

Positive Action Strategy

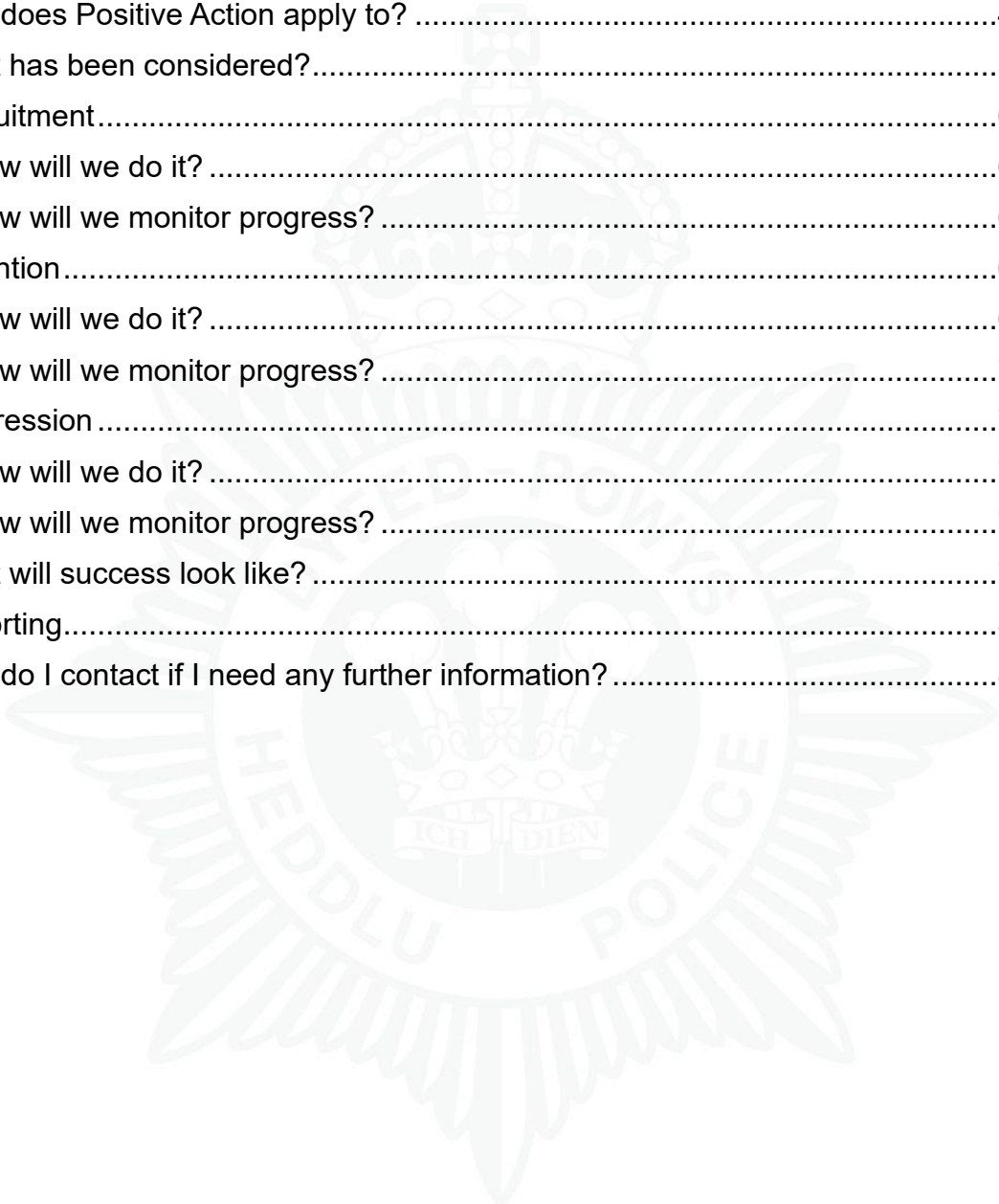
2024-2028





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Purpose of this strategy

Dyfed-Powys Police is committed to recruiting more people from our diverse communities in order to be fully representative of the communities we serve. Here in Dyfed-Powys Police, we recognise the benefits of employing a diverse workforce – a workforce who can bring their own personal experiences and values to work with them.

A workforce which is productive, innovative and above all, inclusive. As such, we aim to encourage people from all walks of life to join Dyfed-Powys Police, either as officers, PCSOs, our varied staff roles or as volunteers. We recognise that there are instances whereby we are not fully representative of our communities, and we aim to address this through the utilisation of positive action. Positive action is not about giving people an advantage over others, it's about identifying inequalities and addressing them – making sure that all applicants are on an equal footing from the outset. This strategy has been designed with the aim of ensuring that this is the case throughout all of our processes.



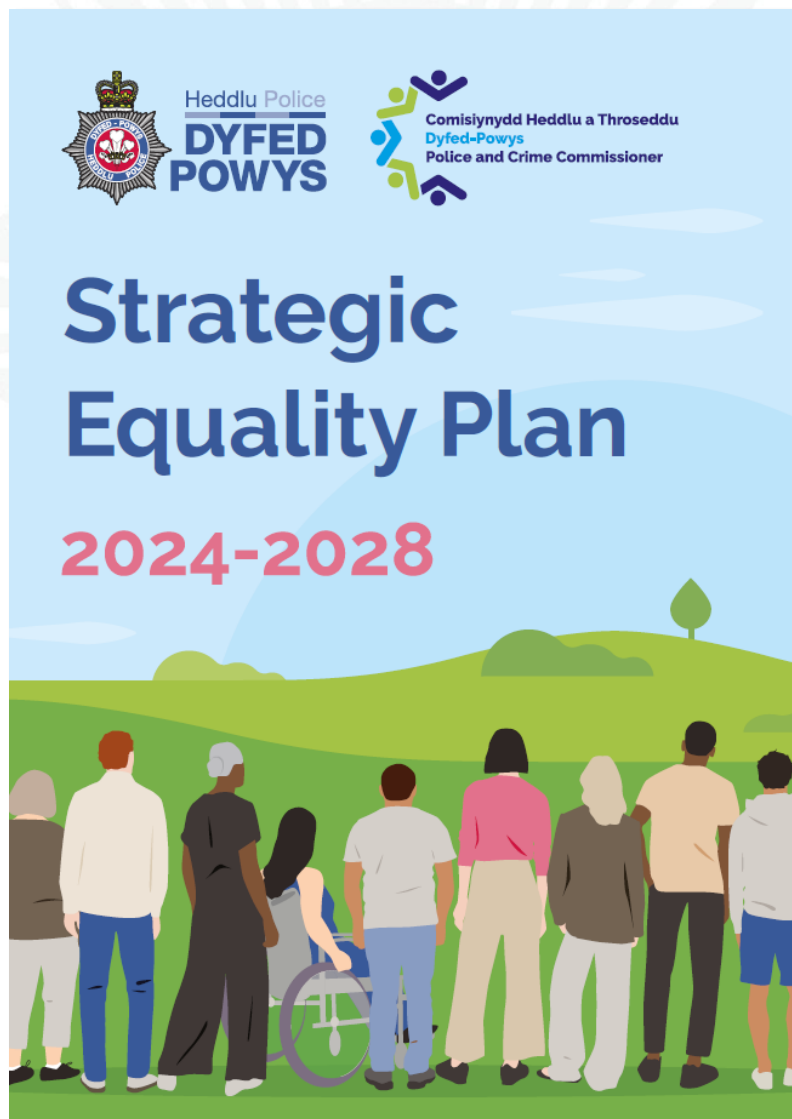


Strategic Equality Plan 2024-2028

Our Strategic Equality Plan objectives are:

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

The full version of the strategy is available on our website together with an easy read version: [Our equality objectives | Dyfed-Powys Police](#)





What is Positive Action?

Positive action is about creating a level playing field to enable people to compete on equal terms. It describes a range of lawful actions that seek to overcome or minimise disadvantages in employment opportunities that people who share a protected characteristic have experiences, or to meet their different needs.

The Equality Act 2010 allows employers to use positive action in recruitment and promotion.

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.

Who does Positive Action apply to?

We are committed to achieving a workforce that is representative of the communities we serve, and in doing so, encouraging individuals from our diverse communities to apply.

The nine protected characteristics as defined by the Equality Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

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).





What has been considered?

In developing our Positive Action Strategy, we've considered:

- Data relating to our workforce and the census data for the area.
- Views and feedback from our Staff Support Networks.
- Results from surveys.
- Gender pay gap data.
- Strategic Equality Plan.
- Consideration of good practice examples from other forces.
- National Police Chief's Council Workforce Representation Toolkit.
- National Police Chief's Council Diversity, Equality and Inclusion Strategy.
- Police Race Action Plan.
- Criminal Justice in Wales' Anti-racism Action Plan.
- HMICFRS: An inspection into Activism and Impartiality.





Recruitment

To ensure that we attract individuals from our diverse communities to apply for staff and officer roles within Dyfed-Powys Police and supporting them in doing so.

How will we do it?

- Continually reviewing and monitoring our application processes in order to identify any barriers in our recruitment process.
- Providing appropriate support to individuals eligible for Positive Action.
- Seeking advice from partners and stakeholders to attract the most talented candidates from all communities, especially under-represented communities.
- Training those who are involved in recruitment about lawful and appropriate positive action measures • Innovative, targeted marketing.
- Diversity and inclusion training within the force

How will we monitor progress?

- Monitoring the recruitment and intake data over time
- Receiving feedback from applicants about the recruitment process

Retention

To ensure that we retain our diverse workforce through effective monitoring and supportive measures.

How will we do it?

- Offering support throughout student officers' and staff training and probationary periods
- Signposting to appropriate support networks for additional support within the workplace
- Investigating and understanding internal issues which may be affecting individuals from under-represented groups, in order to support retaining individuals
- Developing specific assigned projects e.g. Dyslexia Assessors
- Raising awareness amongst managers and supervisors to consider and recognise potential barriers to the retention of staff and officers with protected characteristics and take steps, where possible, to mitigate those
- Building strong working links between positive action work and wellbeing staff





How will we monitor progress?

- Carry out exit interviews to explore reasons for leaving and taking appropriate action to address any concerns.
- Monitor and receive updates on those leaving Dyfed-Powys Police

Progression

To remove barriers to progression identified by our workforce and national research and to positively support our diverse workforce to seek progression within Dyfed-Powys Police.

How will we do it?

- Remove barriers to progression identified by our workforce and national research.
- Encouraging individuals from under-represented groups to step forward for promotion and career progression opportunities (such as temporary or acting postings).
- Providing appropriate support to those wishing to progress • Reviewing promotion and progression processes and policies.
- Scrutinising promotion boards to identify any unconscious bias or potential barriers to progression.
- Raising awareness amongst managers and supervisors to consider and recognise potential barriers to the progression of staff and officers with protected characteristics and take steps, where possible, to mitigate these.

How will we monitor progress?

- Monitoring workforce data over time.
- Feedback forms from applicants going through the process.

What will success look like?

- A workforce which is more representative of the local demographic at all stages of employment and at all ranks and levels, which includes recruitment, retention and progression.
- Increased confidence of staff declaration of protected characteristics.
- Improved staff engagement in positive action activities.
- Improved community engagement in positive action activities.
- Ensuring pay parity.





Reporting

This strategy shall be managed by the Positive Action Officer. An update report will be produced and published on the Dyfed-Powys Police website annually.

Who do I contact if I need any further information?

If you have any comments in relation to this strategy and how we can develop our work in this area, then please feel free to contact our Positive Action Officer on the below contact details.

Telephone: 101

Dyfed-Powys Police has a non-emergency text service for people who are deaf, hard of hearing or speech impaired. You do not have to register to use this service but it would assist Dyfed-Powys police if you did provide us with your contact details.

Email: PositiveActionTeam@dyfed-powys.police.uk

Website: www.dyfed-powys.police.uk

