



De Cymru
Comisiynydd yr Heddlu a Throseddau
Police and Crime Commissioner
South Wales

Police Accountability and Legitimacy Group (PALG)



Information Pack

Overview of Purpose

Terms of Reference

Chaired by: Chief Executive

Frequency: Quarterly

Secretariat Responsibility: Commissioner's Team

Attended by

Commissioner's Team: Chief Executive, Head of Scrutiny & Assurance, Public Response Manager, Engagement & Assurance Officer and other members of the Commissioner's team as appropriate and dependent on subject matters.

South Wales Police: Deputy Chief Constable, Assistant Chief Constables (as relevant), Head of Corporate Services (and other officers/staff by invitation as relevant).

Overall Purpose of Board

To enable external organisations and independent advisers to act as critical friends to South Wales Police, supporting the Police & Crime Commissioner in his scrutiny role, and ensuring that South Wales Police is accountable, transparent and legitimate.

Specific Panel Functions

- To provide robust challenge and constructive support to appropriately influence the legitimacy and fairness of South Wales Police policies and practices.
- To assist the Commissioner in proactively promoting fair treatment and legitimate practices across the South Wales Police working environment and in dealings with the communities of South Wales.
- To provide independent oversight and scrutiny of South Wales Police in respect of:
 - Fairness at work issues
 - Encouraging diversity in the workplace
 - The use of policing powers (including stop search and use of force)
 - The accessibility and transparency of the police conduct and complaints system
 - Policy, project and practice development and implementation
 - Engagement and interaction with the public

- Progress against equality objectives set as part of the Equality Act Specific Duties.
- To provide an external perspective on policing issues in terms of their impact on public perceptions and the community, including victims and offenders.
- To provide a 'critical friend' perspective on the promotion of equality, diversity, inclusion and accessibility across South Wales Police for all protected characteristics under the Equality Act 2010.
- To provide recommendations to reduce any inequality in policing and to improve public perceptions of the police
- To monitor the progression of relevant inspectorate recommendations
- To share research and best practice to ensure that the best approaches are considered in South Wales Police

Panel Attendance and feedback

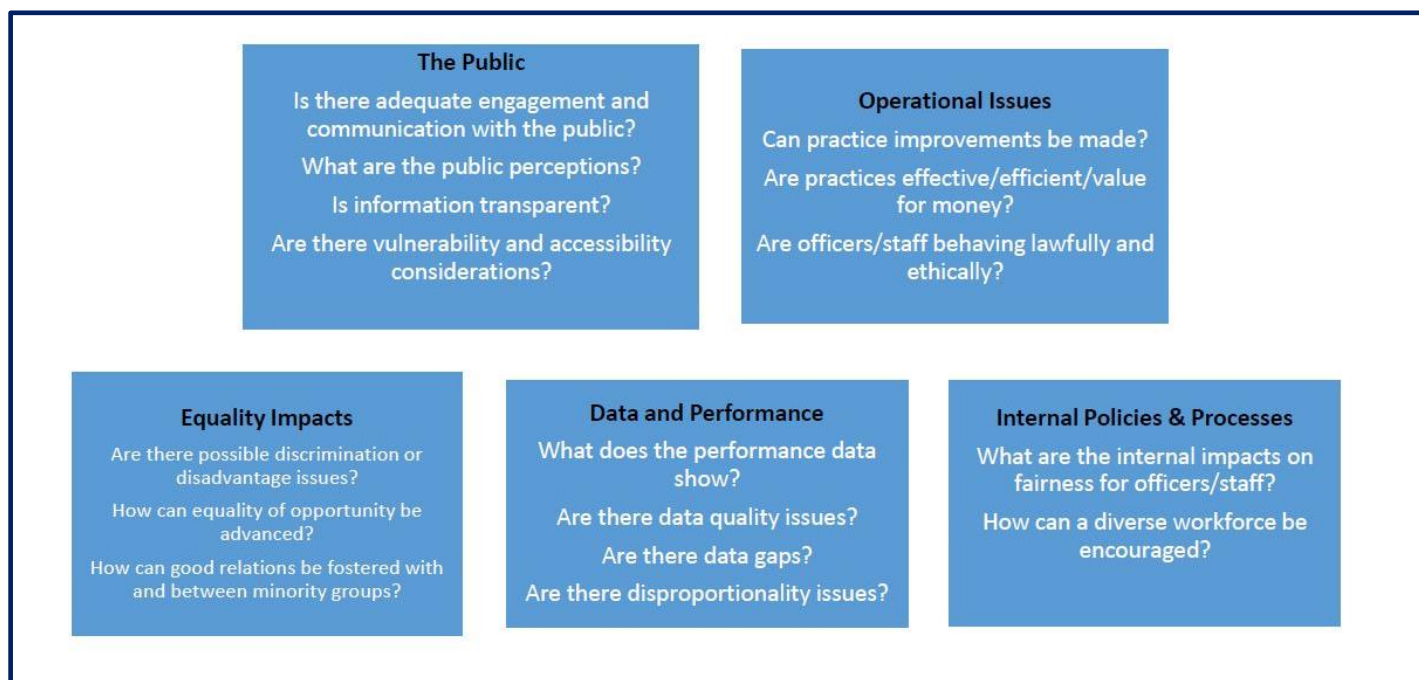
- PALG Members will be expected to attend meetings as often as possible and provide apologies in advance if they are unable to attend. Where an organisation has not been represented for 3 consecutive meetings, it may be asked to stand down in order that another organisation can take its place.
- The Chair and Commissioner's Team will ensure that PALG input and feedback is reported through the South Wales Police governance structure and utilised as far as possible. PALG members will be kept informed of how their feedback has led to action and/or change.

Organisations Represented

1. [Council for Wales of Voluntary Youth Services \(CWVYS\)](#)
2. [Disability Wales](#)
3. [Ethnic Minorities & Youth Support Team Wales](#)
4. [Equality and Human Rights Commission](#)
5. [Gofal](#)
6. [Gypsies and Travellers Wales](#)
7. [Hafal](#)
8. [Learning Disability wales](#)
9. [Older People's Commissioner for Wales](#)
10. [Race Equality First](#)
11. [South Wales Victim Focus](#)
12. [Sport Wales](#)
13. [Victim Support](#)
14. [Welsh Refugee Council](#)
15. [Welsh Government](#)

Our membership also includes Independent Advisors representing Lesbian, Gay, Bisexual and Transgender groups as well as neurodiversity.

Themes for ongoing consideration



- How effectively is South Wales Police keeping people safe, and reducing and tackling crime and anti-social behaviour?
-
- How effectively is South Wales Police working to prevent crime and anti-social behaviour?
- How effectively is South Wales Police protecting those that are vulnerable?
- How effectively is South Wales Police supporting victims?

PALG Member Feedback and Outcomes

Meeting date	Key Agenda items	Panel Comments/Recommendations/Feedback	Outcome
2017 MEETINGS			
06/06/2017	1. <u>Overview of group purpose</u> 2. <u>Draft Terms of Reference</u> 3. <u>Hate Crime Victim Satisfaction</u> (Presentation on qualitative data research findings)	<ul style="list-style-type: none"> More detailed breakdowns of those surveyed versus those experiencing hate crime in the reporting period would be helpful. Details to include protected characteristics and demographics. Include 'Roma' in future terminology and discussions on Gypsy and traveller communities 	<p>All subsequent Hate Crime Victim Satisfaction reviews include comparable performance data and victim demographic breakdowns.</p> <p>Included</p>
11/12/2017	1. <u>Use of Force:</u> Presentation and Discussion 2. <u>Stop and Search:</u> - Performance - Educational video - Know your rights card 3. <u>Communication and Engagement:</u> - Hate Crime Awareness animation	<ul style="list-style-type: none"> A breakdown of the numbers of use of force data by ethnicity to be compared with population ratios for ethnicity. This would provide a clearer picture on possible disproportionality. Stop search information may not be conveyed to members of the public in a way that is easily understood (particularly during a stop search encounter). Share Hate Crime animation with Schools Liaison Programme and Children's Commissioner to increase outreach. 	<p>Requested for future data sets</p> <p>The Commissioner's team has begun to conduct dip sampling of body worn video to check for civility and explanations given to the public. The Commissioner's new Engagement Strategy includes a number of commitments on stop search engagement with the public.</p> <p>Shared</p>
2018 MEETINGS			

<p>06/03/2018</p>	<p>1. <u>Equality Annual Report:</u> - Overview of objectives - Progress update</p> <p>2. <u>Discussion on future Equality objectives.</u></p> <p>3. <u>SWP Strategic Assessment report</u></p>	<ul style="list-style-type: none"> Hate crime understanding and consistency of service differs in differing areas of the force. Recommended a consistent approach and re-consideration of hate crime training. For the review of SWP equality objectives, it may be helpful to consider an objective on vulnerability in its widest sense, with an emphasis on the differing needs of older people in relation to crime as well as those with neurodiversity needs. Consideration would then need to be given to officer awareness of these issues. 	<p>Requested that this be considered by South Wales Police.</p> <p>These suggestions are now being included within a draft of the latest Equality Action Plan (2018-21).</p>
<p>21/06/2018</p>	<p>1. <u>Police apprenticeships Equality Impact Assessment of Police Education Qualifications Framework (PEQF)</u></p> <p>2. <u>SWP Strategic Assessment report</u></p> <p>3. <u>Presentation and discussion on Automatic Facial recognition</u></p>	<ul style="list-style-type: none"> Concerns that BME people and older people may be less attracted to the PEQF model of police recruitment. Mitigations should be considered. Concerns that neurodiversity needs such as the needs of those with autism, Aspergers and ADHD, may not be taken into account in the new PEQF system. This is particularly in relation to the psychometric testing element pre-application. Mitigations to be considered. Concerns that as the educational needs of the above are often not met, there could be an adverse impact on their likelihood to have achieved the required educational level through no fault of their own. Mitigations to be considered as above. Agreement that flexible working options and maternity arrangements should be communicated to those considering undertaking the PEQF to avoid any misconceptions about study opportunities. 	<p>BME representation is being addressed via the Representative Workforce positive action programme. Requested that work to attract older people should be considered by SWP.</p> <p>To be taken into account during analysis of first use of psychometric test and as part of the EIA.</p> <p>As above</p> <p>Requested that SWP takes this forward.</p>

		<ul style="list-style-type: none"> • Recommendation that the PEQF Equality Impact Assessment and issues discussed during the PALG meeting (above) should be considered during an external consultation process with those affected. • Consider the feasibility of monitoring the make-up of watch lists used in AFR technology (looking for disproportionality etc). • Consider linking with missing person charities on the benefits of using AFR technology 	<p>Requested that SWP takes this forward.</p> <p>South Wales Police facilitated a public session, which enabled community members/representatives to gain an detailed insight into the use of AFR (including rationale of watch list make-up) as well as a demonstration in a AFR vehicle to observe the use of the technology.</p> <p>This is being considered for the future (when further evidence on use for this purpose is gained).</p>
24/10/2018	<ol style="list-style-type: none"> 1. Mental Health update 2. Stop and Search dip sampling and body worn video 3. PALG feedback and outcomes 	<ul style="list-style-type: none"> • The group was interested in how the force mental health developments could be catered to young people's needs 	<p>An update to be provided later in 2019 on how the mental health proposals are developing, including how they are tailored to young people.</p>
12/12/2018	<ol style="list-style-type: none"> 1. County Lines 2. SWP Strategic Assessment report (use of force, stop and search etc.) 3. Draft Strategic Equality Objectives 	<ul style="list-style-type: none"> • Concerns that the perpetrator photographs contained in the County Lines presentation presented by the force were predominantly of BME people. Concerns around the messaging and possible unconscious bias this could perpetuate. • Draft equality objectives largely supported with a request for a clearer focus within the older people objective. It was felt that it would be 	<p>Commissioner's team requested a report on ethnicity demographics of those involved in County Lines in South Wales in order to better understand the position. To be presented at March 2019 meeting.</p> <p>Draft objectives drawn up and finalised with PALG comments in</p>

		<p>better to remove the aspect of the objective that focused on perceptions of safety and instead focused primarily on quality of service.</p> <ul style="list-style-type: none">• Request for a final report on what was achieved under the previous Equality Plan in order to establish levels of success and if the work has now been mainstreamed for the future.	<p>mind (including those first provided in March 2018).</p> <p>Commissioner's team has requested that a final report be developed.</p>
--	--	---	--