All. Together. Better.

Understanding Positive Action.

The Police Uplift Programme

Home Office

College of Policing

NPCC National Police Chiefs' Council

A Positive Action Campaign for the force

Introduction

- We need a more inclusive police force to reflect and better serve our communities.
- Although we are making progress with this, we are still not seeing enough of a diverse wide range of people applying for the police.
- Positive Action can help us get there by creating a level playing field, where everyone has an equal opportunity to join, stay and thrive in the police.

Purpose of This Session

To understand what Positive Action is,
how it benefits us and the ways we can use it.

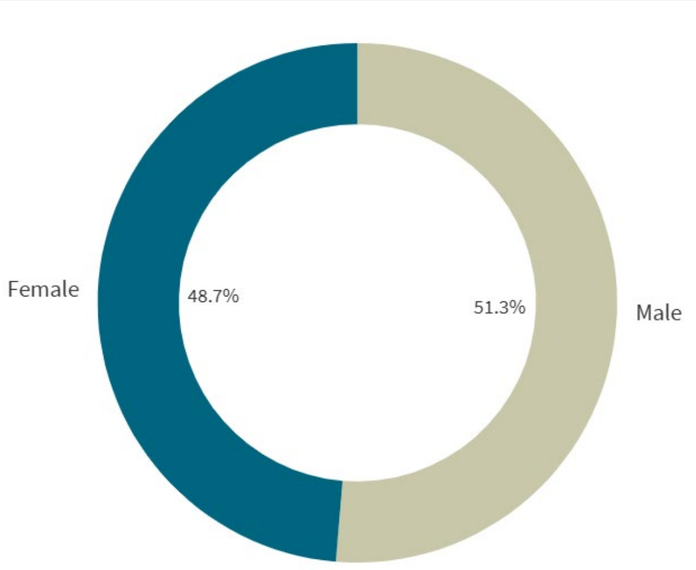
For you to feel confident talking about it, putting it into action, accessing it yourselves and referring others to it.

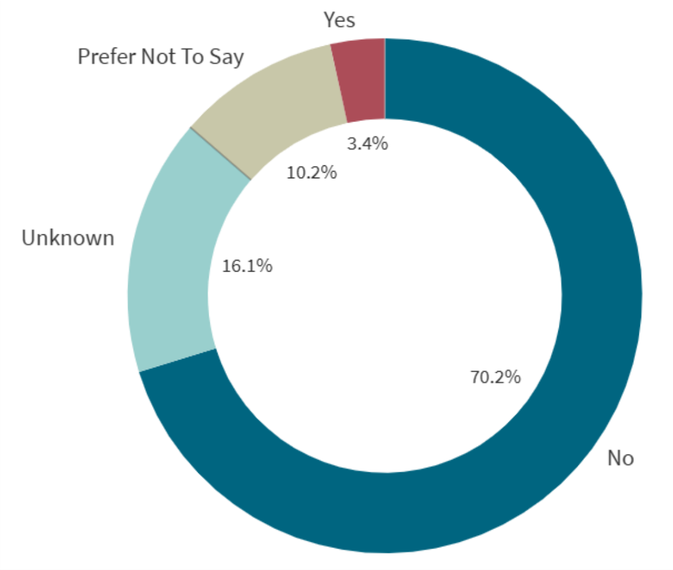
To dispel any myths around Positive Action and not confusing it with Positive Discrimination.

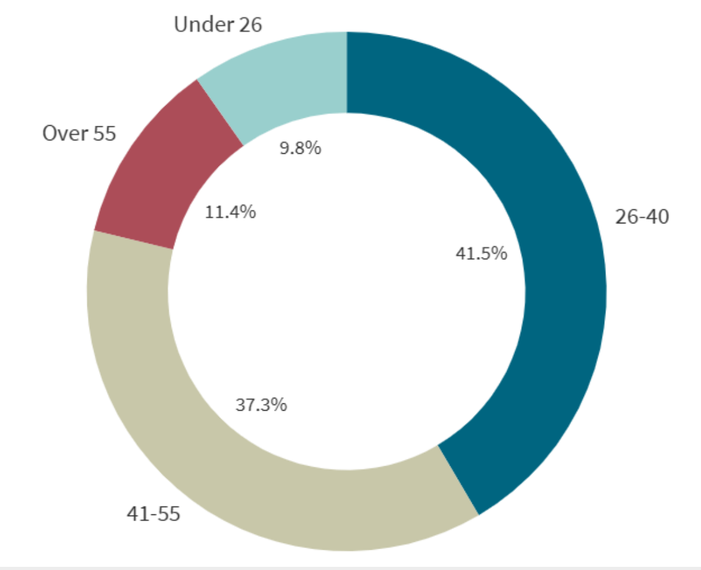
Have a look at this film from the previous ATB Campaign – with police staff explaining what Positive Action means for them and the impact it has had on their career in the force.

Demographics & Protected Characteristics - All Workforce

Worker Type	Headcount
Police Officer	1,348
Police Staff	889
PCSO	138
Specials	29
	2,404







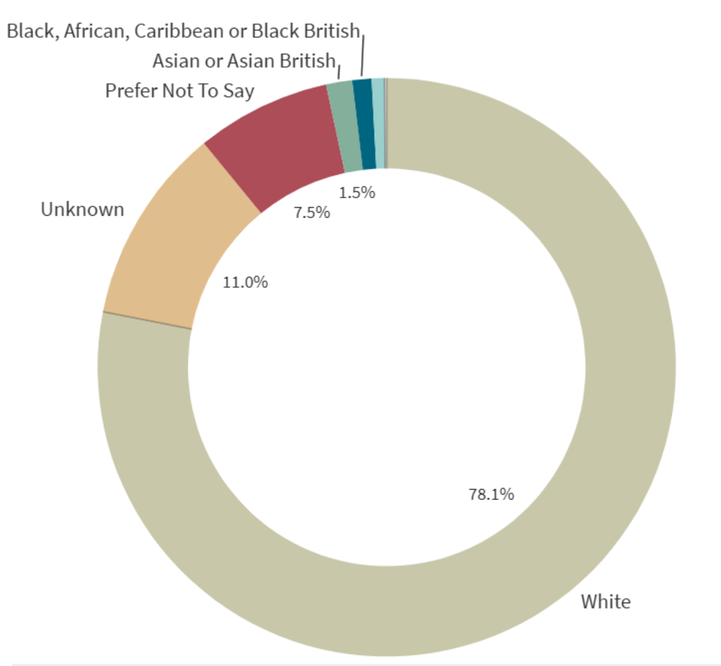
Sex	Headcount	
Male	1,234	51.3%
Female	1,170	48.7%

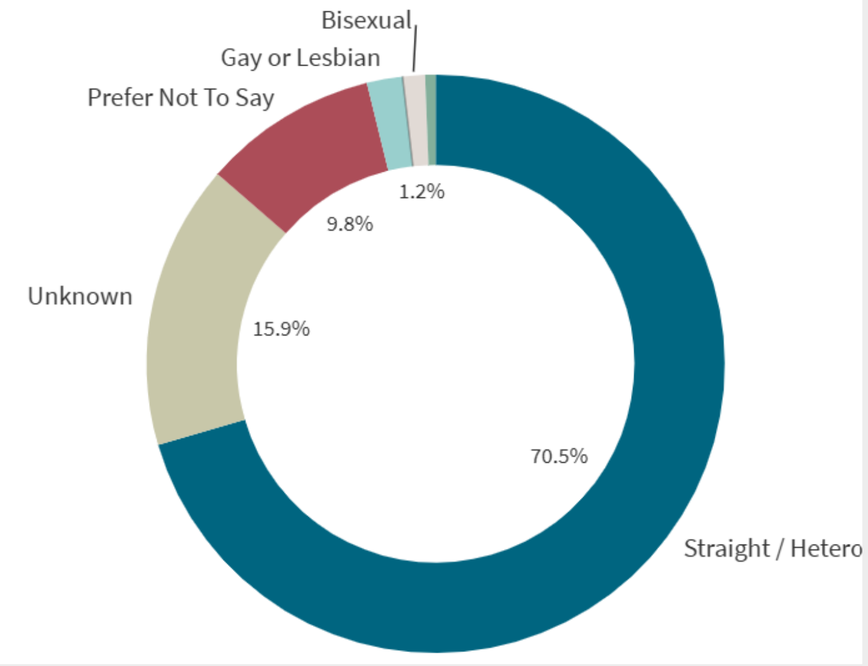
Disability	Headcount	
No	1,688	70.2%
Unknown	388	16.1%
Yes	82	3.4%
Prefer Not To Say	246	10.2%

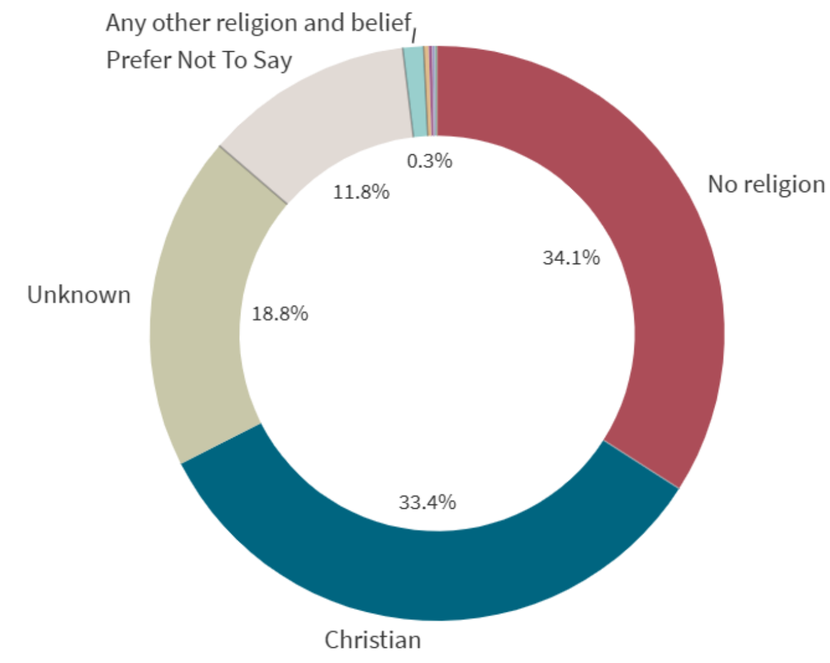
Age Group	Headcount	
26-40	998	41.5%
41-55	896	37.3%
Over 55	275	11.4%
Under 26	235	9.8%

Source : Qlik NWDT, 31st Mar'26

Demographics & Protected Characteristics - All Workforce







Ethnicity 5+	Headcount	Share
White	1,877	78.1%
Unknown	265	11.0%
Prefer Not To Say	181	7.5%
Asian or Asian British	35	1.5%
Black, African, Caribbean or Black British	26	1.1%
Mixed or Multiple ethnic groups	17	0.7%
Other ethnic group	3	0.1%

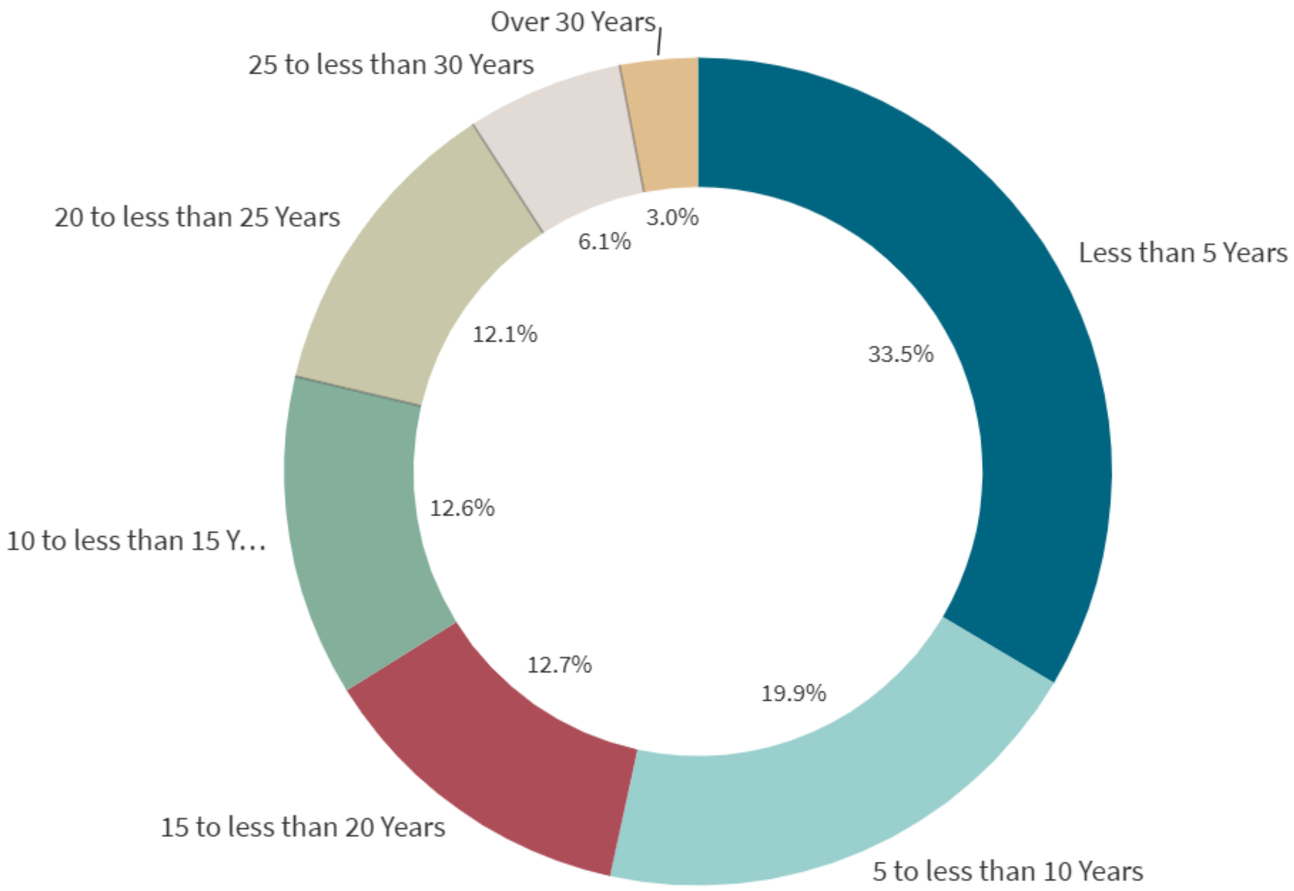
Sexual Orientation	Headcount	Share
Straight / Heterosexual	1,694	70.5%
Unknown	383	15.9%
Prefer Not To Say	235	9.8%
Gay or Lesbian	48	2.0%
Bisexual	30	1.2%
Other	14	0.6%

Religion	Headcount	Share
No religion	819	34.1%
Christian	804	33.4%
Unknown	452	18.8%
Prefer Not To Say	283	11.8%
Any other religion and belief	28	1.2%
Muslim	7	0.3%
Pagan	5	0.2%
Buddhist	3	0.1%
Jewish	3	0.1%

- Overall Ethnicity (Black & Ethnic Minority is headcount is (81) equal to 3.4% share.

Source : Qlik NWDT, 31st Mar 2026

Demographics & Protected Characteristics – All Workforce



- Length of Service

Length of Service Groups	Headcount	Share
Less than 5 Years	806	33.5%
5 to less than 10 Years	478	19.9%
15 to less than 20 Years	306	12.7%
10 to less than 15 Years	302	12.6%
20 to less than 25 Years	292	12.1%
25 to less than 30 Years	147	6.1%
Over 30 Years	73	3.0%

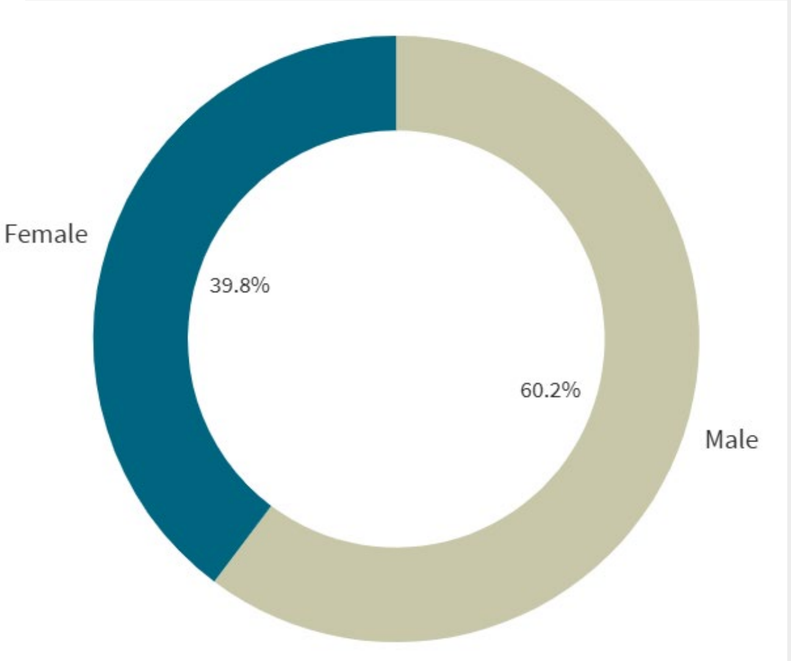
Source : Qlik NWDT, 31st March 2026

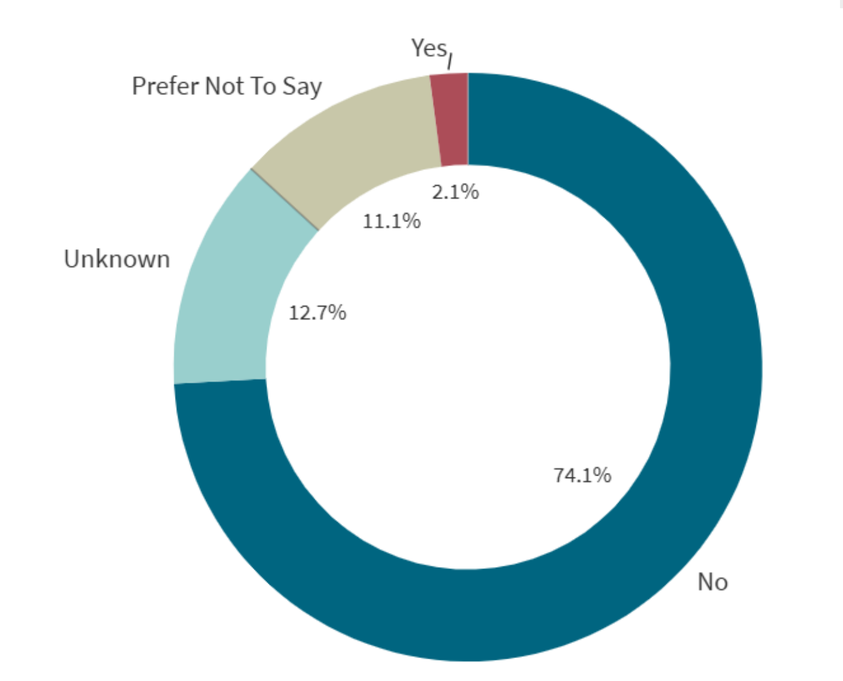
Demographics & Protected Characteristics – Length of Service

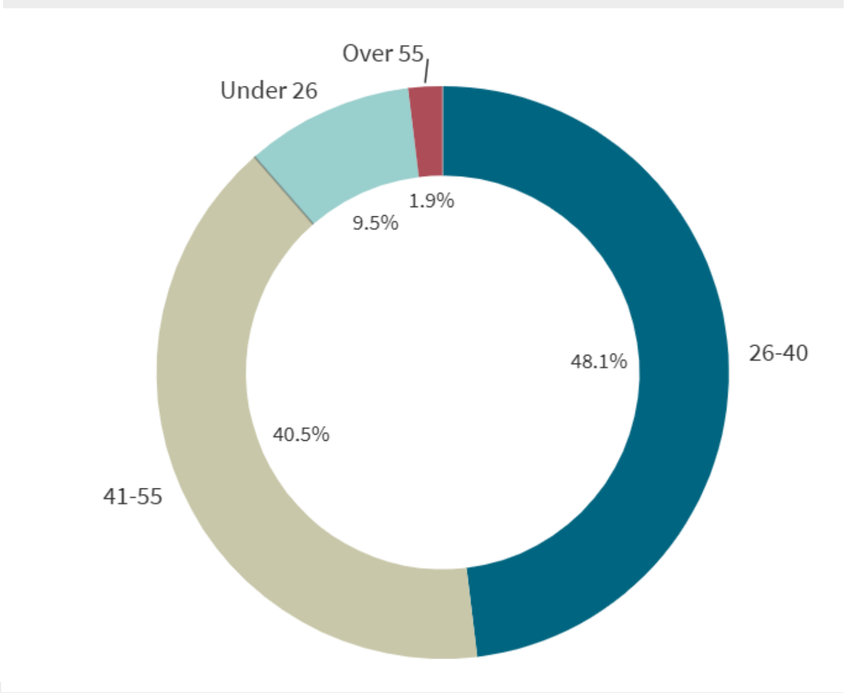
Years Service	All Workforce	Police Officer	Police Staff	PCSO	Special Constable
< 5	806 (33.5%)	406 (30.1%)	339 (38.1%)	48 (34.8%)	13 (44.8%)
5 to < 10	478 (19.9%)	249 (18.5%)	194 (21.8%)	28 (20.3%)	7 (24.1%)
10 to < 15	302 (12.6%)	185 (13.7%)	85 (9.6%)	26 (18.8%)	6 (20.7%)
15 to < 20	306 (12.7%)	195 (14.5%)	87 (9.8%)	22 (15.%)	2 (6.9%)
20 to < 25	292 (12.1%)	210 (15.6%)	76 (8.5%)	6 (4.3%)	0
25 to < 30	147 (6.1%)	94 (7.0%)	48 (5.4%)	4 (2.9%)	1 (3.4%)
> 30	73 (3.0%)	9 (0.7%)	60 (6.7%)	4 (2.9%)	0

Source : Qlik NWDT, 31st March 2026

Demographics & Protected Characteristics - Police Officer







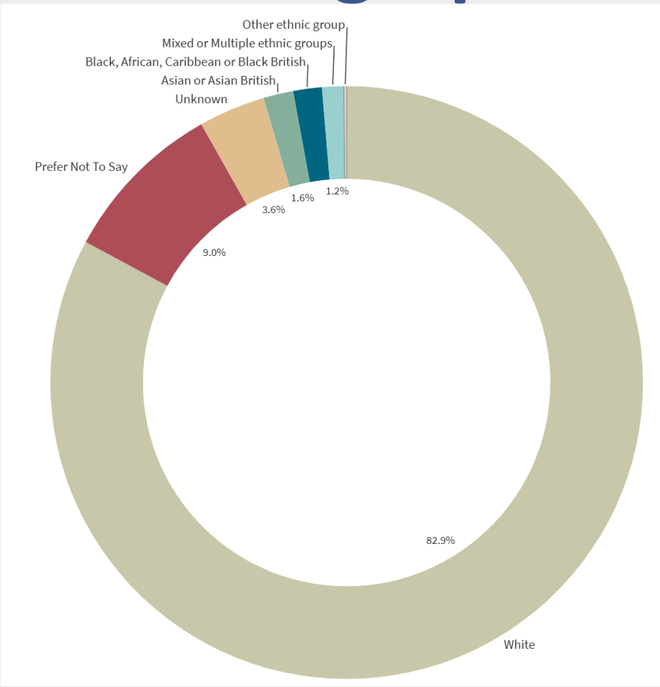
Sex	Dyfed Powys Police		National	ONS Census*
Male	812	60.2%	62.8%	48.9%
Female	536	39.8%	37.2%	51.1%

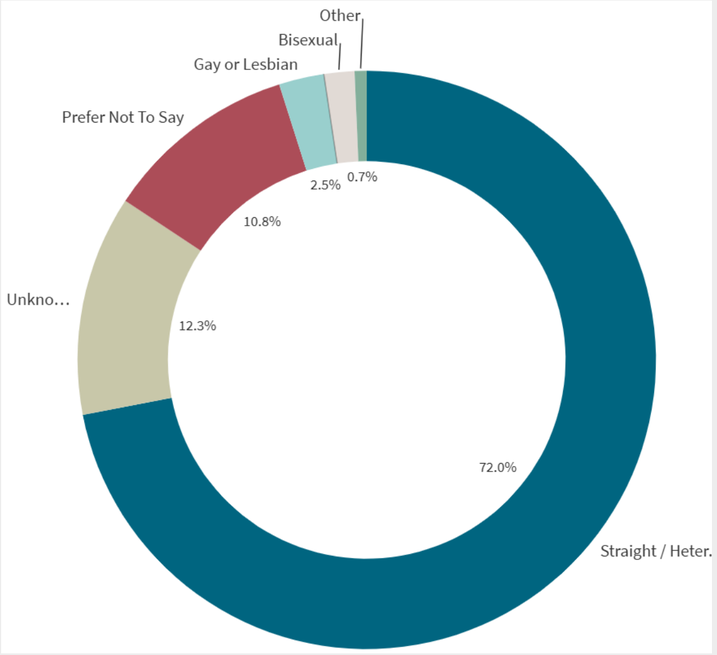
Disability	Dyfed Powys Police		National	ONS Census*
No	999	74.1%	54.2%	78.9%
Unknown	171	12.7%	35.6%	0.0%
Yes	28	2.1%	2.9%	21.1%**
Prefer Not To Say	150	11.1%	7.2%	0.0%

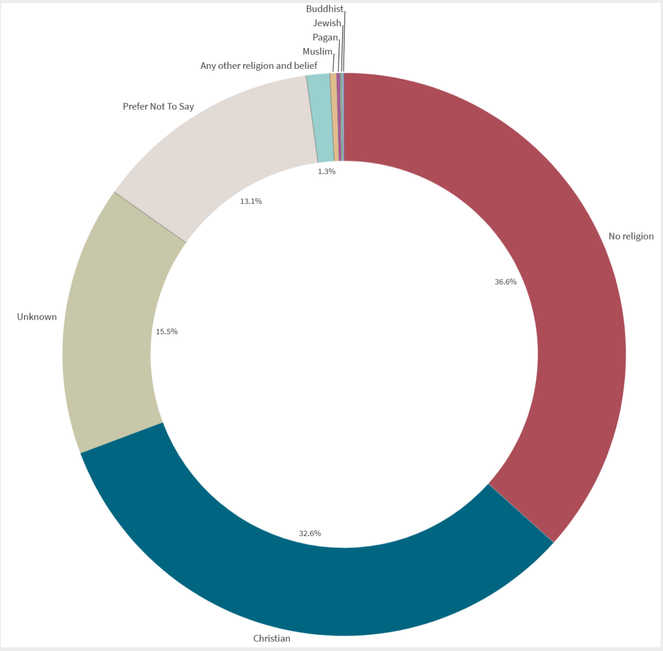
Age Group	Dyfed Powys Police		National
26 – 40	648	48.1%	45.6%
41 – 55	546	40.5%	39.2%
Under 26	128	9.5%	12.5%
Over 55	26	1.9%	2.7%

Source : Qlik NWDT, 31st March 2026, ONS Census 2021

Demographics & Protected Characteristics - Police Officer







Ethnicity 5+	Dyfed Powys		National	*ONS Census
White	1,117	82.9%	88.6%	93.8%
Unknown	49	3.6%	0.9%	0%
Prefer Not To Say	121	9.0%	2.1%	0%
Mixed or Multiple ethnic groups	16	1.2%	2.7%	1.6%
Asian or Asian British	22	1.6%	3.8%	2.9%
Black, African, Caribbean or Black British	21	1.6%	1.3%	0.9%
Other ethnic group	2	0.1%	0.7%	0.9%

Sexual Orientation	Dyfed Powys		National	ONS Census*
Straight / Heterosexual	970	72.0%	59.0%	89.4%
Unknown	166	12.3%	29.4%	7.6%
Prefer Not To Say	146	10.8%	5.3%	0%
Gay or Lesbian	34	2.5%	3.2%	1.5%
Bisexual	23	1.7%	2.8%	1.2%
Other	9	0.7%	0.2%	0.3%

Religion	Dyfed Powys		National	*ONS Census
Unknown	209	15.5%	27.2%	6.7%
Christian	440	32.6%	26.8%	43.6%
No religion	494	36.6%	35.8%	46.5%
Prefer not to say	176	13.1%	5.0%	0%
Any other religion and belief	18	1.3%	1.9%	0.9%
Muslim	5	0.4%	1.7%	2.2%
Pagan	3	0.2%	0.5%	-
Jewish	2	0.1%	-	-
Buddhist	1	0.1%	-	-

- Ethnicity 5+ means that data is broken down into 5 or more categories of ethnicity.

Source : Qlik NWDT, 31st March 2026, ONS Census 2021

The Police Uplift Programme
Home Office
College of Policing
NPCC

Gender Equality Representation of Women Officers

- **Table shows headcount and % of Women officers at each Rank for Dyfed-Powys and Nationally in Q3 and Q4' 25/26.**

Ranks	Dyfed-Powys						National					
	Headcount Male & Female		Headcount Female		% Female		Headcount Male & Female		Headcount Female		% Female	
	Q3	Q4	Q3	Q4	**Q3**	**Q4**	Q3	Q4	Q3	Q4	**Q3**	**Q4**
Constable	982	988	410	412	**41.8%**	**41.7%**	114,053	115,315	44,510	45,284	**39.0%**	**39.3%**
Sergeant	233	237	83	90	**35.6%**	**38.0%**	23,125	23,188	6,925	6,989	**29.9%**	**30.1%**
Inspector	74	76	25	23	**33.8%**	**30.3%**	7,035	6,972	2,028	2,028	**28.8%**	**29.1%**
Chief Inspector	22	22	4	7	**18.2%**	**31.8%**	2,246	2,246	685	696	**30.5%**	**31.0%**
Unknown	0	0	0	0	**-**	**-**	1,389	1,431	538	561	**38.7%**	**39.2%**
Superintendent	13	14	2	3	**15.4%**	**21.4%**	1,065	1,078	334	345	**31.4%**	**32.0%**
Chief Superintendent	4	6	1	1	**25.0%**	**16.7%**	354	349	134	127	**37.9%**	**36.4%**
Assistant Chief Constable	2	2	0	0	**0.0%**	**0.0%**	146	154	46	51	**31.5%**	**33.1%**
Deputy Chief Constable	1	1	0	0	**0.0%**	**0.0%**	55	56	18	19	**32.7%**	**33.9%**
Chief Officer	1	1	0	0	**0.0%**	**0.0%**	53	53	12	13	**22.6%**	**24.5%**
Total	1,332	1,348	525	536	**39.4%**	**39.8%**	149,521	150,842	55,230	56,114	**36.9%**	**37.2%**

- For Dyfed-Powys the % of Female Officers overall has increased by **0.4%** in Q4' 25/26 compared to Q3' 25/26, Nationally the % increased by **0.3%**.

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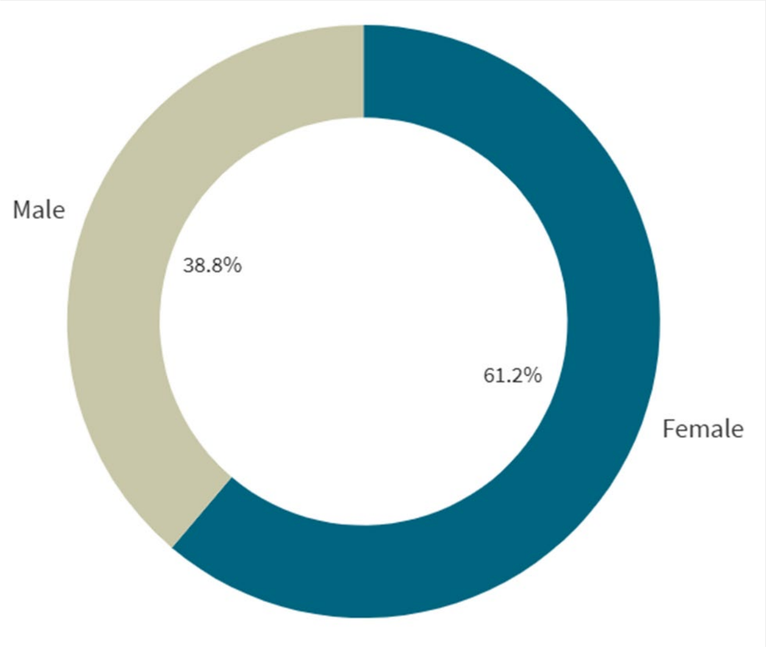
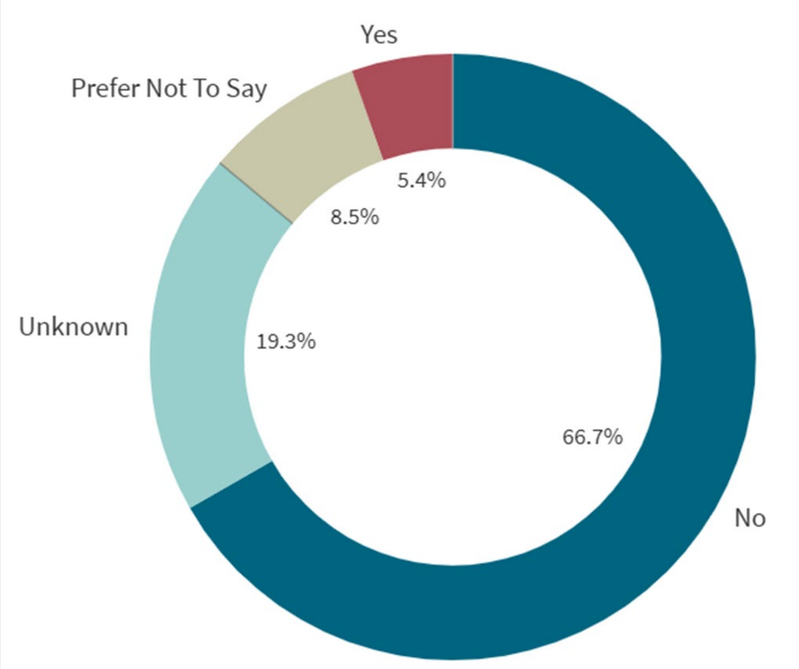
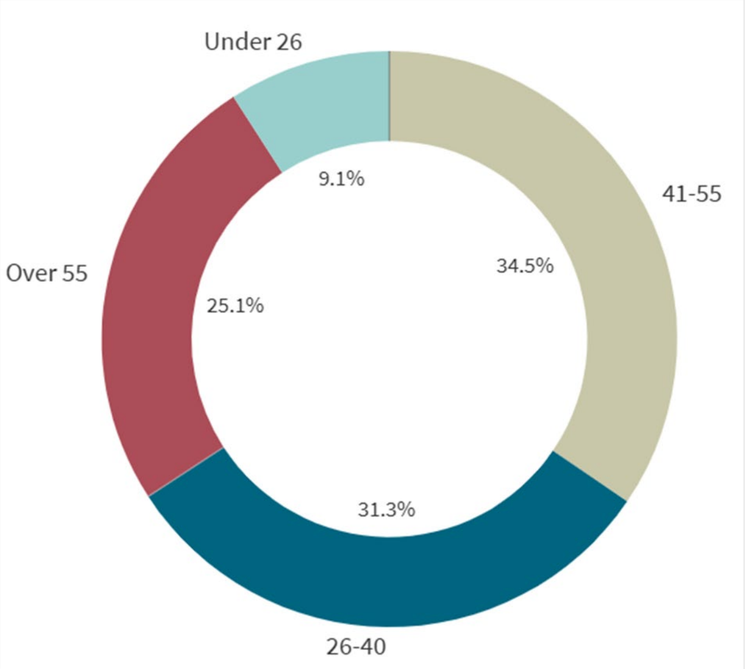
Source : Qlik NWDT
Home Office College of Policing NPCC

Demographics & Protected Characteristics - Police Staff







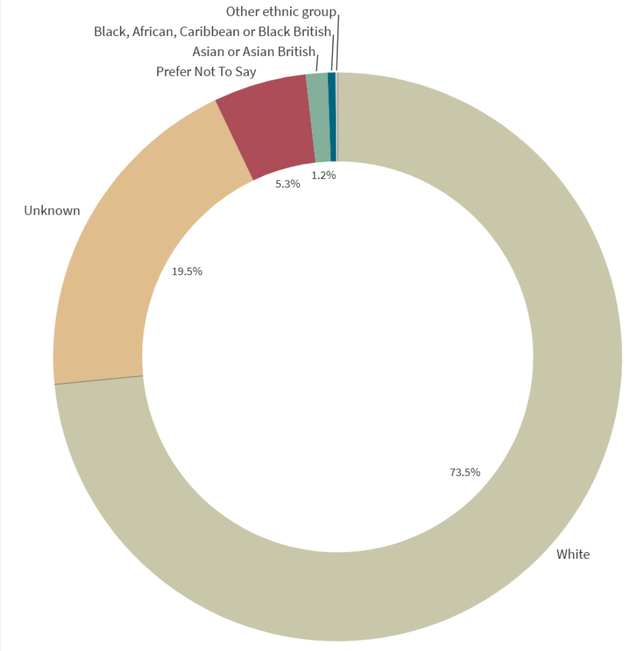
Sex	Headcount	%
Female	544	61.2%
Male	345	38.8%

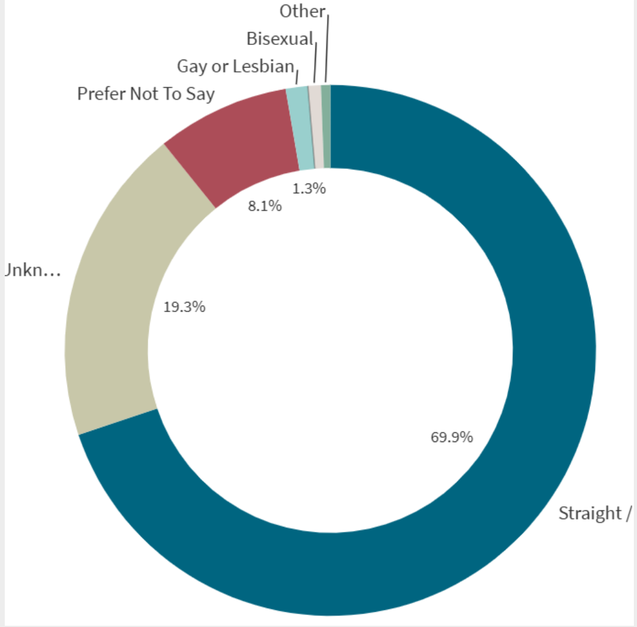
Disability	Headcount	%
No	593	66.7%
Unknown	172	19.3%
Yes	48	5.4%
Prefer Not To Say	76	8.5%

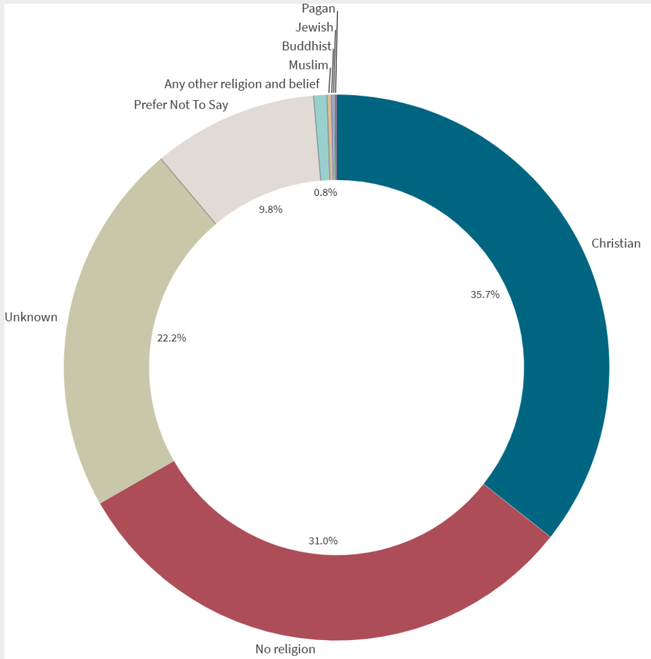
Age Group	Headcount	%
41-55	307	34.5%
26-40	278	31.3%
Over 55	223	25.1%
Under 26	81	9.1%

Source : Qlik NWDT as of 31st Mar 2026

Demographics & Protected Characteristics - Police Staff







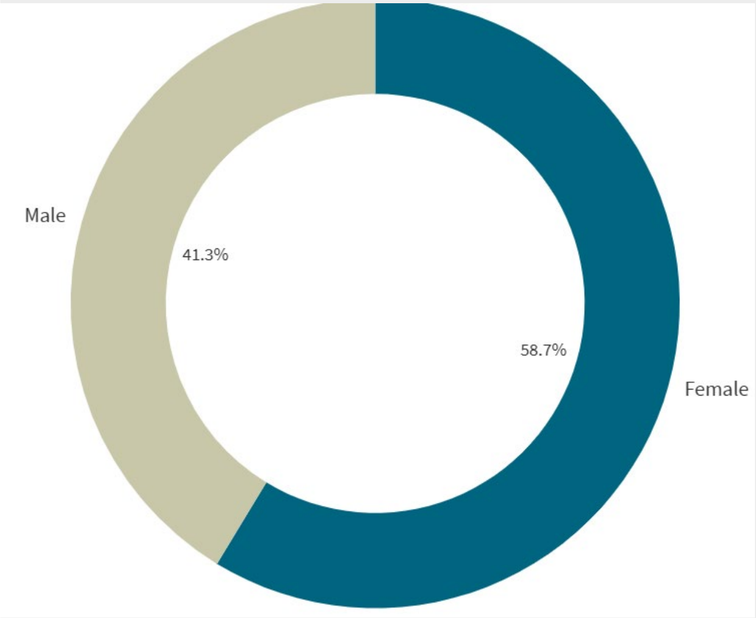
Ethnicity 5+	Headcount	%
White	653	73.5%
Unknown	173	19.5%
Prefer Not To Say	47	5.3%
Asian or Asian British	11	1.2%
Black, African, Caribbean or Black British	4	0.4%
Other Ethnic group	1	0.1

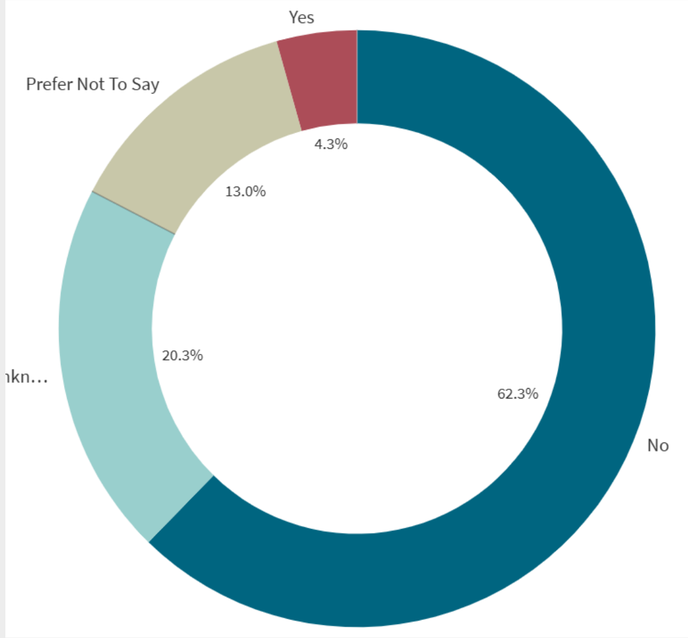
Sexual Orientation	Headcount	%
Straight / Heterosexual	621	69.9%
Unknown	172	19.3%
Prefer Not To Say	72	8.1%
Gay or Lesbian	12	1.3%
Other	5	0.6%
Bisexual	7	0.8%

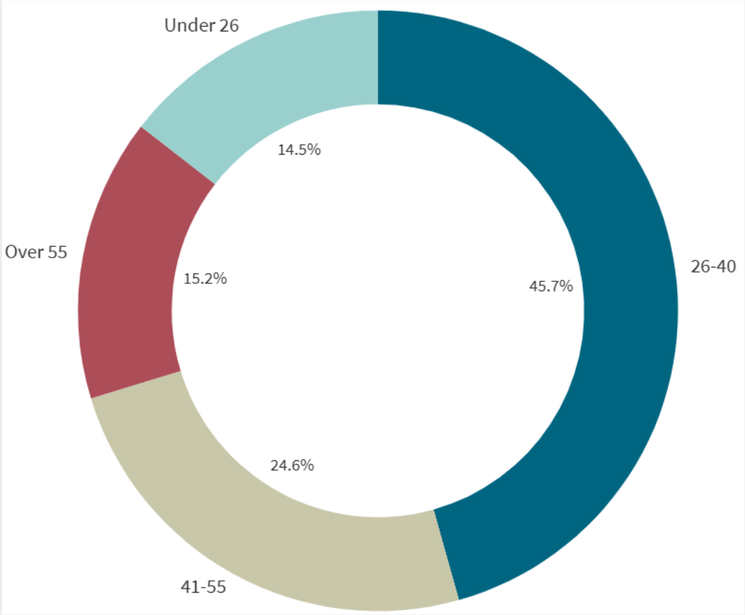
Religion	Headcount	%
Christian	317	43.5%
No Religion	276	30%
Unknown	197	19.7%
Prefer not to say	87	5.5%
Any other religion and belief	7	0.8%
Buddhist	1	0.1%
Jewish	1	0.1%
Muslim	2	0.2%
Pagan	1	0.1%

Source : Qlik NWDT as of 31st Mar 2026

Demographics & Protected Characteristics - PCSO







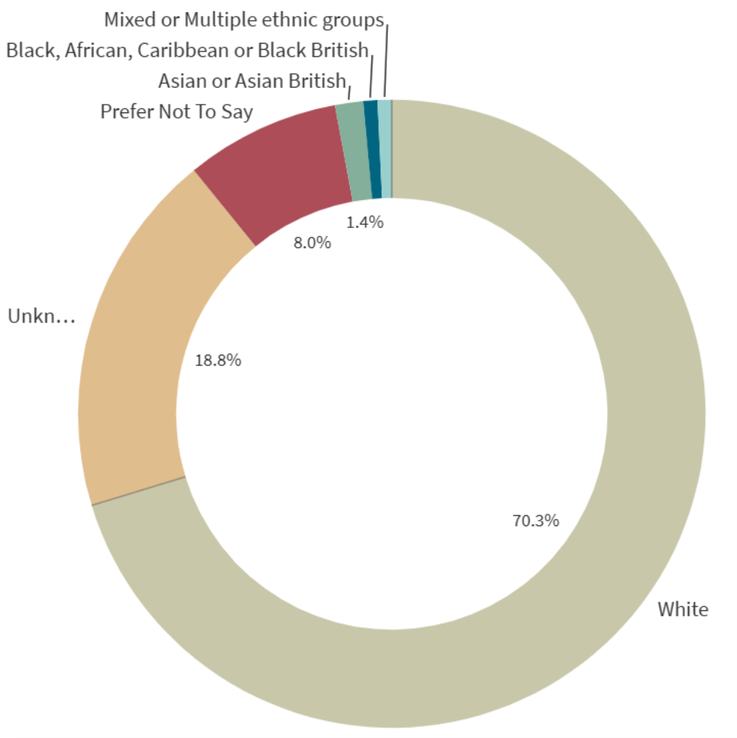
Sex	Headcount	
Female	81	58.7%
Male	57	41.3%

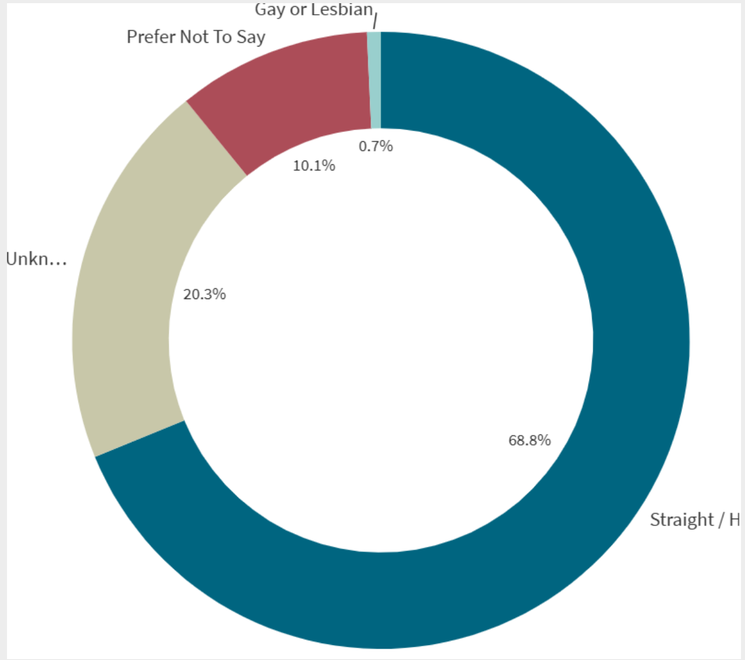
Disability	Headcount	
No	86	62.3%
Unknown	28	20.3%
Yes	6	4.3%
Prefer not to say	18	13%

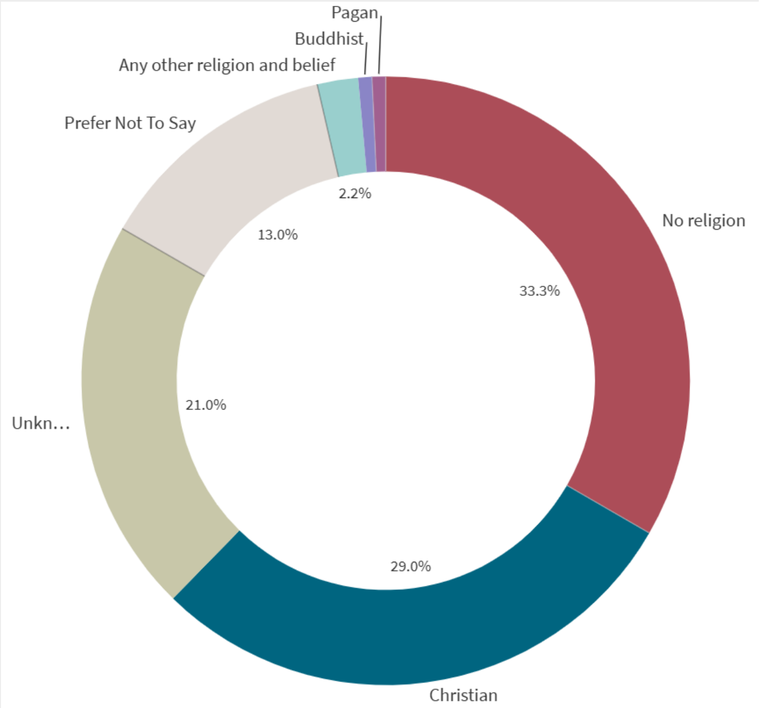
Age Group	Headcount	
26-40	63	45.7%
41-55	34	24.6%
Over 55	21	15.2%
Under 26	20	14.5%

Source : Qlik NWDT as of 31st Mar 2026

Demographics & Protected Characteristics - PCSO







Ethnicity 5+	Headcount	%
White	97	70.3%
Unknown	26	18.8%
Prefer Not To Say	11	8.0%
Black, African, Caribbean or Black British	1	0.7%
Mixed or Multiple ethnic groups	1	0.7%

Sexual Orientation	Headcount	%
Straight / Heterosexual	95	68.8%
Unknown	28	20.3%
Prefer Not To Say	14	10.1%
Gay or Lesbian	1	0.7%

Religion	Headcount	%
Unknown	29	21.0%
Christian	40	29.0%
No religion	46	33.3%
Prefer not to say	18	13.0%
Any other religion and belief	3	2.2%
Buddhist	1	0.7%
Pagan	1	0.7%

Source : Qlik NWDT as of 31st Mar 2026

Welsh Language Data

Headcount and % figures for Police Officers, Police Staff and PCSOs at each Level of Welsh Language (Speaking/Understanding)

	Police Officer		Police Staff		PCSO	
	Q3'25/26	Q4'25/26	Q3'25/26	Q4'25/26	Q3'25/26	Q4'25/26
Level 0 - No knowledge	167 (13%)	103 (8%)	63 (7%)	30 (3%)	9 (7%)	7 (5%)
Level 1 - Greeting	496 (37%)	555 (41%)	373 (43%)	407 (46%)	59 (46%)	65 (47%)
Level 2 - Basic information	229 (17%)	251 (19%)	135 (15%)	141 (16%)	19 (15%)	22 (16%)
Level 3 - Conversational	150 (11%)	142 (11%)	106 (12%)	93 (10%)	16 (12%)	16 (12%)
Level 4 - Formal/conversational	100 (8%)	103 (8%)	94 (11%)	104 (12%)	9 (7%)	6 (4%)
Level 5- Full and accurate	158 (12%)	181 (14%)	93 (11%)	115 (13%)	15 (12%)	20 (15%)

- For all Workforce, there has been a headcount increase of (**143**) holding Welsh Language Levels 1 – 5 this quarter compared to previous.
- The % of Workforce with Level 0 – No knowledge has decreased from 10% in Q3' 25/26 to **6%** in Q4' 25/26.
- Unknowns/No data available for decreased from (39) in Q3' 25/26 to (**13**) in Q4' 25/26.
- Welsh Language Levels are self-defined in some cases.
- Police Staff numbers include custody detention officers.
- Individuals have daily access to update Welsh Level on Trent.

Headcount figures for Police Officers and Police Staff based at Force Communications Centre at each Level of Welsh Language (Speaking/Understanding)

Force Communication Centre	Police Officer		Police Staff	
	Q3' 25/26	Q4' 25/26	Q3' 25/26	Q4' 25/26
Level 0 - No knowledge	0	0	12	4
Level 1 - Greeting	1	1	54	63
Level 2 - Basic information	1	0	18	14
Level 3 - Conversational	2	1	13	13
Level 4 - Formal/conversational	0	2	14	16
Level 5 - Full and accurate	2	1	19	21
Total	**6**	**7**	**130**	**131**

- For Q4' 25/26 the proportion of Police Officers & Staff based at FCC with Welsh Language Level 3 or above is 39%, up from 37% in Q3' 25/26..

Opportunity

- Continuing to build a more inclusive workforce will make our police larger, stronger and more united.
- Recruiting new officers, provides us with an opportunity to continue making **positive changes** to the level of diversity within the forces.
- Over the long run, this continues to help **ease pressures** on our workload, reduce crime and increase trust and confidence for our communities and victims.

Method

Positive action is how we can achieve this

- **We can attract and retain** the best people to make our teams stronger and more effective.
- **Applying it throughout the employee lifecycle** ensures everyone has equal opportunities to thrive.
- **When all colleagues feel valued** and recognised, they are more likely to stay and progress.
- **A more inclusive workforce** will make us better able to understand people's needs and concerns.

Let’s see what we understand about Positive Action

Positive Action is a way to recruit and promote staff on the basis of their protected characteristics, regardless of their ability to do the job

True or False?

Positive Action is about lowering the requirements for entry and promotion in the force for some people

True or False?

If we provide a development programme only open to women, to help female staff compete for management positions

is this PA or PD?

Let’s see what we understand about Positive Action

If we set up a workshop for women from ethnic minority backgrounds who are interested in joining the police to guide them in the application process

is this PA or PD?

If we run a recruitment campaign to increase inclusivity in our firearms department and guarantee interviews to all candidates who are LGTBQ

is this PA or PD?

The Next Steps

To Reflect On

Some things to reflect on when thinking about your own journey of joining and progressing in the police

What challenges/barriers did you face?

What helped you overcome these challenges/barriers?

Following on from the previous point, do you consider the help you received to be Positive Action?

Some Reflective Actions To Take Away

What have you learnt from this session and what can you do moving forward?
We'd like to you to reflect on the following after this session:

- How has all this made you think differently?
- Think about how you can become an advocate for Positive Action and its benefits in your daily interactions.
- Encourage a colleague who may benefit to look further into Positive Action support and interventions.
- Do you feel those with similar/different backgrounds to you have been able to progress in their careers here? If not, how could this improve?

What is DPP doing?

The new Positive Action Strategy was launched towards the end of last year. The Positive Action Officer has a renewed focus on retention and progression, working to ensure that officers, staff and line managers understand what it is and how it can benefit Dyfed-Powys Police. Practical steps have been undertaken, for example, embedding positive action into internal recruitment processes (practical examples include embedding into expression of interest adverts, including information in the next iteration of the leadership prospectus, delivering inputs at leadership training sessions, working with recruitment/talent attraction staff and learning and development team).

Pathways for under-represented groups

Inspire

This is a new offering from our Leadership team within Force with the first pilot taken place on May 2025, the next course is being run in October. It is a 1 Day confidence building course delivered on-line open to any Police Constable or staff colleague not in a supervisory position from any underrepresented group.

Aspire

The College of Policing Aspire programme is aimed at Chief Inspector and Police Staff equivalents from underrepresented groups as a development programme for future senior leaders.

Provision has recently been made within the Force Costed Training Plan to support candidates for 2025/26.

Academi Wales

The Summer and Winter Schools offered by Academi Wales have not recently been utilised. These have now been re-introduced and we have officers/staff due to attend.

Thank you.
Any questions?