



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:13/05/2025

2025/492 - Criminal Justice and Public Order Act 1994

In response to your recent request for information regarding;

1. Please provide details on the number of times North Wales Police has exercised its powers under Section 60C of the Criminal Justice and Public Order Act 1994 (introduced by Police, Crime, Sentencing and Courts Act 2022 Sections 83 to 85) between 2022 and 2024.

2. Please provide details on number of times North Wales Police has exercised its powers under Section 60D of the Criminal Justice and Public Order Act 1994 (introduced by Police, Crime, Sentencing and Courts Act 2022 Sections 83 to 85) between 2022 and 2024.

We don't keep records in relation to this request, therefore it is not possible to answer this question.

3. Does the Constabulary have a Gypsy Traveller Liaison Officer (GTLO) and/or a special point of contact (SPOC) for engaging Romani (Gypsy) and Irish Traveller community ?

North Wales Police does not have a GTLO, we do have a Chief Inspector as a SPOC. Diversity officers also have engagement within their remit

4. Can you provide a role description of this officer if there is one?

There is no designated post, however please find attached the diversity officer Job description as they have engagement within their remit.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 07/05/2025

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
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POLICING PROFESSIONAL PROFILE

CONSTABLE – DIVERSITY OFFICER (COMMUNITY / HATE CRIME)

North Wales Police - Other Role Specific Criteria

(Insert details from HR system as appropriate for vacancy)

NWP Job Ref. No.	POL2639
Grade/Rank	Constable
Responsible to	Head of Diversity Development
Functional Area	Corporate Services
Business Area/Department	Diversity
College of Policing Job Family	Business Support
If applicable, Job Evaluation Ref. No.	
Post Vetting requirements	Management Vetting

Minimum Welsh Language Requirements

Spoken Welsh	NWP SL3 - You are able to converse partly in Welsh but turn to English in discussion and to give information. You can understand and respond to general enquiries and describe people and places using simple phrases in Welsh
Written Welsh	NWP WL1 - you are able to open and close an email message in Welsh

Core Capability Requirements

☐	Not Applicable	☒	CC4 – Evaluate Information
☒	CC1 – Sitting	☐	CC5 – Restraint & Retention
☐	CC2 – Running/Walking	☒	CC6 – Understand/Retain/Explain
☒	CC3 – Decisions/Reporting	☐	CC7 – Full Shifts/CADRE

Role Purpose

(This section summarises the key function of the role)

To advise and assist the Force in ensuring that it delivers a fair, responsive and impartial service to the public, with particular emphasis on service to minority communities.

To assist in the development, promotion and provision of advice on all aspects of equality and diversity within the Force.

Key Accountabilities

(This section details the key accountabilities required of the role)

- Lead by example and behave in line with the Police Code of Ethics ensuring that the Force values and behavioural expectations are clearly understood and considered by managers, officers and staff in their decision making and actions; reinforcing and influencing them through all interactions and processes.
- Make recommendations for change to Force strategies, policies and procedures with reference to their impact on policing a diverse community.
- Provide advice and support internally on training as well as day to day operational policing issues as they relate to policing a diverse community.
- Challenge attitudes, behaviours, traditions and methods of working within the Force, and where necessary develop and implement mechanisms to bring about change.
- Develop close working relationships with representatives and/or individuals from within minority groups to:



- Develop appropriate meaningful two-way communication
- Develop an understanding of the needs of minority groups
- Ensure needs/views of minority groups are fed into the Force planning process
- Be aware of national developments/issues in policing a diverse community by identifying Forces with best practice, benchmarking, networking particularly in relation to and through the Equality Standard in the Police Service
- Use the media to promote positive relations with all groups of our diverse community.
- Support the secretariat functions of the Force meetings as appropriate.
- Act as representative for Diversity at such groups as directed by the Head of Diversity including represent the Force and liaise with outside agencies on equality and diversity in order to keep abreast of developments and to secure support from them as needed.
- Monitor Hate Crime reporting and investigating and supporting where necessary vulnerable or repeat victims with an aim to and helping to find appropriate resolutions.
- Provide the Single Point of Contact to the National Community Tensions Team and provide a support out of outside working hours in terms of a North Wales Police response to National Events.
- Responsibility for the implementation and co-ordination of Force wide Community Impact Assessments where required for Community Tensions/Hate Crime.
- Liaison, Monitor and manage external Diversity related community cohesion such Asylum/Refugee dispersal areas and links to Traveller Sites.
- Initiate and assist in the origination of events which promote Equality and Fairness to those who share a protected characteristic and those who do not.
- Adopt, monitor and ensure the successful application of North Wales Police Policies in equal opportunities and health and safety with regard to both the managing of staff and the provision of services.
- To contribute to the forming and achievement of Equality Objectives in line with the Equality Act 2010 public sector duties.
- Provide support to the Head of Diversity Development in the ongoing development and maintenance of the Force plans and the achievement of outcomes against these.
- Any other duties that are commensurate with the rank and role as directed by the Line Manager.

Core Skills

(This section details the core skills required of the role)

- Able to develop a deep knowledge and understanding of a local community including society composition, the needs of the vulnerable and local safety issues.
- Strong communication skills with the ability to set out logical arguments clearly and adapt language, form and message to meet the needs of different people/ audiences.
- Good team working skills demonstrating awareness of individual differences and providing support as required.



- Able to proactively develop effective working relationships with colleagues, partners and other stakeholders, understanding their needs and concerns.
- Able to identify the drivers of behaviour, acting with discretion and emotional intelligence to manage conflict and defuse difficult situations.
- Problem solving skills with the ability to identify cause and effect and develop a course of action designed to target root causes as well as manage impacts.
- Able to interpret and apply guidance to a specific activity.
- Able to critically question and identify potential opportunities to enhance efficiency and/or effectiveness within own area of work.
- Able to identify, analyse and manage risk to inform balanced, proportionate, evidence based decisions.
- Able to review and reflect on own performance objectively and to take steps to maintain and enhance competence and professional standards appropriate to the role.
- Good time management skills with the able to appropriately prioritise and plan own work.
- Skilled in the use of standard IT packages, systems and/or databases to fulfil role requirements.

Behaviours

(Outlines the behavioural requirements of the role)

All roles are expected to know, understand and act within the ethics and values of the Police Service.

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice.

It is suggested that this role should be operating or working towards the following levels:

Resolute, Compassionate and Committed

We are emotionally aware	Level 1
We take ownership	Level 1

Inclusive, Enabling and Visionary Leadership

We are collaborative	Level 1
We deliver, support and inspire	Level 1

Intelligent, Creative and Informed Policing

We analyse critically	Level 1
We are innovative and open-minded	Level 1

Education, Qualifications, Skills and Experience

(Outlines the skills and educational and qualification requirements to be able to fulfil the role, this criteria should be considered as part of an individual's PDR)



Prior Education and Experience:

- Good working knowledge of equality and diversity issues and have a basic knowledge of the relevant legislation.
- Experience of working with community groups and the ability to establish, maintain communications between the Force and its diverse communities.
- Previous experience of analysing, interpreting and presenting data/reports.
- Proven track record in working on own initiative influencing management practices and individual behaviours, development and implementation of policies and procedures.
- Hydra Vulnerability Trained.

Policing Education and Qualification Framework (PEQF):

For further details, please refer to the National Programme Specification of the relevant programme, located on the College Managed Learning Environment.

Training Requirements:

Mandatory:

- Personal Safety Training Refresher
- First Aid Module 2 Refresher
- Anti-Social Behaviour Powers and Closures Refresher
- Problem Orientated Policing

Development:

- Initial Leadership Skills Course
- Sergeants Quality Investigative Standards

Continuing Professional Development (CPD)

(Outlines possible continuing professional development activities which will enable the individual to maintain and enhance competence in the role, refer also to College of Policing PD Framework)

- Maintain an up to date understanding of Police Regulations and College of Policing Guidance, best practice and any local policy applicable to the operational police context.
- Maintain and update key knowledge, understanding and skills relating to criminology, legislation, policy and practice across all functional policing areas of operational policing.
- Maintain knowledge and understanding of new approaches identified by evidence based policing research and problem solving, test and synthesise these into working practice, championing innovation and changes to practice.
- Maintain a working knowledge and understanding of new and evolving crime threats and priorities and current best practice to tackle these in order to enable a pro-active and preventative approach.
- Complete all annual and mandatory training.
- Undertake Personal Continuous Personal Development within the Framework where possible.



Professional Registration/Licences

(Outlines any ongoing registration or licencing requirements of the role)

Not applicable

Links to other profiles

(Indicates links to NPoCC role profiles, or other professional profiles which should be read in conjunction with this professional profile, please note this may not be exhaustive)

Constable

Hours of Duty

Individuals will be required to work during office hours Monday to Friday with occasional evening and weekend working.

Individuals will be required to provide flexibility in respect of providing out of offices cover in exceptional circumstances.

Reviews & Version Control

Version No.	Effective Date	Reviewed By (Full Name)	Ratification by Diversity & Date <u>Only</u> when the following sections have been updated: Education, Qualifications, Skills & Experience	
1.0	04/08/2021	...		Click here to enter a date.
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