

Rachel Bancroft Student I.D 1817416

A Critical Analysis of Gwent Police.

Transcript.

Video for my introductions 20 seconds.

Gwent have a growing ethnic minority population, particularly in Newport, which is also one of Wales' 4 Border Agency dispersal areas for Asylum Seekers.

(Gwent police, 2020)

I will be going through with you about the different Beliefs, Attitudes and Values within the Gwent Police.

Values.

Trusted - On the spot common sense decisions in the best interest of the public, and to be consistent at what they do by treating people as individuals.

Fair - To treat others how we would like to be treated, with a caring and compassionate approach with honesty and integrity.

Professional – Being professional at what they do to the best they can do it every time taking pride in the service they provide.

Responsive – Finding out what the problem is to resolve the problem, taking a genuine interest in people with problems, trying to act quickly put things right.

Beliefs and Attitudes of the Gwent police Force is to look after the communities acting professional and assertive to get the job done to a satisfactory level. To show empathy when needed and to treat everyone as individuals.

I will be explaining the Fairness and Equality of the values.

In my research I found that they seem to be a very unfair employer. Employment throughout the forces in Wales I believe the ethnic of different cultures within the forces to be very unfair due to numbers of BAME officers to be of very low numbers. The research I feel that the Police have a lot less women officers than men, with the less ethnic officers, this not to be fair. The men against women staff numbers not to be fair either.

March 2020 an online survey was launched where 771 responses were received! however the research of this showed the Ethnicity showed 94.5% of the police force to be of a white background to black being a minority of 5.5%

(Gwent police, 2020)

October 2010 the Equality Act introduced a Public sector general Equality Duty to stop discrimination, harassment, and victimization by the Act

Anti-discrimination law existed before the Equality Act 2010. The UK has been putting in place protections against discrimination for many decades, for example the Race Relations Act 1968

(Charity, 02.03.2017)

In April 2016, The Commissioner and Chief Constable published a Joint Strategic Equality Plan and Equality Objectives in line with the requirements of the Equality Act 2010 (Specific Duty Regulations) 2011.

(Gwent police, 2020)

To protect the characteristics of their employees and people affected, keeping a close monitor on the policies and practices from this Duty.

(Gwent police, 2020)

The values of Gwent police follow in-line with Max Weber's theory as he took the bureaucracy approach.

Weber was unlike most workplace leaders today. His theory of management, also called the bureaucratic theory, stressed strict rules and a firm distribution of power. He would have scolded today's managers, most of whom are open to new ideas and flexible work arrangements, for their leadership style.

(Peek, 2020)

Following the rise of the Black Live Matter movement following the killing of George Floyd in the USA.

The figures in Wales show that not only is there a serious lack of people of colour within the police, there is also an even larger shortfall in BAME women. Three Welsh police forces, Gwent, Dyfed Powys and North Wales, only have five female BAME officers between them.

(hayward, 2020)

The Gwent Police say

Gwent Police is a culturally diverse area and to ensure that our service is fully representative of the communities we serve, we welcome applications from all backgrounds and ethnic groups.

(gwent police, 2020)

Huge impact on the different communities as more are becoming more multi-cultural. Ethnic across the UK and Wales is on the increase therefore they should be included in the jobs too.

The force has only one BAME female officer and 27 men. Only one of these men is above the rank of constable.

([hayward, 2020](#))

Applying the RED analysis

Recognizing the forces and the way of fairness I feel this has a huge impact why the BAME ethnic of people have a lot to say.

Evaluating the fairness side of the organization they need to act fairly and promote benefits to different ethnic groups to want to work for the police force. The organization need more races which should be involved in as they may have different views to be valued within the workplace.

Drawing up the conclusion of the organization more needs to be done to become a fair employer. The police force is a part of the government which must recognize the way in which the communities we live in. More women officers need to be involved as well as more ethnic background officers to receive a much better reaction from the public, which can impact on it's employees.

The police force has a very strict application process to be able to become a police officer, me personally I would not want to become a police officer. I feel they have a very stressful job and can become very complex in this day in age. There is a lot to deal with weather it will be to do with drugs crime, race, terrorism etc. There is a lot to consider when thinking about this work force to be a part of.

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