPA

Staff Support Network & Allies

The networks differ from each other but in general they each provide:

- workplace support to its members,
- support to the organisation in decision making.

Members are given time to undertake network business:

- Each Network is allocated 2 days per month which may be dedicated to Staff Support Network activities;
- Members are provided time to attend network meetings (up to 4 per year) and the Force Embracing Diversity Board.

Full details can be found in the Staff Support Networks Service Level Agreement which is available on the Diversity Intranet Page.

Riddle…

A young boy and his father are on their way home from football practice when a distracted driver crosses the centre line and hits them head on. The father dies at the scene of this horrible car accident, but the boy is still alive when the emergency medical technicians arrive.

The boy is transported to the hospital in an ambulance, and he is taken immediately into surgery. But the surgeon steps out of the operating room and says, "Call Dr Baker to the operating room. I can't operate on this boy - he is my son!”

Who is the surgeon?