



ACTIONS OF PREVIOUS MEETING

Name of meeting: Independent Advisory Group

Date: 20th May 2022

Time: 10:30am

Venue: Headquarters

Meeting Chaired by: Derek Turner

Attendees:-	Derek Turner, Independent Advisor Paul Saunders, Independent Advisor Patricia Rafique, BSL Interpreter Paul Lewis, BSL Interpreter Debra Croft, Independent Advisor Elizabeth Johnson, Independent Advisor Baba Gana, Independent Advisor Gruff Ifan, OPCC, DPP Teleri Williams, Equality Diversity and Welsh Language Manager, DPP Chief Insp Thomas Sharville, Stop & Search, DPP Sian Davies, Equality and Diversity Support, DPP Nia Rees, Positive Action Officer Frances Taylor, Police Conduct
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Apologies:-	Detective Superintendent Huw Davies, Professional Standards
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Action Plan Colours:	Green = Complete Amber = In Progress Red = Not Completed
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No.	Action/Key Decision	Owner	Timescale	Status	Update
IAG/001/200522/A	Sian to arrange for the vetting department to give an input on the force's overall vetting process.	Sian Davies	Next Meeting	Completed	26.05.22 – Sian has queried the department if they are available for the next IAG meeting on the 24 th of August. 27.05.2022 Detective Superintendent Huw Davies has confirmed his attendance for the next IAG meeting.
IAG/002/200522/A	Sian to get in contact with Rob Blowes (previous IAG chair), to make him aware meetings are back face to face and see if he wishes to return to the group.	Sian Davies	Next Meeting	In Progress	
IAG/003/20/05/22/A	Sian to circulate the new IAG Campaign info to Baba Gana. Baba Gana will then circulate the advert within his groups.	Sian Davies	Next Meeting	In Progress	
	Derek Turner suggested that the IAG might benefit from receiving awareness sessions from groups	Teleri Williams	Next Meeting	In Progress	

IAG/004/200522/A	<p>within the community. Teleri will look into arranging one speaker per IAG meeting.</p> <p>An example of this would be inviting a representative from Stonewall, representative from the LGBT+ Staff Support Network and a LGBT+ Liaison Officer.</p>				
IAG/005/200522/I	<p>The force's positive action officer Nia Rees gave an input on the force's positive action work. She showed us data on gender and ethnicity of our current Police Officers. She also shared information with us on applicants who were at their 'accepted offer stage' for all PCSO's, PC's and Police Staff from Jan – March 2022. These figures were 31 Females and 34 Males, therefore overall quite equal.</p> <p>Nia also provided us with statistics of our Welsh Language in force from Jan – March 2022. These being:</p> <ul style="list-style-type: none"> • 28.7% of Police officers have declared they are able to speak Welsh (Level 3 and above) • 36.1% of all Police Staff have declared they are able to speak 	----	----	----	For information of the group

	<p>Welsh (Level 3 and above)</p> <ul style="list-style-type: none"> • 32.3% of all PCSO's have declared they are able to speak Welsh (Level 3 and above) • 59 Officers and 27 staff are yet to declare welsh language ability. <p>Nia also explained that people who are at lower welsh levels do have opportunity in force to attend welsh lessons. Also if they have any lessons in their community they'd send us the details and we pay for them if they're unable to get to HQ for the lessons.</p> <p>Nia also presented graphs on applications that were still in the process of applying for the force looking at both gender and ethnicity figures for Jan-March 2022.</p> <p>Looking forward the positive action officer plans to:</p> <ul style="list-style-type: none"> • Open ended Police Officer recruitment campaign. • Weekly drop-in sessions with the recruitment team arranged – Wednesday 11am to 12pm – link will be circulated to candidates in the process, candidates who have been unsuccessful and 				
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	<p>candidates who are looking to apply.</p> <ul style="list-style-type: none"> • Familiarisation event to be held mid May 2022 in conjunction with LDS, University of South Wales, positive action lead and recruitment team. (Welsh & English event) • Career Familiarisation Event – applications have been sent to schools event planned for the last 2 weeks of June and first 2 weeks of July. • To progress the applicants from UWTSD in our Specials Pre Join campaign. • Transferee recruitment has been confirmed – currently advertising Response, Detective and ARV vacancies force wide. Start date: Monday 26th September 2022 <p>Lastly Nia provided the group with a list of all the work/events/campaigns the force take part in to increase diverse workforce.</p>				
IAG/007/200522/A	Nia Rees to provide Dr Gana with a more detailed breakdown of the force's ethnicity data.	Nia Rees	Next Meeting	In Progress	

IAG/008/200522/A	Based on the protected characteristics, Nia Rees to gather information on the duration staff/officers stay in roles	Nia Rees	Next Meeting	In Progress	
IAG/009/200522/A	Nia Rees to share 'work being undertaken to increase a diverse workforce' with Sian Davies, Sian will then circulate to the group.	Nia Rees/ Sian Davies	Next Meeting	In Progress	
IAG/010/200522/A	Nia to obtain 'drop out figures' from applicants recruitment processes up to the offer accepted stage, this is to see if there are any trends in the drop out figures.	Nia Rees	Next Meeting	In Progress	
IAG/011/200522/A	Nia to plan yearly visits with Baba Gana's association for recruitment workshops.	Nia Rees	Next Meeting	In Progress	
IAG/012/200522/A	Nia Rees to contact Debra Croft to discuss advertising roles within local universities. Sian to provide Nia with Debra's contact details.	Nia Rees / Sian Davies	Next Meeting	In Progress	
IAG/013/200522/I	Independent Office for Police Conduct gave the group an input of their work. They explained how they	-----	-----	-----	For information of the group

	deal with complaints and work closely with force's Professional Standards Departments. They focus on people and areas who have the least trust in policing.				
IAG/014/200522/A	<p>Independent Office for Police Conduct to share their National Stop and Search Report with Sian. Sian will then circulate this document to the IAG members.</p> <p>Frances Taylor to provide website details for Sian to circulate to the group.</p>	Frances Taylor / Sian Davies	Next Meeting	In Progress	
IAG/015/200522/A	A request was made for Frances Taylor (Independent Office for Police Conduct) to find out if they receive many complaints from the deaf community. This information is then to be fed back to the group.	Frances Taylor	Next Meeting	In Progress	
IAG/016/200522/I	Stop and Search cases were reviewed. Chief Insp Tom Sharville provided 3 body worn footage videos of three random S&S cases which the group discussed.	-----	-----	-----	For information of the group
IAG/017/200522/I&A	Chair of the IAG Derek Turner has had no feedback from Strategic Mental Health Group, even though he	Teleri Williams/ Sian Davies	Next Meeting	In Progress	

	<p>doesn't attend the group anymore it was emphasised how important it is to still get those updates to feed back into IAG.</p> <p>Sian and Teleri to look into this for Derek.</p>				
IAG/018/200522/1	<p>Derek updated the group on the evaluation of the section 136 project. This project is on the cusp of starting and has many skilled peer support workers involved. The triage has now gone and the new system is in place which runs a hub in HQ.</p>	----	----	----	For information of the group
IAG/018/200522/1	<p>IAG member Paul made everyone aware of the new 999 British Sign Language – (UK Emergency Video Relay Service) – new app, which is coming soon.</p>	-----	-----	-----	For information of the group

Next Meeting:

24th August 2022

