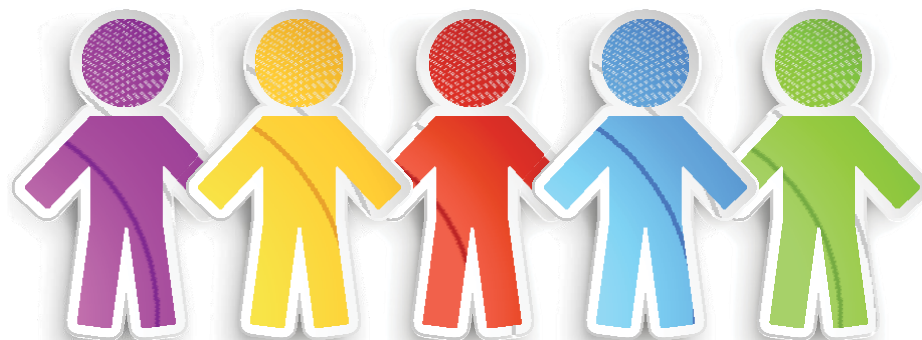




## Dyfed-Powys Police

Information About Employment  
Monitoring of Protected Characteristics  
March 2026



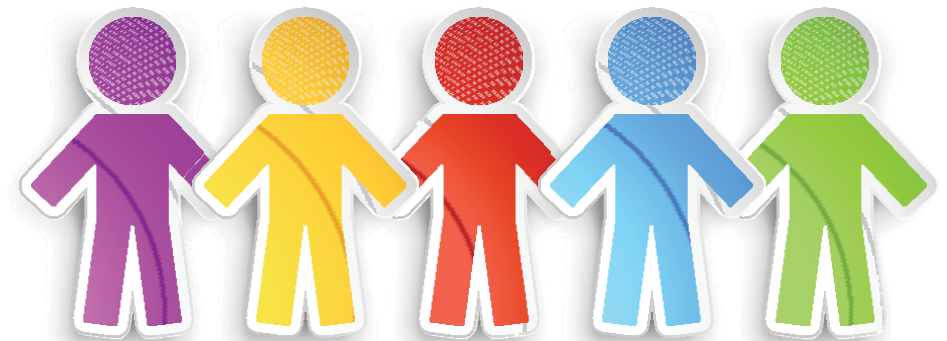
## Dyfed-Powys Police's Public Sector Equality Duty

The Public Sector Equality Duty was established by Section 149 of the Equality Act 2010 and sets out that a public authority must, in the exercise of its functions, have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Equality Act 2010 (Specific Duties) Regulations 2011 provides that a public authority must publish information to demonstrate its compliance with the general equality duty. Information in relation to Employment Monitoring of Protected Characteristics can be located below.

*We do not currently hold aggregated data in relation to all protected characteristics under the Equality Act 2010. Aggregated data about Sexual Orientation and Religion or Belief is held in relation to some of our services and employment practices. After taking advice from the National Trans Police Association in 2008, we decided against collecting data about transgender members of staff or service users, apart from data relevant to hate crimes and incidents. Discussions are currently taking place about whether or not, and how, aggregated data should be gathered in relation to a wider range of services and employment practices, and for all the protected characteristics under the Equality Act 2010.*



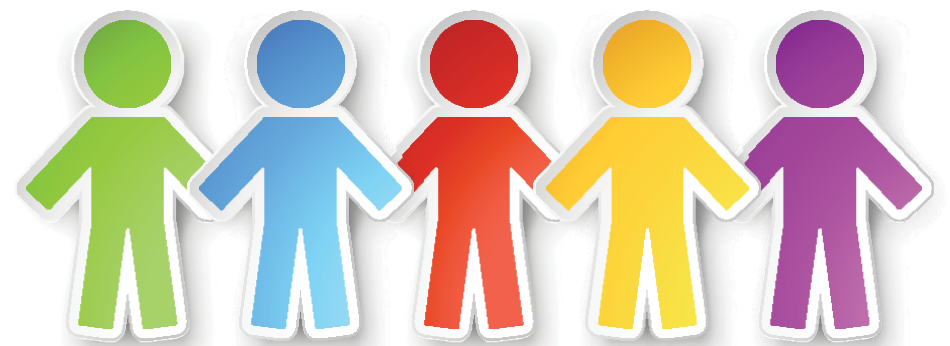
## Strategic Equality Plan 2024 to 2028

Following consultation and engagement with members of our public, and our staff and officers, the following objectives were agreed as the priorities for the Force for 2024 to 2028:

1. Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention, and progression.
2. Addressing and eliminating racial disparities within Dyfed Powys Police and the Office of the Police and Crime Commissioner by implementing policies and practices that promote racial equality.
3. Strengthen our relationships with our communities through proactive community policing and engagement activities.
4. Promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic behavior.

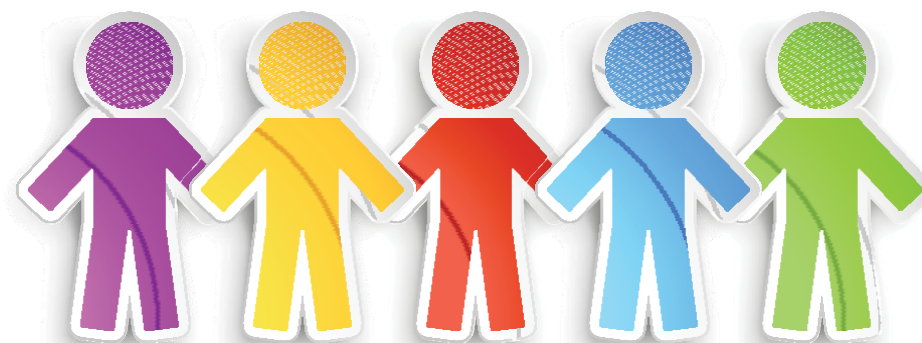
A full explanation of how we identified these equality objectives, together with the actions we plan to undertake can be found in our Strategic Equality Plan 2024-2028. [Our equality objectives | Dyfed-Powys Police](#)

Objective number 1 is 'to Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention, and progression'. The Public Sector Equality Duty is key in ensuring that we are able to monitor and address certain low representation across our workforce.



## Age

Count of Age Band (Excl Career Breaks)	Male	Female	Male	Female	Male	Female	Male	Female	
	26 or Under		26 to 40		41 to 55		Over 55		Grand Total
Police Officer	66	62	360	284	359	187	24	1	1343
Police Staff	38	63	117	225	134	206	114	132	1029
Special Constable	3	3	6	3	8	1	3	2	29
Volunteer	0	2	0	0	3	2	5	4	16
Grand Total	107	130	483	512	504	396	146	139	2417



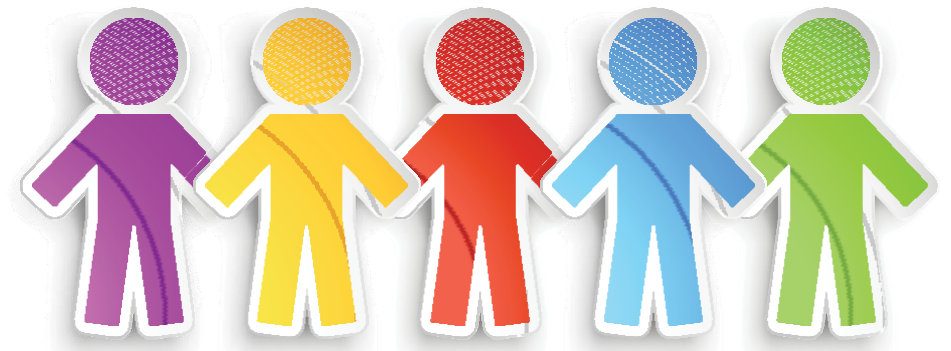
## Sex

Count of Sex (Excl Career Breaks)	Female	Male	Grand Total
Police Officer	534	809	1343
Police Staff	626	403	1029
Special Constable	20	9	29
Volunteer	8	8	16
Grand Total	1188	1229	2417



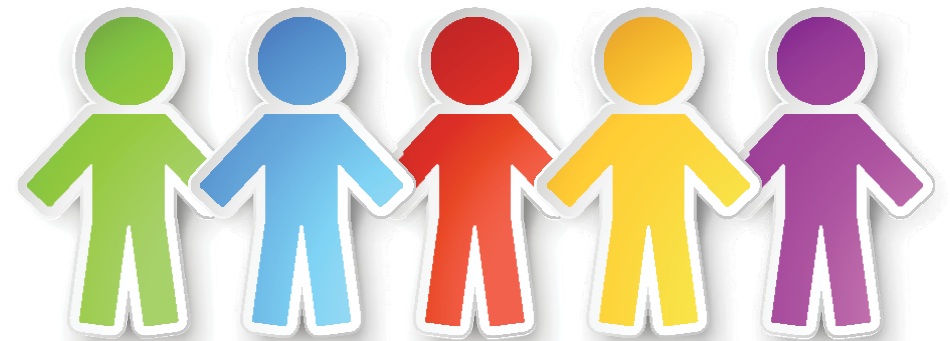
## Sexual Orientation

Count of Sexual Orientation (Excl Career Breaks)	Heterosexual	Bisexual	Gay/Lesbian	Prefer Not To Say	Prefer To Self- Describe	Other sexuality	Not Stated	Grand Total
Police Officer	966	23	35	146	0	8	165	1343
Police Staff	719	7	14	86	0	5	198	1029
Special Constable	8	0	1	3	0	17	0	29
Volunteer	2	0	0	0	0	0	14	16
Grand Total	1695	30	50	235	0	30	377	2417



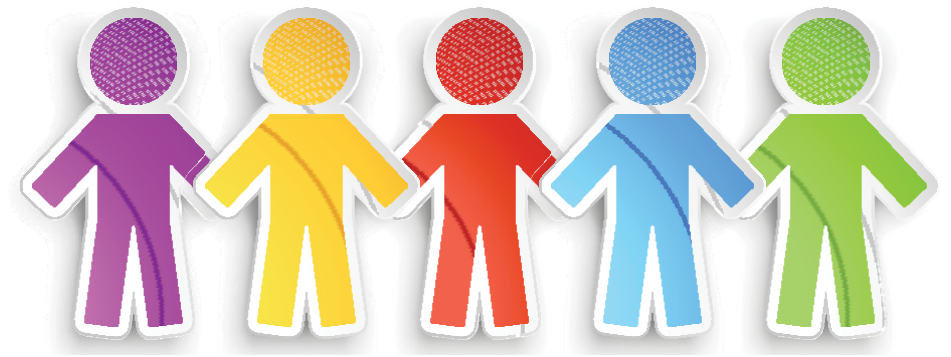
## Disability

Count of Disability Type (Excl Career Breaks)	Disabled	Not Disabled	Prefer Not To Say	Not Stated	Grand Total
Police Officer	28	995	150	170	1343
Police Staff	54	683	94	198	1029
Special Constable	0	10	2	17	29
Volunteer	0	2	0	14	16
Grand Total	82	1690	246	399	2417



## Religion

Count of Religion (Excl Career Breaks)	Buddhist	Christian	Hindu	Muslim	Jewish	Sikh	Pagan	None	Prefer Not to Say	Unknown	Other	Total
Police Officer	1	439	0	5	2	0	3	495	176	204	18	1343
Police Staff	2	358	0	2	1	0	2	326	106	222	10	1029
Special Constable	0	7	0	0	0	0	0	3	2	17	0	29
Volunteer	0	2	0	0	0	0	0	0	0	14	0	16
Grand Total	3	806	0	7	3	0	5	824	284	457	28	2417



## Ethnic Origin

Count of Ethnic Origin (Excl Career Breaks)	White				Mixed					Asian / Asian British					Black			Other Ethnic Group		Prefer Not To Say	Not Stated	Grand Total	
	English / Welsh / Scottish / N.Irish	Irish	Gypsy or Irish Traveller	Any other White Background	White and Asian	White and Black Caribbean	White and Black African	Any Other Mixed Background	Asian-English /Welsh/ Scottish/ N Irish/British	Asian-Indian	Asian – Bangladeshi	Asian - Pakistani	Asian - Chinese	Any other Asian Background	Black-English/ Welsh/ Scottish/ northern Irish/ British	African	Caribbean	Any Other Black Background	Other - Arab				Any Other Ethnic Group
Police Officer	1010	4	1	98	4	4	3	5	16	1	0	1	1	3	18	1	2	0	0	2	121	48	1343
Police Staff	678	1	1	74	0	0	0	1	8	1	1	1	1	1	4	0	0	1	0	1	58	197	1029
Special Constable	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	17	29
Volunteer	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	16
Grand Total	1700	5	2	172	4	4	3	6	24	2	1	2	2	4	22	1	2	1	0	3	181	276	2417



## Welsh Speakers

Count of Welsh Language (Speaking/Understanding <i>(Excl Career Breaks)</i> )	Level 0	Level 1	Level 2	Level 3	Level 4	Level 5	Not Stated	Grand Total
Police Officer	176	493	237	150	98	161	28	1343
Police Staff	74	445	158	123	107	112	10	1029
Special Constable	3	7	4	4	0	3	8	29
Volunteer	1	3	0	0	0	1	11	16
Grand Total	254	948	399	277	205	277	57	2417

