

Document Pack



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FRIDAY, 11 MAY 2018

TO: ALL MEMBERS OF THE DYFED POWYS POLICE AND CRIME PANEL

I HEREBY SUMMON YOU TO ATTEND A MEETING OF THE **DYFED POWYS POLICE AND CRIME PANEL** WHICH WILL BE HELD IN **COMMITTEE ROOM 2, COUNTY HALL, HAVERFORDWEST AT 10.00 AM, ON FRIDAY, 18TH MAY, 2018** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

Mark James CBE

CHIEF EXECUTIVE



PLEASE RECYCLE

Democratic Officer:	Martin S. Davies
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Ref:	AD016-001

DYFED POWYS POLICE & CRIME PANEL 14 MEMBERS

CARMARTHENSHIRE COUNTY COUNCIL - 3 MEMBERS

- | | | | |
|----|------------|-------------|---------------|
| 1. | COUNCILLOR | KEN HOWELL | (Plaid Cymru) |
| 2. | COUNCILLOR | JIM JONES | (Independent) |
| 3. | COUNCILLOR | ERYL MORGAN | (Labour) |

CEREDIGION COUNTY COUNCIL - 3 MEMBERS

- | | | | |
|----|------------|------------------|---------------------------|
| 1. | COUNCILLOR | LLOYD EDWARDS | (Welsh Liberal Democrats) |
| 2. | COUNCILLOR | KEITH EVANS | (Independent) |
| 3. | COUNCILLOR | ALUN LLOYD JONES | (Plaid Cymru) |

PEMBROKESHIRE COUNTY COUNCIL - 3 MEMBERS

- | | | | |
|----|------------|----------------|----------------------------|
| 1. | COUNCILLOR | MICHAEL JAMES | (Independent) |
| 2. | COUNCILLOR | STEPHEN JOSEPH | (Independent Unaffiliated) |
| 3. | COUNCILLOR | ROBERT SUMMONS | (Conservative) |

POWYS COUNTY COUNCIL - 3 MEMBERS

- | | | | |
|----|------------|----------------|----------------------------|
| 1. | COUNCILLOR | DAVID O. EVANS | (Independent) |
| 2. | COUNCILLOR | LES GEORGE | (Welsh Conservative Party) |
| 3. | COUNCILLOR | WILLIAM POWELL | (Welsh Liberal Democrats) |

CO-OPTED INDEPENDENT MEMBERS - 2 MEMBERS

- | | |
|----|---------------------------|
| 1. | PROFESSOR IAN ROFFE |
| 2. | MRS HELEN MARGARET THOMAS |

AGENDA

1. APOLOGIES FOR ABSENCE AND PERSONAL MATTERS
2. DECLARATIONS OF INTEREST
3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE FOLLOWING DATES:

3.1 26TH JANUARY 2018;

7 - 12

3.2 16TH FEBRUARY 2018.

13 - 14

4. MATTERS ARISING FROM THE MINUTES (IF ANY).
5. QUESTIONS ON NOTICE FROM PANEL MEMBERS TO THE COMMISSIONER:

5.1 QUESTION BY COUNCILLOR A. LLOYD JONES:

“The government’s Serious Violence strategy published in April 2018 discusses a number of factors believed to contribute to the levels of serious violence in our communities. In particular at pages 29-30 the strategy discusses links between alcohol consumption, licensed premises and serious violence. Although it appears from the data contained in the strategy that the incidence of serious violence in Dyfed-Powys is comparatively low, please can the Commissioner confirm what progress has been made in developing a joint response to alcohol related crime and to promote a safer night time economy as referred to in Priority 1 in the Police and Crime Plan and provide the Panel with a copy of that joint response?”

5.2 QUESTION BY COUNCILLOR A. LLOYD JONES:

“The government’s Serious Violence strategy published in April 2018 at page 69 addresses the importance of working to build resilience to violence in local communities. In particular the strategy refers to the importance of working with young people so that they are aware of the risks of carrying a knife and the dangers it might lead to. Please can the Commissioner advise the Panel as to what progress is being made in relation to the elements of Priority 2 in his Police and Crime Plan that specifically relates to developing targeted prevention programmes for young people and providing funding for youth diversionary projects?”

5.3 QUESTION BY COUNCILLOR K. EVANS:

“In recent months we have seen what seems like a significant increase in the number of deaths and tragedies in the Force area. These vary from road traffic incidents to fire related and

unexplained loss of life. Is the Commissioner content that the Force has the appropriate skill sets and sufficient specialist Officers to undertake these varied investigations that are often multi-faceted in their nature?"

5.4 QUESTION BY PROFESSOR I. ROFFE:

"The Commissioner has set out his intentions to improve the performance of Dyfed Powys Police service. The recent PEEL: Police efficiency (including leadership) 2017 report for Dyfed Powys Police provided an insight from the HMIC on the Force Performance. There are positives present such as the understanding of demand and areas that were assessed as requiring improvement - such as its planning for future demand and the need for a skills audit etc. It is appreciated that there have been necessary economies in police staff in recent years. However, could the Commissioner explain his approach in ensuring that the action points raised in this HMIC report are addressed?"

5.5 QUESTION BY COUNCILLOR M. JAMES:

"Can the Commissioner confirm whether Dyfed-Powys Police holds statistical data similar to that set out in the National Police Chiefs Council's February 2018 report on Livestock worrying, and if it does, provide that data. In particular:

For the period 01/09/13 to 31/08/17

1. Recorded number of livestock worrying incidents in the force area
2. Recorded number of livestock killed as a result of such incidents
3. Recorded number of livestock injured as a result of such incidents
4. Recorded number of incidents where the offending dog was shot
5. Recorded number of incidents where the dog owner was not present
6. Recorded number of incidents where the dog/owner had previously been involved in a similar incident
7. Recorded financial loss arising from livestock killed/injured
8. Total amount of fines imposed by the courts on offending owners

Is there a need to amend the Commissioner's Rural Crime Strategy to specifically address the issue of Livestock worrying, given that at present it does not mention the issue?"

6. QUESTIONS ON NOTICE FROM MEMBERS OF THE PUBLIC TO THE COMMISSIONER:

6.1 QUESTION FROM J. ELLIS:

"In light of the Commissioner's commitment on page 12 of the

Police and Crime Plan regarding road safety does he agree with the call by Jessica Morden MP for the creation of a UK wide independent body to support officers who investigate fatal road accidents, identify trends and share lessons learnt from individual investigations. If he does agree what will he do to help bring this about. If he does not agree with Ms Morden, please can he explain why?"

6 .2 QUESTION FROM A. WILLIAMS:

"The previous Commissioner broadcasted his Panel meetings on the web from Haverfordwest Council chambers. Similar broadcasting facilities are available at County Hall, Carmarthen. Does Mr Llewelyn have any similar intentions of broadcasting his 'public' meetings with the Crime Panel? Where can the minutes of previous meeting be read online?"

7. HMICFRS EFFECTIVENESS REPORT.	15 - 46
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Friday, 26 January 2018

PRESENT: Councillor A. Lloyd-Jones (Chair);

Carmarthenshire County Council Members:

Councillors T.J. Jones and E. Morgan;

Ceredigion County Council Members:

Councillor K. Evans;

Pembrokeshire County Council Members:

Councillors M. James and R. Summons;

Powys County Council Members:

Councillors D. Evans, L. George and W. Powell;

Independent Members

Professor I. Roffe;

Mrs. H.M. Thomas;

In attendance from the Office of the Police and Crime Commissioner:-

Mr. D. Llywelyn - Police and Crime Commissioner;

Mrs. C. Morgans - Chief of Staff;

Mrs. J. Woods - Chief Financial Officer;

The following Officers were in attendance:

R. Edgecombe, Legal Services Manager

L Morris, Senior Press Officer;

M.S. Davies, Democratic Services Officer.

Chamber, County Hall, Aberaeron - 10.00 am - 12.45 pm

1. APOLOGIES FOR ABSENCE AND PERSONAL MATTERS

An apology for absence was received from Councillor K. Howell (Carmarthenshire County Council).

The Police Commissioner was complemented on a recent radio interview although it was considered that he could have also taken the opportunity to highlight the work of the Panel. The Police Commissioner was thankful for the complement and added that he would take on board the comment made.

In response to a further comment the Police Commissioner stated that he was firmly committed to the employment of PCSOs and would continue to lobby Welsh Government for funding in this regard.

2. DECLARATIONS OF INTEREST

There were no declarations of personal interest.

3. MINUTES - 16TH NOVEMBER 2017

The Commissioner pointed out that his surname was 'Llywelyn' not 'Llewelyn'.

It was commented that resolution 10.2 should read:

'That the Panel be represented at future meetings of the Police Accountability Board by any 2 panel members in the area where the meeting was being held.'

UNANIMOUSLY RESOLVED that the minutes of the meeting of the Dyfed Powys Police and Crime Panel held on the 16th November, 2017 be signed as a correct record subject to the above amendments.

4. MATTERS ARISING FROM THE MINUTES

Minute 9 Police Accountability Board

The Commissioner, in response to a query, commented that the I.T. difficulties would hopefully be resolved by the end of the month.

Minute 10 Research Symposium

The Commissioner commented that the launch of the Rural Crime Strategy at the winter fair at Llanelwedd had been well received and the first of a series of Dyfed Powys rural police forums would be held shortly. He agreed to circulate the dates of the forums to the Panel.

Minute 11 Progress Report on the delivery of Commissioned Services

The Commissioner, in response to a query, commented that the issue of funding commissioned services would hopefully be resolved shortly.

Minute 13 Panel Expenditure

The Legal Services Manager, in response to a query, advised that the Panel still had a significant amount of its 2017/18 Home Office Grant available.

5. QUESTIONS ON NOTICE FROM PANEL MEMBERS TO THE COMMISSIONER:

5.1. QUESTION BY COUNCILLOR A. LLOYD JONES

Question by Councillor A. Lloyd Jones

“In response to a question at the last meeting of this Panel, your office kindly confirmed that the cost of your annual subscription to the Association of Police and Crime Commissioners is £19,750.00 plus VAT and that this is a flat fee payable by all Police and Crime Commissioners who are members of the association. This potentially equates to an annual budget for the association of £869,000 and provides for 13 staff 11 of whom are described on the Association website as ‘managers’.

1. What it is that you (and by implication the people of Dyfed-Powys) receive in return for that subscription
2. How does this compare with the similar association of police authorities that existed prior to the creation of Police and Crime Commissioners?”

Response by the Police and Crime Commissioner

The Commissioner responded that the The Association of Police and Crime Commissioners (APCC) was the national body that provided support to Police and Crime Commissioners, and other local policing bodies across England and Wales, to provide national leadership and influence change in the policing and criminal justice landscape. The subscription cost was marginally less than previously.

5.2. QUESTION BY PROFESSOR IAN ROFFE

Question by Professor I. Roffe

“Given the findings of the HMICFRS report into police air support in November 2017 the inevitable conclusion to be drawn must be that Dyfed-Powys Police are

not getting value for money from that service and are not receiving the timely support they need. As the Commissioner sits on the NPAS management board please can he confirm what he is doing to improve the service in line with the recommendations contained within the report and in particular to improve the service received by Dyfed-Powys Police.

In addition, in light of the findings in the report regarding the use of unmanned drones by police forces, could the Commissioner confirm what steps he is taking to explore with the Chief Constable such alternative sources of air support, bearing in mind the existence of the centre of excellence in this field at Aberporth.”

Response by the Police and Crime Commissioner

The Commissioner commented that not only had there been a reduction in the cost of police air support available across the Dyfed-Powys Police area but it was possible to access the support 24/7, a capability which had not previously been available. It was hoped that the introduction of mobile fuel bowsers would also help improve coverage further west. In addition it was anticipated that the new fixed wing capability would be distributed more widely than initially proposed to compliment the helicopter. With regard to the use of drones the Commissioner commented that the Force had to rely on other agencies though it was hoped that there would be a greater level of collaboration over the next 12 months. The Panel was advised that the facility at Pembrey airfield was being utilised to its fullest capacity and it was also hoped that the racing track could be used for driver training.

5.3. QUESTION BY COUNCILLOR KEITH EVANS

Question by Councillor K. Evans

“There was an incident in Mid Ceredigion on New Year’s Eve appertaining, as I understand it to underage drinking. The Public House was closed down that evening by the Police at an early hour, resulting in the removal also of bona-fide guests. That of course is a Police matter.

What, if any, work or programmes does the Commissioner commission personally, or by working in partnerships with others to try and educate our young people relating to drink and drugs. From your knowledge, is this a greater issue / problem in the Ceredigion BCU area as compared to other BCU n the Force area?”

Response by the Police and Crime Commissioner

The Commissioner commented that it was difficult to quantify if drinking and drug use by young people was a greater problem in the Ceredigion BCU area. He did not think so but accepted that alcohol consumption was a major contributor to crime and emphasised the importance of educating young people through the schools liaison programme. He was currently lobbying Welsh Government for more funding for this work whilst he, himself, had increased funding available to the youth offending team.

UNANIMOUSLY RESOLVED that a letter in support of the Commissioner’s lobbying for increased funding be sent to Welsh Government.

6. POLICE PRECEPT

The Police and Crime Commissioner [PCC] presented to the Panel his report on the proposed precept/budget for 2018/19. He stated that he had consulted with the

public and discussed in detail the Chief Constable's plans for staffing levels, police services and future investment needs in agreeing the Force's budget for 2018/19.

The Commissioner advised that the core components of the budget had led to his recommendation of a 2.57% total increase in the 2017/18 precept. If accepted by the Panel, that would result in a police precept of £49.788m which, when combined with central and local funding, would amount to a total budget of £99.100m, with an average band D council tax property paying £224.56, which was at a level that was 5% higher than the 2017/18 level.

The PCC stated that the medium term financial plan incorporated a reduction of 4% in central grant from 2021/22 onwards to reflect a potential change in formula and the impact that it might have on Dyfed-Powys.

Amongst the questions/issues raised on the report were the following:-

- The PCC clarified that the 'Identified Risk' statement relating to 'Police Staff Salary Costs [including PCSOs] should read 'The 2017/18 pay award has not yet been agreed and significant *uncertainty* surrounds this and future pay awards';
- Members welcomed the approved growth bids which included funding for cyber crime investigations, processing of applications for firearms and the employment of modern apprentices;
- The PCC acknowledged that the new European personal data regulations due to come into force would result in an additional financial burden in regard to the control of data and ensuring that the retention and deletion process was robust;
- In response to a query as to whether the costs of significant unforeseen investigations such as the fatal fire at Llangammarch Wells could be met from external funding rather than from reserves the PCC commented that assistance was available from the Home Office where the cost exceeded £1m but this was unlikely to be the case in this instance and the cost would therefore need to be shared with the Fire Authority;
- The PCC agreed to provide further details regarding the proposed custody triage project in Haverfordwest which was due to start in May 2018;
- The PCC, in response to a question, commented that Her Majesty's Inspectorate of Constabulary and Fire Rescue Services [HMICFRS] considered that there was a good ratio of staff / officers in the Dyfed-Powys Force area;
- The PCC advised that he was Chair of the Joint Assets Board which looked at issues such as fleet management and the use of electric cars;

Members welcomed the clarity provided by the PCC on the issues raised and thanked him for the invitation to the seminar he had organised on 6th December 2017 in connection with the budget.

UNANIMOUSLY RESOLVED that the Commissioner's proposal to increase the Dyfed-Powys Police's precept by 5% for 2018/19 be endorsed.

7. DECISIONS TAKEN BY THE COMMISSIONER

The Panel received, for information, a report detailing the decisions made by the Police and Crime Commissioner for the period 7th November 2017 - 16th January, 2018.

UNANIMOUSLY RESOLVED that the report be received.

8. COMPLAINT AGAINST THE POLICE AND CRIME COMMISSIONER

The Panel received a report detailing reasons why the Chair was recommending that no action be taken on a complaint made against the Police and Crime Commissioner on the grounds set out in regulation 15(3) (e) of the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 on the basis that to do otherwise would be an abuse of the complaints procedures set out in those regulations.

UNANIMOUSLY RESOLVED that the Panel take no action in relation to the complaint received against the Police and Crime Commissioner, and that the complaint be closed for the reasons detailed within the report.

CHAIR

DATE

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Friday, 16 February 2018

PRESENT: Councillor A. Lloyd-Jones (Chair)

Carmarthenshire County Council Members:

Councillors T.J. Jones and E. Morgan;

Ceredigion County Council Members:

Councillors L. Edwards and K. Evans;

Pembrokeshire County Council Members:

Councillor R. Summons;

Powys County Council Members:

Councillors D. Evans, L. George, and W. Powell;

Independent Members

Professor I. Roffe;

Mrs. H.M. Thomas;

In attendance from the Office of the Police and Crime Commissioner:-

Mr. D. Llywelyn - Police and Crime Commissioner;

Mrs. C. Morgans - Chief of Staff;

Ms. B. Peatling - Chief Financial Officer;

The following Officers were in attendance:

R. Edgecombe, Legal Services Manager;

M.S. Davies, Democratic Services Officer.

Committee Room A, County Hall, Llandrindod Wells - 11.00 am - 12.30 pm

1. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors K. Howell (Carmarthenshire County Council), M. James (Pembrokeshire County Council) and S. Joseph (Pembrokeshire County Council).

2. DECLARATIONS OF INTEREST

There were no declarations of personal interest.

3. QUESTIONS ON NOTICE FROM PANEL MEMBERS TO THE COMMISSIONER

The Chair advised that no questions from Panel members had been received.

4. QUESTIONS ON NOTICE FROM MEMBERS OF THE PUBLIC TO THE COMMISSIONER

The Chair advised that no public questions had been received.

5. CONFIRMATION OF APPOINTMENT OF CHIEF FINANCIAL OFFICER

The Chair advised the Panel that item 5 on the agenda for the meeting that day related to the Panel's role in confirming an appointment made by the Dyfed Powys Police and Crime Commissioner to the post of Chief Financial Officer. He advised that whilst the Panel would be interviewing the successful candidate it could only confirm the appointment made as it had no power of veto. However, if appropriate,

it could make recommendations/observations on that appointment to the Commissioner.

The Panel thereupon proceeded to interview the successful applicant, Ms. B. Peatling, who had been appointed to the post of Chief Financial Officer.

The Chair thanked Ms. Peatling for attending following which she left the meeting with the other Police and Crime Commissioner's representatives.

UNANIMOUSLY RESOLVED to confirm the following appointment made by the Dyfed Powys Police and Crime Commissioner:

Ms. B. Peatling – Chief Financial Officer.

Ms. Peatling, together with the other Police and Crime Commissioner's representatives, was recalled to the meeting to be advised of the Panel's decision. The Chair congratulated Ms. Peatling on her appointment and wished her every success in her role.

6. DECISIONS TAKEN BY THE COMMISSIONER

The Panel received, for information, a report detailing decisions made by the Police and Crime Commissioner relating to the restructuring of his Office to ensure that it provided him with efficient and effective support in discharging his statutory responsibilities.

Amongst the questions/issues raised on the report were the following:-

- In response to a comment the Commissioner stated that every effort was made to ensure that supplies and services were procured from within the Dyfed-Powys area;
- the Commissioner commented that he would take every opportunity to promote the work of the Panel as best he could;
- the Commissioner extended an invitation to the Panel to visit his offices and staff when it was convenient;
- the Commissioner clarified the reasons for appointing the new Chief Financial Officer on a part-time basis which involved having a dedicated officer rather than sharing the post on a full-time basis with the police where there could be a conflict of interest.

UNANIMOUSLY RESOLVED that the report be received.

7. GENERAL DATA PROTECTION REGULATION COMPLIANCE

The Panel was advised that the General Data Protection Regulation (GDPR) would come into effect in May 2018 in place of the requirements of the Data Protection Act. Police and Crime Panels were registered as separate data controllers with the Information Commissioner and were therefore obliged to comply with the requirements of the Regulation. The Panel was therefore required to implement appropriate technical and organisational measures that ensured and demonstrated that it complied with the regulation. In reality the Panel did not itself hold or process personal data and any such activity was conducted via the host authority, in whose offices Panel records were kept and which supported the operation of the Panel website.

UNANIMOUSLY RESOLVED to adopt, and operate in accordance with, the Data Protection policies and procedures of the host authority that exist from time to time.

CHAIR

DATE

DYFED-POWYS POLICE AND CRIME PANEL 18th MAY 2018

HMICFRS EFFECTIVENESS REPORT

Recommendations / key decisions required:

To note the report and question the Commissioner about its contents.

Reasons:

Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) regularly carries out inspections of Police Forces to gauge their effectiveness.

Report Author:

Robert Edgecombe

Designation:

Legal Services Manager

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gov.uk

**EXECUTIVE SUMMARY
DYFED – POWYS POLICE AND CRIME PANEL
18th MAY 2018**

HMICFRS EFFECTIVENESS REPORT

In March 2018 HMICFRS published a report upon the effectiveness of Dyfed-Powys Police in respect of 3 elements of the PEEL effectiveness programme.

The attached report comments upon and rates the effectiveness of the force against the following criteria.

CRITERIA	RATING
Investigating Crime and reducing re-offending	Good
Protecting vulnerable people	Requires improvement
Specialist capabilities	Ungraded

Two further areas of effectiveness were not inspected in 2017, having previously been inspected in 2016 and received the following ratings;

CRITERIA	RATING
Preventing Crime and tackling Anti-social behaviour	Good
Tackling serious and organised crime	Good

The overall rating given therefore is;

CRITERIA	RATING
Overall	Good

The Panel is requested to note the content of the report and question the Commissioner in relation to it.

DETAILED REPORT ATTACHED ?	YES
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Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Host Authority File	LS-0511/27	County Hall, Carmarthen

PEEL: Police effectiveness 2017

An inspection of Dyfed-Powys Police



March 2018

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www.justiceinspectors.gov.uk/hmicfrs

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Force in numbers



Calls for assistance

Incidents per 1,000 population 12 months to 30 June 2017

Dyfed-Powys Police

England and Wales

231

282



Anti-social behaviour

Anti-social behaviour (ASB) incidents per 1,000 population 12 months to 31 March 2017

Dyfed-Powys Police

England and Wales

31

31

Change in ASB incidents 12 months to 31 March 2016 against 12 months to 31 March 2017

Dyfed-Powys Police

England and Wales

+7%

-0.05%



Crime (excluding fraud)

Crimes recorded per 1,000 population 12 months to 30 June 2017

Dyfed-Powys Police

England and Wales

43

77

Change in recorded crime 12 months to 30 June 2016 against 12 months to 30 June 2017

Dyfed-Powys Police

England and Wales

+5%

+14%



Crime outcomes*

Charged/summonsed

Dyfed-Powys Police

England and Wales

11%

10%

Evidential difficulties: suspect identified but victim does not support action

Dyfed-Powys Police

England and Wales

17%

13%

Investigation completed but no suspect identified

Dyfed-Powys Police

England and Wales

25%

48%



Domestic abuse

Domestic abuse incidents per 1,000 population 12 months to 30 June 2017

Dyfed-Powys Police

England and Wales

8

15

Domestic abuse as a percentage of all recorded crime (excluding fraud) 12 months to 30 June 2017

Dyfed-Powys Police

England and Wales

12%

11%



Organised crime groups

Organised crime groups per 1 million population as at 1 July 2017

Dyfed-Powys Police

England and Wales

16

47

*Figures are shown as proportions of outcomes assigned to offences recorded in the 12 months to 30 June 2017. For further information about the data in this graphic please see annex A.

Risk-based inspection

HMICFRS adopted an interim risk-based approach to inspection in 2017 in order to focus more closely on areas of policing where risk to the public is most acute.¹ Under this approach, not all forces are assessed against every part of the PEEL effectiveness programme every year. Dyfed-Powys Police was assessed against the following areas in 2017:

- Investigating crime and reducing re-offending;
- Protecting vulnerable people; and
- Specialist capabilities.

Judgments from 2016² remain in place for areas which were not re-inspected in 2017. HMICFRS will continue to monitor areas for improvement identified in previous inspections and will assess how well each force has responded in future reports.





¹ More details of the interim risk-based approach are on the HMICFRS website:
www.justiceinspectorates.gov.uk/hmicfrs/peel-assessments/how-we-inspect/2017-peel-assessment/#risk-based

² The 2016 effectiveness report for Dyfed-Powys Police is on the HMICFRS website:
www.justiceinspectorates.gov.uk/hmicfrs/publications/peel-police-effectiveness-2016-dyfed-powys

Effectiveness overview

Judgments

Overall effectiveness 2017  Good

Question	Grade	Last inspected
Preventing crime and tackling anti-social behaviour	 Good	2016
Investigating crime and reducing re-offending	 Good	2017
Protecting vulnerable people	 Requires improvement	2017
Tackling serious and organised crime	 Good	2016
Specialist capabilities	Ungraded	2017

Summary

Dyfed-Powys Police is good at keeping people safe and reducing crime. The force has made improvements since 2016, and HMICFRS is confident that Dyfed-Powys Police will continue to make steady improvements to the services it provides to the public.

Dyfed-Powys Police is good at investigating crimes but there remains room for improvement. In most cases, the force attends incidents promptly, and when officers arrive at the scene, they take appropriate steps to identify and secure evidence.

While the force conducts thorough telephone investigations and investigates cases of fraud to a good standard, the quality of handovers between teams could improve and supervision is not always effective.

The force is now taking a victim-focused approach to the allocation of cases for all crime; specialist investigators deal with the majority of high-risk and complex cases. The force's investigative capacity and capability are sufficient to cope with the demand for its services, and the force is good at keeping victims updated throughout an investigation.

The force generally works well with partner organisations, such as local authorities and probation services, making good use of a variety of approaches to manage offenders. However, it does not have effective processes for monitoring offenders who are not yet detained.

Dyfed-Powys Police requires improvement in the way it protects vulnerable people. On a positive note, the force has a clear definition of vulnerability, and a plan for protecting vulnerable people. It is also good at identifying victims with mental health problems. However, while the force investigates crimes involving vulnerable victims to an adequate standard, it could improve some aspects of this work. The quality of information provided in risk assessment forms varies and supervisory oversight could be better. The force needs to understand why its arrest rate for domestic abuse has fallen, and how to best use legal powers to protect victims. Although the force works well with other organisations to support vulnerable people, improvements are required in its management (in partnership) of the risk posed by dangerous and sexual offenders.

Dyfed-Powys Police has the necessary arrangements in place to fulfil its national policing responsibilities, and to respond to an attack requiring an armed response.

Investigating crime and reducing re-offending



Good

Initial investigation

Dyfed-Powys Police provides a good initial investigative response. It assesses incidents thoroughly and grades them using an established and structured process known as THRIVES.³ In the majority of the case files we reviewed prior to the inspection, we found that the grading and response to incidents was appropriate, particularly where the threat or risk of harm to the victim required an immediate response. We also found that, in the vast majority of cases, the force achieved a response within its own target time of 20 minutes - in spite of the large geographical size of the force area and logistical difficulties in getting to some incidents. Once officers arrive at the scene, they take appropriate steps to identify and secure evidence during the 'golden hour'.⁴

Dyfed-Powys Police has responded well to HMICFRS' 2016 effectiveness report, in which we recommended that the force should revise its crime allocation policy to ensure that it was victim-focused, and that appropriately qualified officers and staff should deal with complex and high-risk cases. At the time of the 2016 inspection, the force was not taking a victim-focused approach to the allocation of all crime, in that some cases were allocated to officers who did not have the right skills or experience to investigate the crime. We were therefore pleased to find the force had introduced a new crime allocation policy based on the threat, harm and risk involved. During the 2017 inspection, the new process for allocating crimes for investigation was working well. The force now allocates most of its investigations appropriately.

Since April 2017, the force investigates some crimes (15 percent of the total recorded at the time of the inspection) over the telephone. In some cases, this is wholly appropriate and the most efficient way of resolving those less serious crimes in which it is immediately apparent that there are no viable lines of enquiry. We reviewed a small sample of telephone investigations during our inspection and found them to be appropriate for this type of resolution.

³ The threat, harm, risk, investigation, vulnerability, engagement and safeguarding (THRIVES) model is used to assess the appropriate initial police response to a call for service. It allows a judgment to be made of the relative risk posed by the call and places the individual needs of the victim at the centre of that decision.

⁴ Golden hour refers to the time after a crime has been committed during which there is maximum potential for recovery of forensic evidence.

The force's figures show that in the 12 months to 30 June 2017, the National Fraud Intelligence Bureau (NFIB) referred 155 fraud cases to the force for further investigation; this is low, compared to other forces. However, the force has processes in place to ensure that it examines referrals from NFIB properly. The force uses data provided by ActionFraud⁵ to identify potential 'hot spots' within Dyfed-Powys. It also has data-sharing protocols in place with banks and post offices. Generally, we found that cases involving fraud were investigated well.

Investigation quality

The quality of investigations conducted by Dyfed-Powys Police is inconsistent. Prior to the inspection, we reviewed a sample of 60 files and found a quarter of these investigations were ineffective. Some investigations lacked proper supervision and not all lines of enquiry had been pursued. However, during the inspection, we found the standard of investigation and supervision had improved since the file review. This reflects recent positive action taken by the force to raise standards with the chief constable's emphasis on "doing the basics brilliantly". For example, we found that the majority of investigations had good investigative plans. Nevertheless, we also found that the quality of handovers was variable and that, on some occasions, either the initial assessment of risk had not been completed or the assessment of standard risk cases lacked good supervisory oversight. This is disappointing, as we commented upon these elements in our 2016 effectiveness report. In the next section of this report, we focus on the impact this inconsistency can have on vulnerable people.

Dyfed-Powys Police's investigative capacity and capability is sufficient to cope with demand and provide a good service. The recent merger of some CID and specialist units into joint investigation units has enabled the force to be more flexible with its investigative capacity and capability in response to unexpected demand. Investigators are given training commensurate with the activities they undertake, although the force acknowledged that not all had yet been formally accredited to undertake serious and complex investigations. The force has a training plan in place to ensure investigators are accredited to PIP (Professionalising Investigation Programme) level 2, the required standard for investigating serious and complex investigations, by mid-2018. Dyfed-Powys Police is good at keeping victims updated throughout the course of an investigation. Automated processes remind officers to contact the victim and supervisors ensure the actions are carried out. We also found that victims of fraud were supported well.

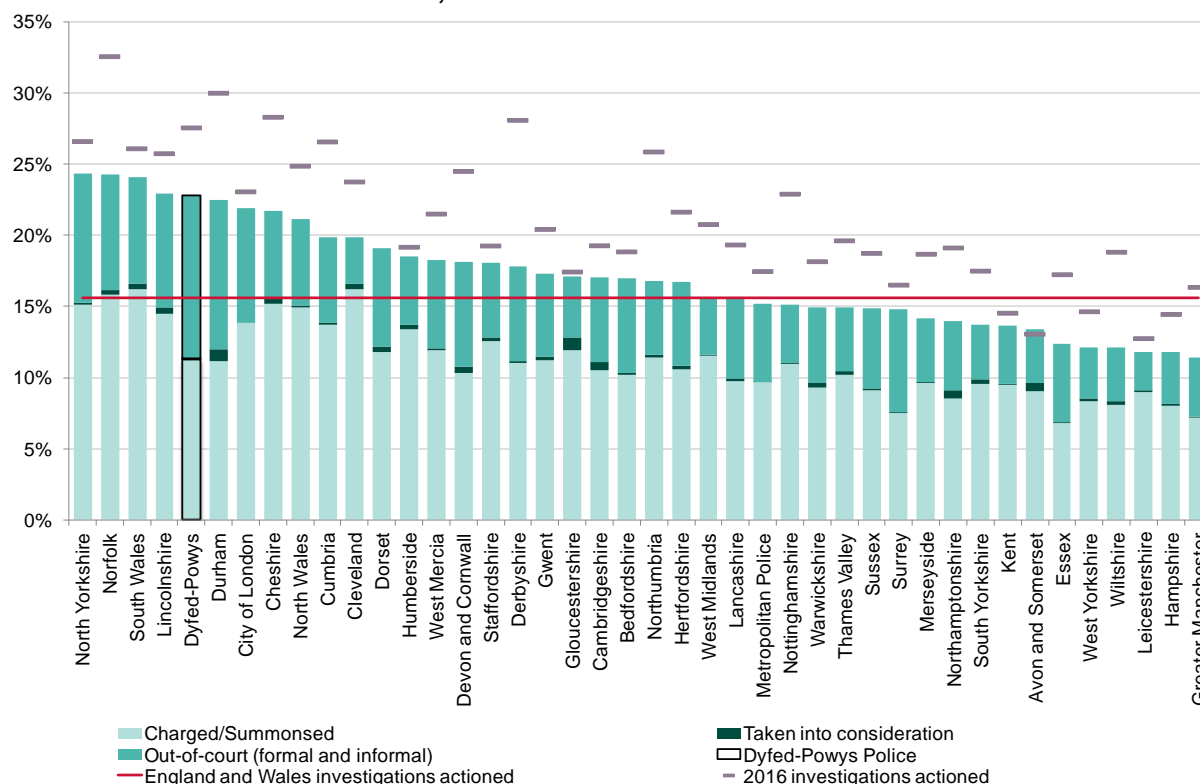
⁵ ActionFraud is the UK's national fraud and cyber-crime reporting centre. It provides a central point of contact for information about fraud and cyber-crime. For more information see:

www.actionfraud.police.uk

The force has adequate intelligence capabilities to support investigations, including the ability to examine digital devices for evidence. We found evidence of some backlogs in cases because they were awaiting examination of digital evidence. However, the force was fully aware of this and had put in place realistic and sustainable methods for reducing the backlog. These included contracting out some work and employing additional staff to work within the unit.

In Dyfed-Powys, a suspect is more likely to be identified, and action is more likely to be taken, than in the majority of other police forces in England and Wales. The percentage of recorded crimes in Dyfed-Powys in which the suspect has been identified in the 12 months to 30 June 2017 is 57 percent. This is above the England and Wales rate of 39 percent. The percentage of recorded crimes in Dyfed-Powys in which action was taken by the force in 12 months to 30 June 2017 is 23 percent. This is also above the England and Wales rate of 16 percent. The number of cases in which there were evidential difficulties where the suspect has been identified and the victim does not support further action for the period 12 months to 30 June 2017 is 17 percent. This is higher than the England and Wales rate of 13 percent. The force is aware of an increase in the number of cases in which there are evidential difficulties where suspect has been identified but the victim does not support further action, and plans to analyse the reasons for this. The force takes appropriate steps to ensure that investigations are not closed when victims withdraw their support for police action.

Figure 1: Proportion of investigations where action was taken, by force, for offences recorded in the 12 months to 30 June 2017^{6, 7}



Source: 2016 and 2017 Home Office Outcomes Data

For further information about this data, please see annex A

Reducing re-offending

Dyfed-Powys Police generally works well with partner organisations, such as local authorities and probation services, making good use of a variety of approaches to manage offenders. However, some aspects of its work to reduce re-offending could improve. The force does not have effective processes for monitoring offenders listed as wanted on the police national computer. We found this to be the case both during the inspection and in our file review. At the time of the inspection, the force was carrying out a review to establish effective monitoring processes.

⁶ Investigations where action was taken includes the outcome categories of Charged/Summonsed, Taken into consideration and Out-of-court (formal and informal).

⁷ Suffolk Constabulary was unable to provide 2017 crime outcomes data. Dorset Police was unable to provide 2016 crime outcomes data. Therefore figures for England and Wales will differ from those published by the Home Office. For further information about this data, please see annex A.

The force is improving its ability to identify and manage arrested foreign nationals. It is developing a partnership approach with Immigration Enforcement⁸ to check identity and nationality, as well as to consider options to remove or deport those people who have committed serious crimes or pose a threat to the public. In the 12 months to 30 June 2017, it was estimated that Dyfed-Powys Police arrested 565 foreign national offenders. All foreign nationals who are arrested are subject to checks for overseas convictions; this helps the force to understand and manage the risk they pose to the public. During the inspection, we found that these checks were being undertaken regularly.

The force is engaged in several well-established integrated offender management (IOM) schemes. With its partner organisations, the force has reviewed which offenders are being included in the IOM cohorts, aiming to promote a greater focus on the most dangerous offenders, for example those who have been convicted of child sexual exploitation and domestic abuse. The new approach increases the focus on the vulnerability of victims and the robust and intrusive management of offenders and the force is making more use of serious harm prevention orders, to deter offenders from re-offending.

Area for improvement

- The force should ensure that those who are circulated as wanted on the police national computer are located and arrested.

⁸ Part of the Home Office, Immigration Enforcement was set up on 1 April 2012. It is responsible for preventing abuse, tracking immigration offenders and increasing compliance with immigration law. It works with partners such as the police to regulate migration in line with government policy, while supporting economic growth.

Protecting vulnerable people and supporting victims



Requires improvement

Identifying vulnerability

Dyfed-Powys Police has a clear definition of what vulnerability is, and its overall delivery plan includes an approach for protecting people who are vulnerable through their age, disability, or because they have been subjected to repeated offences, or are at high risk of abuse, for example. During the inspection, we were pleased to find that all the officers and staff we spoke to had a clear understanding of the force's approach to dealing with vulnerable people, because of training and the provision of guidance and support.

Dyfed-Powys Police has an understanding of the nature and scale of vulnerability within its communities. It is using information from partner agencies to help understand local demand and monitor performance. For example, the force's domestic abuse problem profile is comprehensive and refers to national trends, third sector data and comparison with other forces. By using partnership information and data, the force should ensure that it can develop a complete understanding of the nature and scale of vulnerability within its communities, both on an overall as well as a case-by-case basis.

During our file review, some aspects of the risk assessment process carried out when people first contact the police were found to be superficial. However, during the inspection, we found that call handlers were using an aide memoire to help understand the THRIVES process. In all of the cases we examined during our inspection, vulnerable people were correctly identified when they first contacted the police. The use of the THRIVES process has been widely communicated to all officers and staff. Call handlers respond to calls quickly and follow the structured initial process to assess risk and decide the grading of the response and recognise vulnerable people at the earliest opportunity. The force's IT systems identify cases involving vulnerable or repeat victims, including victims of domestic abuse, so that this information is clearly visible to staff.

Initial response

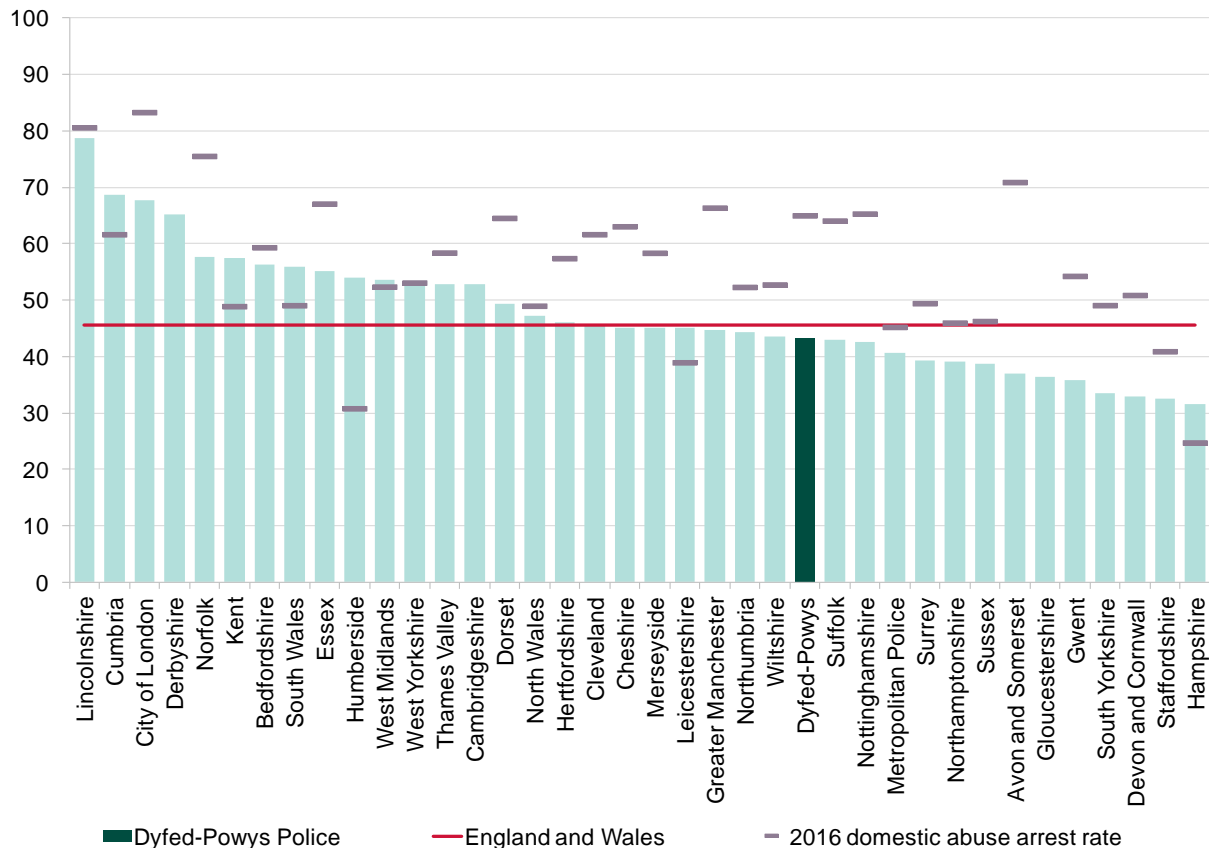
Dyfed-Powys Police conducts the necessary immediate safeguarding actions at initial response to incidents involving vulnerable people, particularly victims of domestic abuse and those with mental health conditions. The force uses the risk assessment process to help decide how best to respond to incidents involving vulnerable people and, where appropriate, trigger additional or specific safeguarding and other services. For example, female victims of rape are given the opportunity to request that a female officer attend in order to minimise further distress.

However, the quality of the information on the DASH⁹ forms varies. In the majority of cases, officers attending an incident complete the DASH form, but this initial assessment is not always accurate. We also found that supervisory oversight of this process is inconsistent, with backlogs in the number of standard and medium-risk assessments awaiting review by specialist officers. This means that specialist officers may not immediately understand risks to vulnerable victims and, as a result, victims may not receive the additional support they need.

The rate of arrest for domestic abuse offences can provide an indication of a force's approach to handling domestic abuse offenders. Although for the purpose of this calculation arrests are not linked directly to offences, a high arrest rate may suggest that a force prioritises arrests for domestic abuse offenders over other potential forms of action (for further information, please see annex A). HMICFRS has evaluated the arrest rate alongside other measures during our inspection process to understand how each force deals with domestic abuse overall.

⁹ DASH is a risk identification, assessment and management model adopted by UK police forces and partner agencies in 2009. The aim of the DASH assessment is to help frontline practitioners identify high-risk cases of domestic abuse, stalking, harassment and so-called honour-based violence.

Figure 2: Domestic abuse arrest rate (per 100 domestic abuse-related offences), by force, in the 12 months to 30 June 2017^{10, 11}



Source: 2016 and 2017 HMICFRS data return, 2016 and 2017 Home Office domestic abuse crime data¹²

For further information about this data, please see annex A

Dyfed-Powys Police’s rate of arrest for domestic abuse-related offences has decreased. For every 100 domestic abuse-related offences recorded by Dyfed-Powys Police there were 43 arrests made in the 12 months to 30 June 2017 (compared to an England and Wales rate of 46). This represents a decrease in the domestic abuse arrest rate of 34 percent when compared to the 12 months to 30 June 2016. The force needs to understand why the rate of arrests in cases of domestic abuse is falling. Force policy requires the use of body-worn video cameras to record evidence in all cases involving domestic abuse. At the time of our

¹⁰ Durham, Lancashire, Warwickshire and West Mercia forces were unable to provide 2017 domestic abuse arrest data. Cambridgeshire, Derbyshire, Durham and Gloucestershire forces were unable to provide 2016 domestic abuse arrest data.

¹¹ North Yorkshire Police was unable to provide comparable domestic abuse arrest data. Therefore, it has been removed from the graph. For further information, please see annex A.

¹² The Home Office has provided HMICFRS with data on domestic abuse-related offences recorded in the 12 months to 30 June 2017. These data are more recent than those published by the Office for National Statistics.

inspection, almost all the equipment had been issued and the majority of officers had access to it. The use of body-worn video cameras to record evidence can be crucial to the success of a case in which a victim withdraws support for police action.

Mental health

Good processes are in place for assessing mental health risk and these help staff to make effective decisions. Officers and staff in the control room have a good understanding of the importance of taking immediate action where necessary to protect people with mental health conditions. Call handlers are able to identify vulnerable and repeat victims who may have mental health conditions. Frontline officers and staff understand their responsibilities, and trained mental health professionals are available to help them identify and assist those people who require additional or specialist support. Most of the officers we spoke to have a clear understanding of the force's approach to mental health. At the time of the inspection, the force had provided mental health awareness training to the majority of frontline officers and staff. It plans to provide further training throughout 2018. Officers and staff we spoke to consistently demonstrated positive behaviours in relation to vulnerable people and vulnerable victims with mental health conditions. In the 12 months to 30 June 2017, Dyfed-Powys Police flagged 5196 incidents on the force control system to identify mental health concerns. This represents 4.4 percent of all recorded incidents on the force control system in Dyfed-Powys. This is higher than the England and Wales rate of 2.8 percent, and an increase of 2.9 percentage points when compared to the 12 months to 30 June 2016.

Dyfed-Powys Police works well with partner organisations to support people with mental health conditions. For example, it has worked with the Hywel Dda local health board to establish a mental health triage service. Since the introduction of the triage service in 2014, the number of detentions under section 136 of the Mental Health Act¹³ has fallen by 83 percent. The force is working effectively with other organisations to reduce the need to use police cells as places of safety for vulnerable people awaiting mental health assessments. In the 12 months to 30 June 2017, Dyfed-Powys Police detained 12 individuals under section 136 of the Mental Health Act. This is very low when compared to the rate in England and Wales per population and reflects positively on Dyfed-Powys Police. Triage arrangements are also in place in the control room, with health service practitioners available to assist with the identification of mental health conditions at initial point of contact. This means that the force can direct people to other agencies better equipped to help them and, as a result, save police time.

¹³ Section 136 of the Mental Health Act 1983. This enables a police officer to remove, from a place other than where they live, someone who they believe to be suffering from a mental disorder and in need of immediate care and control, and take them to a place of safety – for example, a health or social care facility, or the home of a relative or friend.

Investigating crimes involving vulnerable people

The force investigates crimes involving vulnerable victims to an adequate standard, but some aspects of this work need to improve. Crimes are allocated to specialist staff within the force's joint investigation units in Carmarthenshire, Ceredigion and Powys, and in Pembrokeshire to the public protection unit. These staff receive appropriate levels of training and supervision from more senior investigators, with regular opportunities for continuing professional development. During the file review prior to the inspection we found that on some occasions not all viable lines of enquiry had been identified. This included two cases of potential exploitation of a vulnerable person that were closed without a complete investigation. However, the force has recently taken steps to improve the quality of investigation involving vulnerable people by beginning to focus on the need for good supervisory oversight.

Although the force is currently understaffed in some of its specialist units, it is in the process of recruiting officers from other forces who already have the necessary investigative skills. During the inspection, we were told that this process was to be completed by the end of 2017. We found that the workloads of staff operating in an investigative capacity are manageable. The recent merger of some CID and public protection units with the joint investigation units has provided the force with greater capacity and capability with which to investigate cases involving vulnerable people.

The force makes some use of legal powers such as arrests and domestic violence protection orders (DVPOs)¹⁴ to protect victims of domestic abuse. The number of DVPOs issued in the 12 months to 30 June 2017 was 26; for the same period in 2016, the figure was 44. Similarly, the force's use of arrest for domestic abuse-related offences has reduced. In the 12 months to 30 June 2017, Dyfed-Powys Police recorded 429 charged / summonsed outcomes for domestic abuse-related offences. This represents a charged / summonsed rate of 16 per 100 domestic abuse-related offences in Dyfed-Powys. This is a significant decrease (41 percent) when compared to the 12 months to 30 June 2016, where the charge / summonsed rate was 27 per 100 domestic abuse-related offences. The rate of charged / summonsed in Dyfed- Powys is now below the England and Wales rate of 19 charged / summonsed per 100 domestic abuse-related offences. These figures reflect declining arrest rates for domestic abuse-related crimes in Dyfed-Powys since 2015. During our inspection, we were reassured to find that response officers said that they would consider the use of the power of arrest in all cases involving

¹⁴ Domestic violence protection orders (DVPOs) are designed to provide protection to victims by enabling the police and magistrates courts to put in place protection in the immediate aftermath of a domestic abuse incident. A DVPO can prevent the perpetrator from returning to a residence and from having contact with the victim for up to 28 days, allowing the victim time to consider their options and get the support they need.

domestic abuse. However, the force needs to understand the reasons for the decline in its use of the available legal powers and ensure that it is making the most appropriate decisions to protect vulnerable people.

In the main, Dyfed-Powys Police is effective in its management of sex offenders through multi-agency public protection arrangements (MAPPA),¹⁵ and partner agencies are fully engaged in the process. As of 1 July 2017, the force was managing 633 registered sex offenders (RSOs). Frontline officers are aware of RSOs in their areas as a result of effective daily management meetings and other sources of intelligence, and take an active part in monitoring and managing them. Sex offenders are also managed well by MOSOVO (management of sexual offenders and violent offenders) teams. Although the force acknowledges that the number of offenders eligible for MAPPA continues to increase, we found workloads within the MOSOVO teams to be at manageable levels. The number of very high-risk offenders being managed through MAPPA is lower now than in 2016. Nevertheless, as of 1 July 2017 there were 234 low-risk RSOs, and 85 were awaiting an assessment of the risk they present to the public. However, the responsibility for carrying out these assessments lies with three statutory authorities: the police, the probation service and the prison service. During the inspection we found that 27 RSOs were also awaiting the outcome of home visits. Dyfed-Powys Police recognises these backlogs as a potential risk and it has increased the number of MOSOVO staff. In addition, other specialist staff have been trained to manage RSOs. The force has also engaged the services of a forensic psychologist to help support the management of sex offenders.

Partnership working

Dyfed-Powys Police has well-developed working relationships with partner organisations such as the four local authorities in the force area. For example, it works in a central referral unit (CRU) arrangement that allows the force to share information with partner agencies to develop effective safety plans for both victims and for offenders who need support. However, unlike the effective multi-agency safeguarding hub arrangements found elsewhere in England and Wales, the CRU does not involve the co-location of partner agencies and police. It covers the whole of the force area and deals with each local authority but there is no physical presence of local authority or partner agency staff. All strategy meetings are completed over the telephone, although case conferences are always attended in person. Data sharing is generally effective and vulnerable victims receive a good level of service.

¹⁵ Multi-agency public protection arrangements (MAPPA) are in place to ensure the successful management of violent and sexual offenders. Agencies involved include as responsible bodies the police, probation trusts and prison service. Other agencies may become involved, for example the Youth Justice Board will be responsible for the care of young offenders.

The number of cases discussed at multi-agency risk assessment conferences (MARACs)¹⁶ in Dyfed-Powys is very high when compared to the number of cases discussed in MARACs in England and Wales as a whole. The force is aware of the high numbers and is working with partner agencies, including the Violence Against Women, Domestic Abuse and Sexual Violence Board, to improve scrutiny of the referral process to the MARAC. As a result of this additional scrutiny, the threshold for referral is now higher and consequently the number of cases being discussed is falling. This should ensure that those people who need safeguarding the most receive more immediate attention.

Areas for improvement

- The force should ensure that there is regular and active supervision of investigations to improve quality and progress with sufficient supervisory oversight to prevent opportunities to safeguard vulnerable victims from being missed.
- The force should ensure that all investigations are completed to a consistently good standard, and in a timely manner, and that the quality of handover information improves.
- The force should ensure that response officers become more proficient at completing risk assessments at initial response.
- The force should improve its overall approach to safeguarding victims of domestic abuse by understanding and taking appropriate action to address the reasons for its low domestic abuse arrest rate and low use of DVPNs and DVPOs.

¹⁶ A multi-agency risk assessment conference (MARAC) is a meeting where information is shared on the highest risk domestic abuse cases between representatives of local police, health, child protection, housing practitioners, independent domestic violence advisors, probation and other specialists from the statutory and voluntary sectors.

Specialist capabilities

Ungraded

National policing responsibilities

*The Strategic Policing Requirement (SPR)*¹⁷ specifies six national threats: terrorism, cyber-crime, public order, civil emergencies, child sexual abuse and serious and organised crime.

Dyfed-Powys Police has the necessary arrangements in place to ensure that it can fulfil its national policing responsibilities. The force has assessed its capability to respond to the six national threats included in the SPR.

An assistant chief constable has been appointed to lead a programme to build the force's capacity to respond to national threats. A senior manager has also been assigned responsibility for monitoring each of the threats and they report frequently to the assistant chief constable. We found this to be an effective means of identifying risks, involving external organisations, engaging the workforce and developing the skills and experience the force requires.

Dyfed-Powys Police has established a comprehensive programme to test its response to national threats. The force recently carried out a training exercise to test its readiness to address simultaneous terrorist attacks at multiple locations.

Firearms capability

HMICFRS inspected how well forces were prepared to manage firearms attacks in our 2016 effectiveness inspections. Subsequent terrorist attacks in the UK and Europe have meant that the police service maintains a firm focus on armed capability in England and Wales.

It is not just terrorist attacks that place operational demands on armed officers. The threat can include the activity of organised crime groups or armed street gangs and all other crime involving guns. *The Code of Practice on the Police Use of Firearms and Less Lethal Weapons*¹⁸ makes forces responsible for implementing national

¹⁷ The SPR is issued annually by the Home Secretary. It sets out the latest national threats and appropriate national policing capabilities required to counter them. National threats require a co-ordinated or aggregated response from police forces, national agencies or other partners. *The Strategic Policing Requirement*, Home Office, March 2015. Available from: www.gov.uk/government/uploads/system/uploads/attachment_data/file/417116/The_Strategic_Policing_Requirement.pdf

¹⁸ *Code of Practice on Police use of Firearms and Less Lethal Weapons*, Home Office, 2003.

standards of armed policing. The code stipulates that a chief officer be designated to oversee these standards. This requires the chief officer to set out the firearms threat in an armed policing strategic threat and risk assessment (APSTRA). The chief officer must also set out clear rationales for the number of armed officers (armed capacity) and the level to which they are trained (armed capability).

Dyfed-Powys Police operates joint arrangements with South Wales Police and Gwent Police to provide armed policing. The force has a good understanding of the potential harm facing the public; its APSTRA conforms to the requirements of the code and the College of Policing guidance.¹⁹ The force last reviewed its APSTRA in April 2017.

We found that the designated chief officer scrutinises the APSTRA closely. She formally approves its content, which includes the levels of armed capability and capacity that the threats require. Her decisions and the rationale on which they are based are clearly auditable.

¹⁹ College of Policing authorised professional practice on armed policing available at: www.app.college.police.uk/app-content/armed-policing/?s

Annex A – About the data

The information presented in this report comes from a range of sources, including data published by the Home Office, the Office for National Statistics, inspection fieldwork and data collected directly from all 43 geographic police forces in England and Wales.

Where HMICFRS collected data directly from police forces, we took reasonable steps to agree the design of the data collection with forces and with other interested parties such as the Home Office. We gave forces several opportunities to quality assure and validate the data they provided us, to ensure the accuracy of the evidence presented. For instance:

- Data that forces submitted were checked and queried with those forces where data were notably different from other forces or were internally inconsistent.
- All forces were asked to check the final data used in the report and correct any errors identified.

The source of the data is presented with each figure in the report, and is set out in more detail within this annex. The source of Force in numbers data is also set out below.

Methodology

Data in the report

British Transport Police was outside the scope of inspection. Any aggregated totals for England and Wales exclude British Transport Police data, so will differ from those published by the Home Office.

Where other forces have been unable to supply data, this is mentioned under the relevant sections below.

Population

For all uses of population as a denominator in our calculations, unless otherwise noted, we use Office for National Statistics (ONS) mid-2016 population estimates. These were the most recent data available at the time of the inspection.

For the specific case of City of London Police, we include both resident and transient population within our calculations. This is to account for the unique nature and demographics of this force's responsibility.

Survey of police staff

HMICFRS surveyed the police workforce across forces in England and Wales, to understand their views on workloads, redeployment and the suitability of assigned tasks. This survey was a non-statistical, voluntary sample which means that results may not be representative of the workforce population. The number of responses varied between 16 and 1,678 across forces. Therefore, we treated results with caution and used them for identifying themes that could be explored further during fieldwork rather than to assess individual force performance.

Ipsos MORI survey of public attitudes towards policing

HMICFRS commissioned Ipsos MORI to survey attitudes towards policing between 21 July and 15 August 2017. Respondents were drawn from an online panel and results were weighted by age, gender and work status to match the population profile of the force area. The sampling method used is not a statistical random sample and the sample size was small, varying between 300 and 321 individuals in each force area. Therefore, any results provided are only an indication of satisfaction rather than an absolute.

The findings of this survey are available on our website:

www.justiceinspectorates.gov.uk/hmicfrs/data/peel-assessments

Review of crime files

HMICFRS reviewed 2,700²⁰ police case files across crime types for:

- theft from person;
- rape (including attempts);
- stalking;
- harassment;
- common assault;
- grievous bodily harm (wounding);
- actual bodily harm.

Our file review was designed to provide a broad overview of the identification of vulnerability, the effectiveness of investigations and to understand how victims are treated through police processes. We randomly selected files from crimes recorded between 1 January 2017 and 31 March 2017 and assessed them against several

²⁰ 60 case files were reviewed in each force, with the exception of the Metropolitan Police Service, West Midlands Police and West Yorkshire Police where 90 case files were reviewed.

criteria. Due to the small sample size of cases selected per force, we did not use results from the file review as the sole basis for assessing individual force performance, but alongside other evidence gathered.

Force in numbers

A dash in this graphic indicates that a force was not able to supply HMICFRS with data or the data supplied by the forces were not comparable.

Calls for assistance (including those for domestic abuse)

These data were collected directly from all 43 geographic police forces in England and Wales. In 2017, the data requested from forces contained a different breakdown of occurrences where the police were called to an incident.

Recorded crime and crime outcomes

These data are obtained from Home Office police recorded crime and outcomes data tables for the 12 months to 30 June 2017 and are taken from the October 2017 Home Office data release, which is available from:

www.gov.uk/government/statistics/police-recorded-crime-open-data-tables

Total police-recorded crime includes all crime, except fraud offences, recorded by all police forces in England and Wales. Home Office publications on the overall volumes and rates of recorded crime and outcomes include British Transport Police, which is outside the scope of this HMICFRS inspection. Therefore, England and Wales rates in this report will differ from those published by the Home Office.

Data referring to police-recorded crime should be treated with care, as recent increases may be attributed to the renewed focus on the quality and compliance of crime recording since HMICFRS' national inspection of crime data in 2014.

Suffolk Constabulary was unable to submit 2017 outcomes data to the Home Office due to data quality issues, relating to the changing of its crime recording system to Athena. Therefore Suffolk Constabulary has been excluded from the England and Wales figure.

Other notable points to consider when interpreting outcomes data are listed below.

- Crime outcome proportions show the percentage of crimes recorded in the 12 months to 30 June 2017 that have been assigned each outcome. This means that each crime is tracked or linked to its outcome. Therefore these data are subject to change, as more crimes are assigned outcomes over time.

- Under the new framework, 37 police forces in England and Wales provide outcomes data through the Home Office data hub (HODH) on a monthly basis. All other forces provide these data via a manual return also occurring on a monthly basis.
- Leicestershire, Staffordshire and West Yorkshire forces participated in the Ministry of Justice's out of court disposals pilot. This means they no longer issued simple cautions or cannabis/khat warnings and they restrict their use of penalty notices for disorder as disposal options for adult offenders, as part of the pilot. These three pilot forces continued to operate in accordance with the pilot conditions since the pilot ended in November 2015. Other forces subsequently also limited their use of some out of court disposals. Therefore, the outcomes data should be viewed with this in mind.
- Direct comparisons should not be made between general crime outcomes and domestic abuse-related outcomes. Domestic abuse-related outcomes are based on the number of outcomes for domestic-abuse related offences recorded in the 12 months to 30 June 2017, irrespective of when the crime was recorded. Therefore, the domestic abuse-related crimes and outcomes recorded in the reporting year are not tracked, whereas the general outcomes are tracked.
- For a full commentary and explanation of outcome types please see Crime Outcomes in England and Wales: year ending March 2017, Home Office, July 2017. Available from:
www.gov.uk/government/uploads/system/uploads/attachment_data/file/633048/crime-outcomes-hosb0917.pdf

Anti-social behaviour

These data are obtained from Office for National Statistics data tables (year ending 31 March 2017), available from:

www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/policeforceareadatatables

All police forces record incidents of anti-social behaviour (ASB) reported to them in accordance with the provisions of the National Standard for Incident Recording (NSIR). Forces record incidents under NSIR in accordance with the same victim-focused approach that applies for recorded crime, although these data are not subject to the same quality assurance as the main recorded crime collection.

Incident counts should be interpreted as incidents recorded by the police, rather than reflecting the true level of victimisation. Other agencies also deal with ASB incidents (for example, local authorities and social landlords), but incidents reported to these agencies will not generally be included in police data.

When viewing this data the reader should be aware that Warwickshire Police had a problem with its incident recording. For a small percentage of all incidents reported during 2015-16 the force could not identify whether these were ASB or other types of incident. These incidents have been distributed pro rata for Warwickshire, so that two percent of ASB incidents in the reporting year for 2015-16 is estimated.

Domestic abuse

Data relating to domestic abuse-flagged offences is obtained through the Home Office for the 12 months to 30 June 2017. These are more recent data than those previously published by Office for National Statistics. The Home Office collects these data regularly and requires all forces to record accurately and flag domestic abuse crimes. Domestic abuse flags should be applied in accordance with the Home Office Counting Rules²¹ to ensure consistency across forces, and within published data sets.

Data relating to domestic abuse arrests and outcomes were collected directly from all 43 geographic police forces in England and Wales.

Further information about the domestic abuse statistics and recent releases is available from:

www.ons.gov.uk/releases/domesticabuseinenglandandwalesyearendingmarch2017

When viewing this data the reader should be aware that North Yorkshire Police was unable to give the Home Office comparable data on domestic abuse-flagged crimes. The force extracted data for HMICFRS on the powers and outcomes used to deal with these offences by using an enhanced search. This search examined additional factors (such as the victim / suspect relationship) and included a keyword search to identify additional domestic abuse crimes which may not have been flagged. The force used a simpler search, which identified domestic abuse crimes by flagging alone, to extract data it supplied to the Home Office. As North Yorkshire Police's data on domestic abuse are not comparable with other forces, we have excluded the data.

²¹ Home Office Counting Rules are rules in accordance with which crime data – required to be submitted to the Home Secretary under sections 44 and 45 of the Police Act 1996 – must be collected. They set down how the police service in England and Wales must record crime, how crimes must be classified according to crime type and categories, whether and when to record crime, how many crimes to record in respect of a single incident and the regime for the re-classification of crimes as no-crimes.

Organised crime groups (OCGs)

These data were collected directly from all 43 geographic police forces in England and Wales. City of London Police is excluded from the England and Wales rate as its OCG data are not comparable with other forces due to size and its wider national remit.

As at 1 July 2017 City of London Police had recorded 46 OCGs. However during the inspection we found that only six OCGs were within the force's geographical area and the remaining 40 were part of the National Fraud Intelligence Bureau's remit.

Figures in the report

Not all forces' reports will contain all the figures we mention in the sections below. This is because some forces' data was incomplete or not comparable with England and Wales data, and in 2017 HMICFRS undertook risk-based inspections. More details about our risk-based approach can be found here:

www.justiceinspectorates.gov.uk/hmicfrs/peel-assessments/how-we-inspect/2017-peel-assessment/#risk-based

Rate of anti-social behaviour (ASB) powers per 1 million population, by force, in the 12 months to 30 June 2017

These data were collected directly from all 43 geographic police forces in England and Wales. HMICFRS collected data on anti-social behaviour powers, including:

- criminal behaviour orders;
- community protection notices;
- civil injunctions;
- dispersal orders.

Together these powers form the anti-social behaviour (ASB) powers considered in this report.

The Crime and Policing Act 2014 introduced ASB powers which can be applied by both local authorities and the police. The ASB powers data provided in this report covers police data. Therefore, results should be treated with caution as they may not include instances where local authorities exercised these powers.

When viewing this data the reader should be aware of the following:

- Bedfordshire Police, Greater Manchester Police and the Metropolitan Police Service were unable to provide data on anti-social behaviour powers as the data are not held centrally within each force.

- Greater Manchester Police was unable to provide any 2016 ASB use of powers data. Greater Manchester Police intends for its new integrated operational policing system to incorporate recording of ASB powers.
- Suffolk Constabulary was only able to provide data for the southern area of the force in 2017. Therefore its data are excluded.
- The forces highlighted above are not included in the figure or in the calculation of the England and Wales rate.
- Gloucestershire, Hertfordshire, Humberside and Merseyside forces were only able to provide partial 2017 ASB use of powers data.
- Gloucestershire Constabulary and Hertfordshire Constabulary were unable to obtain data regarding the number of civil injunctions as their local authorities lead the application of these.
- Humberside Police was unable to provide data on community protection notices and civil injunction notices as its local authorities lead the application of these. The force does not collect data on criminal behaviour orders and dispersal orders.
- Merseyside Police was unable to provide data on dispersal orders as these orders are attached to individual crime files.

Proportion of investigations where action was taken, by force, for offences recorded in the 12 months to 30 June 2017

Please see 'Recorded Crime and Crime Outcomes' above.

Suffolk Constabulary was unable to provide 2017 crime outcomes data. Dorset Police was unable to provide 2016 crime outcomes data. Therefore, these forces' data are not included in the figure.

Dorset Police was unable to provide 2016 crimes outcome data, because it had difficulty with the recording of crime outcomes for the 12 months to 30 June 2016. This was due to the force introducing the Niche records management system in spring 2015. Problems with the implementation of Niche meant that crime outcomes were not reliably recorded.

Domestic abuse arrest rate (per 100 domestic abuse-related offences), by force, in the 12 months to 30 June 2017

Please see 'Domestic abuse' above.

- The arrest rate is calculated using a common time period for arrests and offences. It is important to note that each arrest is not necessarily directly linked to its specific domestic abuse offence recorded in the 12 months to 30 June 2017 in this calculation. It is also possible to have more than one arrest

per offence. In addition, the reader should note the increase in police-recorded crime which affected the majority of forces over the last year. This may mean arrest rates are higher than the figures suggest. Despite this, the calculation still indicates whether the force prioritises arrests for domestic abuse offenders over other potential forms of action. HMICFRS evaluated the arrest rate alongside other measures (such as use of voluntary attendance or body-worn video cameras) during our inspection process to understand how each force deals with domestic abuse overall.

When viewing this data the reader should be aware of the following:

- Durham, Lancashire, Warwickshire and West Mercia forces were unable to provide domestic abuse arrest data. North Yorkshire Police was unable to provide comparable domestic abuse crime and arrest data, so a rate could not be calculated. Therefore, these forces are not included in the figure.
- Cambridgeshire, Derbyshire, Durham and Gloucestershire forces were unable to provide 2016 domestic abuse arrest data. Therefore, these forces do not have 2016 data included in the figure.

When viewing domestic abuse arrest data for 2016, the reader should be aware of the following:

- Cambridgeshire Constabulary was unable to provide 2016 domestic abuse arrest data due to a recording problem that meant it could only obtain accurate data from a manual audit of its custody records.
- Lancashire Constabulary had difficulty in identifying all domestic abuse-flagged arrests. This affected 23 days in the 12 months to 30 June 2016. The force investigated this and confirmed that the impact on the 2016 data provided to HMICFRS would be marginal and that these are the most reliable data it can provide.

Rate of organised crime groups (OCGs) per 1 million population, by force, as at 1 July 2017

Please see 'Organised crime groups' above.

Organised crime group data from City of London Police are not comparable with other forces. Therefore, its data are not included in the figure.

For data relating to 2016 the number of OCGs in Warwickshire Police and West Mercia Police force areas is a combined total of OCGs for the two force areas. The OCGs per 1 million population rate is based upon their areas' combined population. For the 2017 data Warwickshire Police and West Mercia Police force split their OCGs into two separate force areas.

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DYFED-POWYS POLICE AND CRIME PANEL 18/05/18

DECISIONS TAKEN BY THE COMMISSIONER

Recommendations / key decisions required:

To consider the decisions made by the Commissioner and make such report or recommendations as the Panel thinks fit.

Reasons:

The Panel has a statutory duty to do this

Report Author:

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**EXECUTIVE SUMMARY
DYFED – POWYS POLICE AND CRIME PANEL
18/05/18**

DECISIONS TAKEN BY THE COMMISSIONER

Section 28(6) of the Police Reform and Social Responsibility Act 2011 requires the Panel to review or scrutinise decisions made and actions taken by the Police and Crime Commissioner in connection with the discharge of his functions and make reports and recommendations to the Commissioner in relation to the discharge of those functions.

Any such reports or recommendations must be published by the Panel.

DETAILED REPORT ATTACHED ?

YES

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Host Authority File	LS-0511/26	County Hall, Carmarthen

Decisions made by the Commissioner (including those made at Policing Board) 27th of February 2018 – May the 10th 2018

Title & Summary	Date
<p>The CC and PCC agree to the recommended 18 cell site for the new Carms custody suite.</p> <p>A detailed review of custody usage over the last 4 year period supports the provision of a 18 cell custody and police station in Llanelli, as the primary custody site for Carmarthenshire. This is based on a 14 cell mainstream custody facility with an additional 4 cells dedicated for the use and ability to segregate vulnerable detainees.</p> <p>The provision approved allows for a 16% overcapacity for current peak periods providing a future proof solution which also based on proposed construction cost provides a cost effective solution. This is essential to allow for future legislative changes and demand.</p>	Feb 27
<p>The contract for the Llanelli Dafen project to be awarded at previously agreed construction rates.</p> <p>The decision took into account the architect's view that construction would continue with the current architectural contract for the next three years. Construction rates would remain as agreed several years ago while hourly rates for additional designs would match today's rates.</p> <p>This proposal has been agreed at the Estates Project Board.</p>	Feb 27
<p>The CC and PCC decide not to take up St. Clears' Town Council's offer of buying a building in St. Clears to turn into a Police Museum.</p> <p>The Commissioner and Chief Constable decided not to take up an offer made by St. Clears Town Council on the 21st of February to buy an unused building in the town currently for sale for development. The property in question was the old Police Station on Pentre Road in St. Clears which later became a library, since closed and currently for sale.</p>	Feb 27

The Town Council recommended the building as a potential police museum for Dyfed-Powys Police. The building was said to have an old style police cell still in place.

The CC and PCC approve the Report for the award of the IDVA service. Subject to final review by the Chief Finance Officer.

Feb 27

The Commissioner and Chief Constable awarded the contract for the commissioning of services to support high risk victims of domestic abuse to Hafan Cymru (partnership bid with Gwalia), for a period of two years - 9 months with the option to extend for a further period of up to two years, reviewed on an annual basis. The first year of the contract to cover the period 1st July 2018 to 31st March 2019. Annual costs excluding VAT:

Year one: £299,962.00 (9 months)

Year two: £399,047.50

Year three: £399,047.50

The CC and PCC approve the awarding of the Forensic Medical Services Tender to CRG, a Specialist Healthcare Recruitment Agency.

Feb 27

The Commissioner and Chief Constable accepted a recommendation to award a contract to CRG Medical Ltd for a period of 3 years with the option of up to 2 annual extension periods, renewed on the basis on maintaining a high level of performance. The contract will be managed through pre-determined key performance indicators by the Force Operational Contract Manager. CRG is the current provider of custody doctors and nurses and also provide a service to 5 other Police Forces in the UK.

The current contract price is £986,984.53.

The PCC and CC agree to support the Principles Movement put forward by T/CI Yelland.

Feb 27

The Commissioner and Chief Constable agree to support a piece of work based on the Future Generations Act – a piece

of legislation forcing partners to work with DPP and governed by a Strategic Collaboration Group.

The Board agreed that the Adverse Childhood Experiences Project (ACES) was a good example to follow.

Award for Contract for Architectural Services

Mar 21

The Commissioner and Chief Constable agreed to the continuation of the contract for Architectural Services by NORR (previously k/a Ingenium/Archial NORR) is proposed on the following basis:

- Percentage Rates on build cost retained for a further 3 years
- Continuity of knowledge
- To prevent re-work and re-design due to being at RIBA stage 2 design currently
- To prevent further delays to the project

This decision is as per the summary provided to Policing Board on 27th of February.

Award of Contract for Ecological Survey Services

Mar 21

The Commissioner and Chief Constable agreed to award the contract for extensive ecological surveys to be done before the build process of the Carmarthenshire Custody Suite at Penprys, Llanelli to Udall-Martin Associates.

To award the contract for the Pathfinder Project Pilot to Gwalia for the period 1st April 2018 to 31st March 2019

Mar 27

A request was submitted to the Board for an exemption from tender processes for a single tender award in relation to this pilot. The CFO had sought strategic procurement advice and agreed with the rationale given to use a specific supplier for reason of compatibility with existing equipment / continuity of supply. This would allow for the outcomes of the pilot to be properly assessed to inform future service provision requirements. The Board were in agreement with the advice

offered and as such approved the recommendation for a single tender award.

This will be evaluated after 6 months.

Contribution towards Brake – The Road Safety Charity for 2018/19 May 8

The Commissioner approved a decision to continue to financially support Brake – The Road Safety Charity by providing a contribution of £2,000 for the 2018/19 financial year.

The charity is an established and respected UK-wide provider of support services to people who have been bereaved or seriously injured in a road crash, as well as the family, friends and professionals supporting them.

Reduction in funding towards substance misuse contract for 2018/19 May 8

The Commissioner approved a decision to reduce the overall funding contribution towards the Dyfed substance misuse contract of £60,000, reducing the total provided by the Police and Crime Commissioner from £275,000 to £215,000. The decision was made following discussions with the Director of Public Health Wales.

Capital Strategy 2018/19 – 2023/24 May 10

The Commissioner approved the Capital Strategy 2018/19 – 2023/24 which sets out how capital investment contributes to the delivery of the Police and Crime Plan by the Commissioner and the Chief Constable.

Accounting policies for the 2017/18 accounts May 10

The Commissioner approved the Accounting policies for the 2017/18 accounts, which are included in each Statement of Account and are the specific principles, bases, conventions,

rules and practices applied when preparing and presenting the financial statements. They are included to provide a fuller explanation and description of specific figures as an aid to the reader's understanding of the accounts.

2018/19 Reserves and Balances Policy

May 10

The Commissioner approved the 2018/19 Reserves and Balances Policy. The Home Office issued specific guidance on Police Finance Reserves in January 2018 which seeks enhanced transparency across the service to demonstrate clear utilisation plans. The reporting framework which is detailed within section 12 addresses these requirements.

In setting the precept for 2018/19 and formulating the Medium Term Financial Plan 2018/19 – 2023/24, the Police and Crime Commissioner has demonstrated a clear plan of reserve utilisation to support the delivery of his Police and Crime Plan.

2018/19 Treasury Management Strategy

May 10

The Commissioner approved the 2018/19 Treasury Management Strategy including Prudential Indicators, Financing Requirement and Minimum Revenue Provision policy for the 2018/19 year.

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DYFED-POWYS POLICE AND CRIME PANEL 18th May 2018

POLICE ACCOUNTABILITY BOARD

Recommendations / key decisions required:

To note the agenda, reports and minutes for the Accountability Board 13th February 2018 and question the Commissioner about them.

Reasons:

One of the statutory duties of the Commissioner is to hold the Chief Constable to account for delivery of the Police and Crime Plan. One of the mechanisms for doing so is by means of public Police Accountability Board meetings.

Report Author:

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EXECUTIVE SUMMARY
DYFED – POWYS POLICE AND CRIME PANEL
18th May 2018

POLICE ACCOUNTABILITY BOARD

On the 13th February 2018 a Police Accountability Board was held in Llanelli at which the Police and Crime Commissioner sought to hold the Chief Constable to account for the delivery of the Police and Crime Plan.

One of the roles of the Panel is to scrutinise how the Commissioner performs this function.

Panel members are requested to note the agenda, reports and minutes of that meeting and question the Commissioner accordingly.

Panel members are reminded that the purpose of this report is to enable the Panel to scrutinise how the Commissioner holds the Chief Constable to account. Panel members should therefore not seek to question the Commissioner about operational policing matters.

DETAILED REPORT ATTACHED?

YES

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Host Authority File	LS-0511/27	County Hall, Carmarthen

31st of January 2018

TO: The Police and Crime Commissioner, Chief Constable, Deputy Chief Constable, Assistant Chief Constable, Director of Finance, Chief Finance Officer and Director of Resources

Copy to: ACPO and Senior Officers/Staff

OPCC Staff

Press

Dear Sir/Madam,

A meeting of the **Dyfed-Powys Policing Accountability Board** will be held on **Tuesday the 13th of February 2018 at Llanelli Library, Vaughan Street at 10:00** for the transaction of the business on the attached agenda. Members of the Press and Public may attend this meeting. Those wishing to do so are asked to contact the OPCC in advance to inform us of any requirements, or if they wish to contribute to the meeting through the medium of Welsh.

Yours sincerely



Carys Morgans
Chief of Staff

Encl.

AGENDA

Opening with an informal session with students from Ysgol y Strade

1. Welcome and Apologies
2. Minutes of the Accountability Meeting held on 3rd of November
and Matters Arising



2017-11-03 PAB
Minutes.docx

PAGE NOS. 61-68

3. Force Performance Report Quarter 3



Monthly
Performance_Paper_Dr

PAGE NOS.69-104

4. Financial performance during quarter 3



1. PAB Report -
February 2018.doc

PAGE NOS.105-114

5. Update on the Police and Crime Delivery Plan, focusing on:
 - a) Victim Satisfaction



PAB - VS Update Feb
2018.docx

PAGE NOS.115-119

b) Public Confidence



Public Confidence PAB
February v3.docx

PAGE NOS.121-125

c) Organisational Health and Wellbeing



PAB Submission -
Organisational Health

PAGE NOS.127-131

d) HMIC



PAB report Feb 2018
HMICFRS v2.docx

PAGE NOS.133-136

e) IPCC



PSD - Policing
Accountability Board F

PAGE NOS.137-141

6. Update on Policing Board focus areas during quarter 3.

a. Mental Health – Update on triage scheme (21st of
November)

b. Llamau (30th of January)

7. Scrutiny activity feedback



2017-10 OOCB
report signed.pdf

PAGE NOS.143-160



2017-11 QAP
Report.pdf

PAGE NOS.161-176

8. Action and Risk Summary from Meeting

9. AoB

a. Confirmation of Precept



PCC Decision on
precept 201819.doc



1819 Precept Report
for Panel.docx



Panel Response to
Precept.pdf

PAGE NOS.177-230



COMISIYNYDD
 HEDDLU A THROSEDDU
 DYFED-POWYS
 POLICE AND CRIME
 COMMISSIONER

Meeting: Police Accountability

Venue: Penarth Police College

Date: November 3 2017

Time: 10:00 – 13:00



DYFED-POWYS

Members:	Mr Dafydd Llywelyn (PCC) - Police and Crime Commissioner Chief Constable Mark Collins (CC) – Dyfed-Powys Police Mrs Carys Morgans (CM), Chief of Staff - OPCC Deputy Chief Constable Darren Davies (DCC) – Dyfed-Powys Police Mr Edwin Harries (EH) Director of Finance – Dyfed-Powys Police
Also Present:	Staff Officer Sian Davies (SD) – Dyfed-Powys Police Brieg Dafydd (BD), Business Development Officer - OPCC
Apologies:	Mrs Jayne Woods (JW), Chief Finance Officer - OPCC Staff Officer Gwyndaf Bowen (GB) - Dyfed-Powys Police

ACTION SUMMARY FROM MEETING ON 27/07/2017		
Action N°	Action Summary	Progress:
PAB 059	Coercive control and domestic abuse cases to be reviewed at the next PAB meeting.	Complete
PAB 060	Dates of transferee recruitment intakes to be passed to the OPCC for consideration regarding a presentation on the Police and Crime Plan at the induction event.	Complete
PAB 061	OPCC to release a press statement asserting the PCC's ongoing commitment to reducing crime.	In Progress
PAB 062	The Force to provide a detailed breakdown of the outcome level for burglary crime type at the next PAB.	Complete
PAB 063	The Force to provide further detail in respect of drug offences and possession of weapon offences in future performance reports.	Complete
PAB 064	The Force to provide a breakdown of current vs historic sexual offences.	Ongoing
PAB 065	Action: Call handling to be reviewed in PAB in November 2017.	Complete
PAB 066	Action: IS&T to present the new website at the next PAB.	In Progress
PAB 067	Action: PSB data to be included in future performance reports.	In Progress

1. Welcome

The PCC welcomed Board members to Pembrokeshire College and extended his sincerest condolences on behalf of Dyfed-Powys Police to the family and friends of those who lost their lives in Llangammarch Wells, Powys.

2. Minutes of the Accountability Meeting held on July 27 and Matters Arising

PAB 061: The PCC to hold discussion with Emma Northcote (Senior Manager Corporate Communications) on Monday, November 6.

PAB 063: The PCC thanked Dyfed-Powys Police for the drug-market profile.

PAB 064: To be supplied in future Force Performance Report.

PAB 066: The CC announced that the website is in the final stages of development. An individual within the Information Security and Technology department has been assigned as a dedicated resource to the project and it was agreed that more detail be provided in Policing Board on November 21, 2017.

Action: DPP to provide an update on the new websites in Policing Board on November 21, 2017.

The PCC commented on the timeliness of reports and requested that documents be provided earlier to allow more time for preparation and analysis. Staff Officer SD highlighted that performance reports are generated at month-end and that heads of service use the reports to inform the wider outcome reporting. The PCC acknowledged that the timing of the Board meeting made preparation difficult and the timetable of the meeting should be reviewed.

Action: CoS to liaise with the Staff Officer in respect of the schedule of future PAB meetings.

3. Force Performance Report

User Satisfaction

The PCC stated that, despite a decline in 'follow-up' and 'action' figures, User Satisfaction levels on the whole remained relatively stable. The CC announced that the Force establishment of operational officers was reaching maximum levels and noted that much emphasis and proactivity had been placed upon improving compliance with the Victims' Code of Practice. As a result, Dyfed-Powys Police has seen an increase in rankings in User Satisfaction levels; from 32nd to 15th nationally. The PCC queried the positive impact of Goleudy on user and victim satisfaction. The CC highlighted that the service had played a part in the increase of satisfaction levels, with referrals having increased by 16% since April.

The DCC announced that Claire Parmenter will chair the Victim Satisfaction Board in her role as Assistant Chief Constable for Dyfed-Powys Police.

Complaints

The DCC noted that Ch/Supt. Steve Cockwell is conducting fortnightly reviews into on-going and complex cases. The Independent Police Complaints Commission's quarterly report showed a dramatic improvement in performance for Dyfed-Powys Police, with local resolution figures now in line with the national average.

The PCC commended the force for working proactively to improve its performance measures.

Action: IPCC Quarterly Report to be provided to the OPCC

Force Management Statement

The DCC announced that he would lead on Force Management Statements as part of his wider role as Dyfed-Powys Police' lead HMIC officer. The PCC noted that there was some scepticism across Forces in England and Wales in relation to the efficacy of Management Statement exercises, and sought assurance from the CC as to how the activity satisfied the wider vision of the Police and Crime Plan and the Force's local delivery priorities. The CC highlighted that the exercise serves as a useful vehicle for internal focus on organisational processes and procedures and declared that Dyfed-Powys Police was the only Force nationally to submit a full Force Management Statement. Management Statements will be utilised to determine HMIC activity in future.

Action: Chief of Staff Carys Morgans to represent the Office of the Police and Crime Commissioner in supporting the drafting of future Force Management Statements.

The discussion moved on to crime levels and crime recording processes. The CC noted that local figures were largely similar to what was being reported nationally, and that the increase within the Force borders was only natural given the introduction of a more ethical crime recording approach and innovation of crime processing such as the Incident and Crime Allocation Team (ICAT) now embedded within the Force Communication Centre. The PCC commended the positive and innovative developments but questioned whether the liminal nature of the data hid an underlying real-term rise in crime figures. The DCC stressed that the rise in crime volume was largely attributed to changes in the way the Force records and processes crime. Most of the focus is on crime outcomes; it is important that skilled and specially trained resources are available to match the demand of increasingly complex cases.

The PCC questioned the figures in relation to drug offences. The DCC advised that although the figures look lower at face-value, drug trafficking volume remains stable.

The PCC praised the Force on the wealth of information detailed in the report and sought reassurance in relation to proactively tackling the rise in offences such as violence against

the persons and vehicle offences. The DCC noted that Basic Command Units across the Force area had been tasked to look at specific offences such as vehicle crime to analyse hotspot areas and offender patterns. He advised although violence against the person now accounts for 35% of recorded incidents across the Force, nearly 65% of these incidents result in no physical injury to the person. The PCC queried whether an increase in night-time economy activity was responsible for the rise in violence against the person and whether arrangements were being made for the CCTV implementation to aid in tackling public order offences hotspots. The CC noted that the Force was undergoing a review of night-time economy data across Dyfed-Powys crime hotspots to inform the larger CCTV project.

Anti-social behaviour

The PCC noted that it is positive to see a general reduction in incidents of anti-social behaviour and queried whether a change in policy was responsible in the decline. The DCC highlighted that all Police Community Support Officers and Neighbourhood Policing Teams receive public-nuisance and neighbour-dispute training with an external provider. The CC noted that tackling anti-social behaviour is a focus in daily management meetings.

Road traffic collisions

The PCC noted that road traffic collisions are a concern expressed regularly by residents, highlighting that Dyfed-Powys Police remains behind from an all-Wales perspective. He declared that he is due to meet with Cabinet Secretary for Economy and Transport Ken Skates on November 08 to discuss progress. The CC advised that the Force area experienced a huge influx in road users during summer months which sadly and inevitably lead to a rise in collisions. The CC noted that although bikers constitute 5% of road users, they account for ~60% of deaths; education plays a big part in making our roads safer.

File quality

The PCC announced that the Chief Crown Prosecutor described Wales as the best performing region in relation to file quality. The CC announced that figures for October 2017 place Dyfed-Powys Police 2nd nationally for transforming summary justice.

Domestic incidents

Domestic incidents continue to be an area of focus for Dyfed-Powys Police, with the use of victimless prosecution increasing through the use of body-worn cameras.

Mental Health

The CC revealed that his review estimates that around ~450-500 calls per month are linked to mental health.

4. Financial Performance

EH provided a brief overview of the papers and stressed that the Force budget is facing pressure in relation to the rising rate of inflation and the unconsolidated pay award. There is some income that is yet to be accounted for such as mutual aid and special services income. There is continued focus on non-pay budgets and efforts to lower discretionary spending such as overtime.

The Auditor General of the Wales Audit Office was very complimentary of Dyfed-Powys Police's hard work in working to the new reporting timescales. The PCC commended the work of the finance team, noting that lower expenditure from the reserves budget was a positive step forward.

The PCC queried the current staffing position of the legal services department and requested an update regarding collaboration initiatives; EH noted that overspend was a result of the department having to outsource to cope with demand. DCC declared that he met with Rachel Jones Assistant-Director of Legal Services during the week to discuss collaboration. Although practicalities are yet to be ironed out, an initial data-capture has taken place and feedback from forces across Wales has been generally positive of the initiative.

The DCC announced that the Professional Standards Department is investing in new software. EH clarified that although the capital investment results in over-spend for the 2017/18 financial year; the investment will result in cost savings by 2021.

5. Update on the Police and Crime Delivery Plan

The DCC confirmed that the Chief Officers had the opportunity to discuss the outcome reports with their authors and that a rating for each had been jointly agreed.

a) Victim Satisfaction

2* - Requires Improvement.

Key points discussed;

- The PCC confirmed that the Victim's Forum was launched alongside Baroness Newlove's visit in September. Meeting is scheduled to discuss developments on November 8, 2017.
- 16% increase in referral numbers to Goleudy.

Action: Joanna Thomas to link with Kerrie Phillips to discuss VEF developments.

b) Public Confidence

3* - Good.

Key points discussed:

- Positive direction of travel.
- Website to be developed as a forum for communication between communities.
- Emma Northcote has developed a full communication strategy and is currently mapping all internal and external stakeholders.

- The Tycroes pilot of Operation Cynefin enabled Dyfed-Powys Police to test a mechanism for community consultation.

The PCC queried the cost of external assets to the Force and whether there was a specific policy in place for outsourcing of staff and processes. The DCC declared that all decisions undergo stringent procurement and HR scrutiny.

Action: Carys Morgans to liaise with Emma Northcote.

c) Organisational Health and Well-being

2* - Requires Improvement.

Key points discussed:

- Sickness levels are currently above the 4% target but well below the national average.
- 53% response rate for staff surveys, up from 38% in 2016.
- DCC to review the Transformational Leadership Programme

Action: Breakdown of language profile to be provided to the OPCC.

d) HMIC

3* - Good.

e) IPCC

3* - Good.

- Vetting backlog is continuing to clear.

Action: Most recent report to be provided to the OPCC.

6. Update on Policing Board Focus areas during Quarter 2.

a) Estates

The PCC announced that a number of Dyfed-Powys Police properties are currently up for sale, with much ongoing discussion with Town and Community Councils.

There is a significant capital investment going into estates projects to ensure future viability of Force assets. Final details need to be determined before starting a public consultation. The PCC reiterated his intention to be as open and transparent as possible; a seminar on financial matters with Police and Crime Panel members, Joint Audit Committee members, Wales Audit Office and internal audit scheduled to be held on Monday, December 6.

7. Scrutiny activity feedback

The PCC noted that the Quality Assurance Panel (QAP) is a valuable tool to ensure continued organisational learning. Carys Morgans highlighted that there is opportunity to widen the remit of the QAP. A paper is currently being developed for Policing Board consideration later in the month.

8. Any other business

a) Presentation from Ch/Insp Nicola Carter

NC detailed the operational functions carried out by the Force Communication centre:

- Call handling
- Incident handling and dispatching of Police resources
- Incident Crime Allocation Team
- Information Intelligence Directorate
- Mental Health Triage Team
- Welsh Ambulance Service Trust
- Abnormal loads

All calls for service are subject to a risk assessment and are graded appropriately in line with National Call Handling Standards. The PCC was pleased to see that an issue previously raised in September 2016 demand had improved considerably. The CC agreed and noted that as a result of the Force being at full establishment; it was more capable of meeting demand. The DCC declared that the Dyfed-Powys Force area experiences 14% higher demand per 1000 head of population and that the data was broader than the figures suggested.

The PCC noted that although efficiency rates showed drastic improvement, it should not come at a cost; equality of service provision is paramount and that a balance is to be struck.

The PCC thanked Nicola Carter on behalf of the Board for her presentation.

b) Operational Structure

The DCC updated the OPCC on the Dyfed-Powys operational structure detailed in the all user email circulated on November 1.

ACTION SUMMARY FROM MEETING ON 27/07/2017		
Action N°	Action Summary	To be progressed by:
PAB 068	DPP to provide an update on the OPCC website in Policing Board on November 21, 2017.	MC
PAB 069	Police Accountability Board meetings to be re-arranged.	MH / GB
PAB 070	IPCC Reports to be provided to the OPCC	DPP
PAB 071	Chief of Staff Carys Morgans to represent the Office of the Police and Crime Commissioner in the drafting of future Force Management Statements.	CM/DCC
PAB 072	Joanna Thomas to link with Kerrie Phillips to discuss VEF developments	JT/KP
PAB 073	Carys Morgans to liaise with Emma Northcote.	CM/EN
PAB 074	Breakdown of language profile to be provided to the OPCC.	DPP
PAB 075	IPCC report to be provided to the OPCC.	DPP

Date of next meeting: 13/02/2018

Location: Llanelli Library, Vaughan Street, Llanelli

Dyfed-Powys Police Performance Report December 2017



Information & Intelligence Directorate

Date: 29th January 2017 (Version 2.0)

IID



Heddlu Police

DYFED-POWYS

Diogelu ein cymunedau, gyda'n gilydd Safeguarding our communities, together

Document Control

Version	Date	Department	Comments
1.0	17/01/2017	IID	Version 1
2.0	29/01/2017	IID	Updated Crime Survey England & Wales data and revised User Satisfaction data. Removed PSD complainant names

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1.0 Introduction

The following report provides a snapshot of the recent Force performance against the Police & Crime Plan 2017 - 2021 priorities, namely:

- The Difference we make (Outcomes)
- Priority One - Keeping our communities safe
- Priority Two - Safeguarding the vulnerable
- Priority Three - Protecting from serious harm
- Priority Four - Connecting with communities

2.0 The Difference we will make (Outcomes)

2.1 Public Confidence – Crime Survey of England and Wales

Latest Crime Survey of England and Wales (CSEW) Year ending September 2017

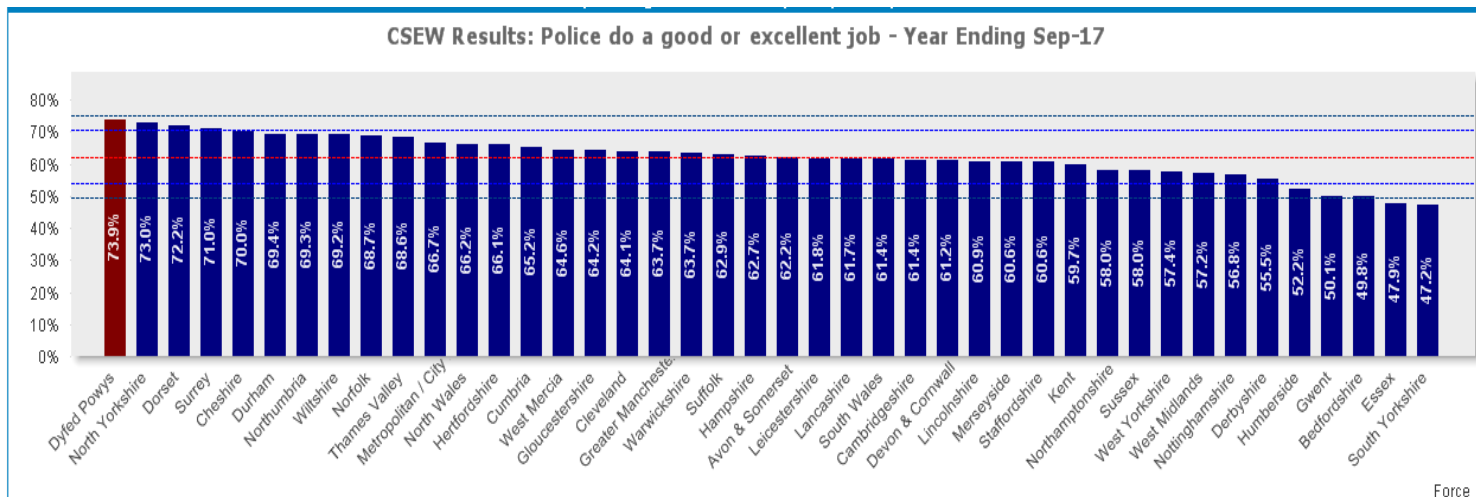
The CSEW nationwide currently interviews over 51,000 people aged 16 or over every year and in Dyfed-Powys this equates to a rolling total of around 650-1,000 per annum, with rolling annual results released each quarter.

		DPP CSEW Performance Year- Ending September 17 ^A	Direction of Travel (performance over time)	Comparative Performance (current Performance against England and Wales)
Crime Survey for England and Wales Results: Year-ending September 2017				
Force Results % of respondents who agree that in this area:				
"The police and local council are dealing with issues".		72%	No Change	Exceptionally Higher
"The police can be relied on to be there when you need them".			~ no data recorded in September 2017	
"The police would treat you with respect if you had contact with them".		89%	No Change	No Significant Difference
"The police treat everyone fairly regardless of who they are".		72%	No Change	No Significant Difference
"The police understand the issue that affect this community".		79%	No Change	Moderately Higher
"The police are dealing with things that matter to people in this area".		69%	No Change	Moderately Higher
"Taking everything into account I have confidence in the police in this area".		81%	No Change	No Significant Difference
"The estimated percentage risk of an adult being a victim of a personal crime - excluding computer misuse".		2%	Exceptionally Low	Moderately Lower
"The estimated percentage risk of an adult being a victim of a personal crime - including computer misuse".		15%	No Change	No Significant Difference
"The estimate percentage risk of a household being a victim of a household crime".		6%	No Change	Moderately Lower
"The estimate percentage risk of an adult being a victim of all CSEW crime (excluding computer misuse and fraud)		7%	* - no historic data to compare	Moderately Lower
"The estimate percentage risk of an adult being a victim of all CSEW crime (including computer misuse and fraud)		11%	* - no historic data to compare	No Significant Difference
Percentage who think their local police do a good or excellent job		80%	No Change	Moderately Higher
Total		6%	No Change	No Significant Difference
ASB perception: abandoned or burnt out cars		1%	Moderately Higher	Moderately Lower
Percentage saying there is a very/fairly big problem in their area		20%	No Change	No Significant Difference
people using or dealing drugs		17%	Exceptionally High	No Significant Difference
noisy neighbours		6%	No Change	No Significant Difference
litter or rubbish		29%	Exceptionally High	No Significant Difference
teenagers hanging around		10%	No Change	No Significant Difference
vandalism and graffiti		8%	No Change	No Significant Difference
Adults experienced or witnessed ASB		21%	No Change	Exceptionally Lower

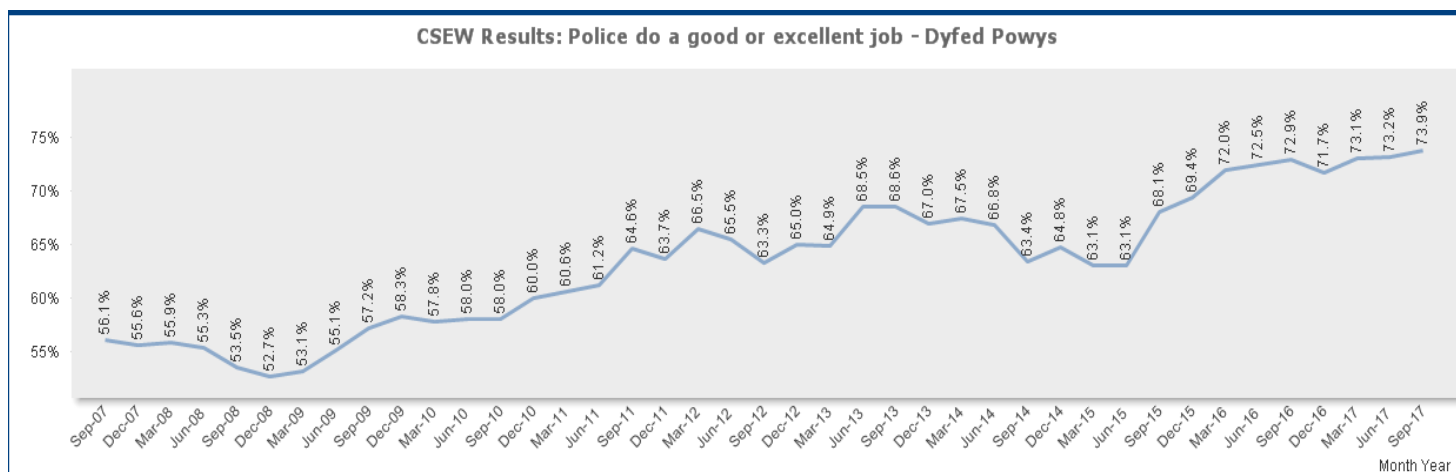
Comparable performance assesses Dyfed-Powys results against our most similar forces and the direction of travel judgments are calculated on Dyfed-Powys data over time.

Care must be taken when interpreting the performance assessment due to the way the questions are phrased; in some instances exceptionally lower may be positive and in other occasions it may be deemed as negative. Conversely, in some instances, exceptionally high may be positive and in other occasions it may be deemed as negative. Most notably, this impacts the way the ASB questions are phrased where lower is more desirable

Comparable and direction of travel graphs for the question:



"Percentage who think their local police do a good or excellent job"



For the year period ending September 2017, 74% of respondents stated that they felt that the Police do a good or excellent job.

This is one of the highest rates of all the forces in England and Wales, as well as the highest rate that the Force has recorded, rising from a low of 52.7% in December 2008.

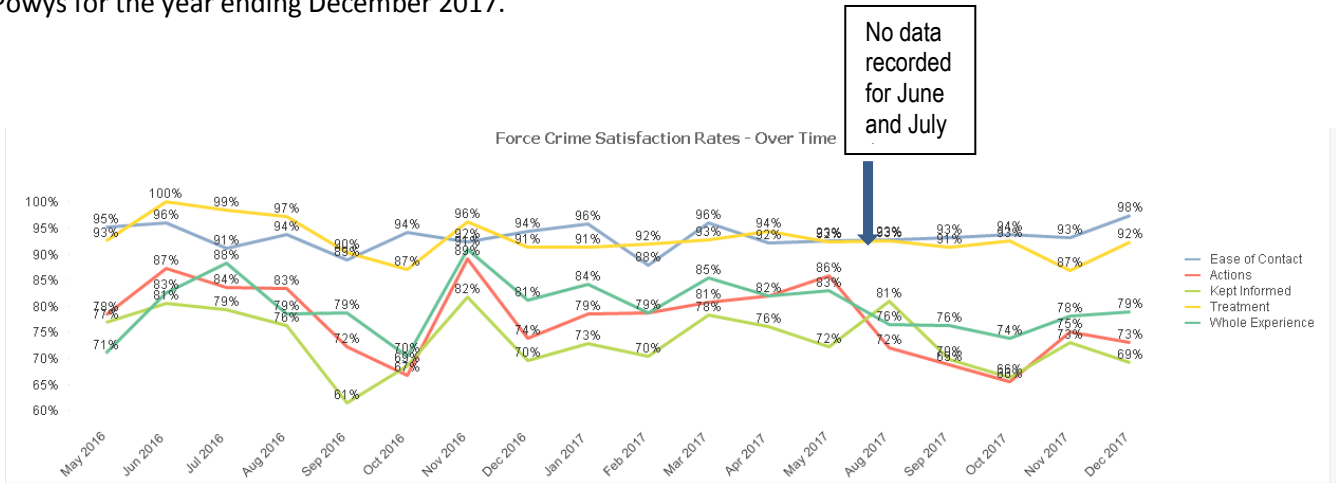
2.2 User Satisfaction

Latest User Satisfaction data for the year ending December 2017

847 victims of burglary, vehicle, violent and hate incident /crimes were surveyed over the 12-month period ending December 2017.

Direction of Travel

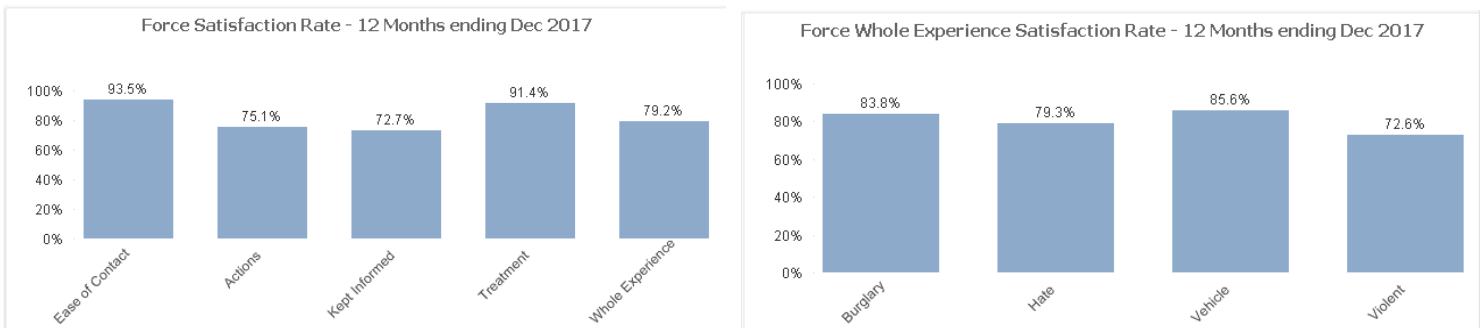
The graph below focuses on the various aspects of our victims journey and compares satisfaction rates of Dyfed-Powys for the year ending December 2017.



Source – Qlik view

The above graph illustrates that the follow up satisfaction rate (light green line) for our victims surveyed are lower than other aspects of their experience. The ‘whole experience’ rate for December 2017 stands at 79%, but care must be taken as this month a much lower number of surveys were completed, 52 in December 17, compared to 160 in November 17.

The whole experience satisfaction rate for the year ending December 17, currently stands at 79.2%, with some variation seen amongst various crime types, with victims of vehicle offences standing at 85.6% and victims of violent offences standing at 72.6%

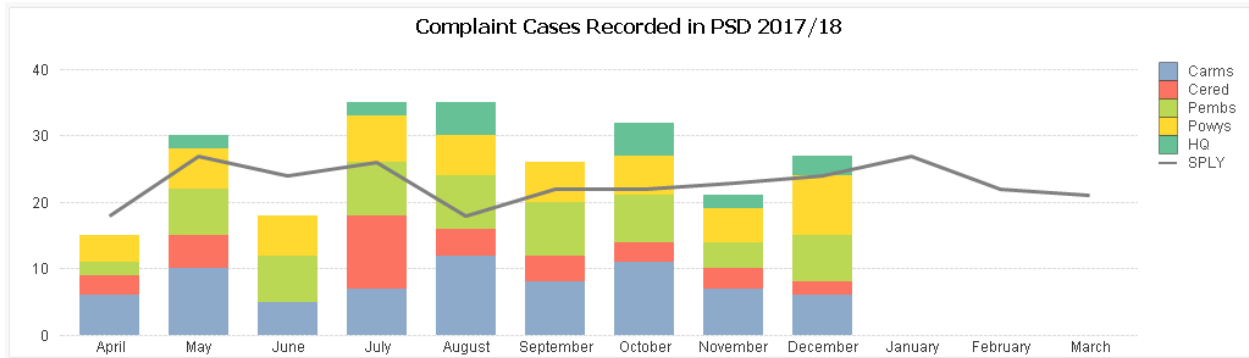


Source – Qlik view

2.3 Office for Police Conduct

The following tables display the number of complaints received and the current overview of cases being dealt with by the four Basic Command Units (BCU's), HQ Departments and Professional Standards Department (PSD).

Number of Complaints Received



There are currently 241 complaint cases recorded this financial year (204 SPLY) with 415 allegations (379 SPLY). For December 2017, 28 complaints were recorded with a total of 43 allegations.

Whilst complaints recorded are slightly higher than previous year, there is no pattern to the increase in respect of categories.

In terms of finalisation, 9 complaint cases were finalised in December 2017, relating to 15 allegations. The 7 cases finalised by local resolution were completed within 45 working days, well below national average of 70. The two cases finalised by local investigation were completed within an average of 83 working days (includes sub judice) again below the national average of 166 days. However timeliness in respect of local investigations for the year to date continues to be high as legacy cases are being finalised. The average for the year to date currently stands at 306 working days.

BCU Overview (Cases handled by BCU Staff as at 11th October 2017)

CURRENT LIVE CASES ALLOCATED FOR LOCAL RESOLUTION						
	Carms	Cered	Pembs	Powys	HQ	Total
Total Cases	11	3	6	10	2	32
0-30 days	3	-	4	7	1	15
31-90 days	6	1	1	3	1	12
91-180 days	2	2	1	-	-	5
181-360 days	-	-	-	-	-	-
361+ days	-	-	-	-	-	-

CURRENT LIVE CASES ALLOCATED FOR INVESTIGATION						
	Carms	Cered	Pembs	Powys	HQ	Total
Total Cases	1	-	2	-	-	3
0-30 days	-	-	1	-	-	1
31-90 days	1	-	-	-	-	1
91-180 days	-	-	-	-	-	-
181-360 days	-	-	-	-	-	-
361+ days	-	-	1	-	-	-

PSD Overview (Cases being handled by PSD Staff as at 11th September 2017)

CURRENT LIVE CASES ALLOCATED FOR LOCAL RESOLUTION						
	Carms	Cered	Pembs	Powys	HQ	PSD Total
Total Cases	1	1	-	-	2	4
0-30 days	-	-	-	-	1	1
31-90 days	-	1	-	-	1	2
91-180 days	-	-	-	-	-	-
181-360 days	-	-	-	-	-	-
361+ days	1	-	-	-	-	1

CURRENT PSD LIVE CASES ALLOCATED FOR INVESTIGATION						
	Carms	Cered	Pembs	Powys	HQ	PSD Total
Total Cases	3	3	4	7	1	18
0-30 days	-	-	1	1	-	2
31-90 days	3	1	1	2	-	7
91-180 days	-	1	2	4	-	7
181-360 days	-	-	-	-	-	-
361+ days	-	1	-	-	1	2

2.4 Her Majesty's Inspectorate of Constabulary (HMIC)

HMIC Issues

Counter Terrorism Inspection

In January 2018 HMICFRS commence CT3, the third tranche of their national 2015-18 CT inspection programme. The terms of reference for this inspection are *'to examine the effectiveness of the CT network in forming the bridge between national security and local policing.'*

Dyfed-Powys is one of 17 forces across England and Wales to be inspected. HMICFRS will spend 2 days in force and one day with WECTU:

- 29 & 30 January interviews and focus groups at police HQ
- 31 January HMICFRS visit WECTU

Once the inspections are complete, a single report incorporating the findings from all forces will be submitted to the Home Secretary by July 2018.

Hate Crime Inspection

On November 8th HMICFRS sent notice to forces regarding an inspection into hate crime to take place over three distinct phases.

Phase 1: All forces were required to submit a data and information return to HMIC by 29 November 2017. IID completed the data request and the information request was completed by CI Rhiannon Ivens, strategic lead for hate crime and Angharad Lewis, Equality and Diversity Manager.

Phase 2: January – May 2018. Six forces – yet to be named – will be inspected. As of yet, DPP have not received a notification.

Phase 3: December 2017 – May 2018. A victim engagement project will be undertaken, led by an external organisation.

The inspection findings will be published in a national thematic report in summer 2018.

Custody Inspection

On November 6th 2017, HMICFRS arrived to undertake an unannounced custody inspection at all suites in the force. The highlight findings were reported to the previous FEB and the official HMIC report is expected this month.

HMICFRS Integrated PEEL Assessments (IPA) Programme

As per the report to FEB in November 2017, from 2018 HMICFRS will move to a single annual PEEL inspection each autumn, allowing simultaneous assessment of effectiveness, efficiency and legitimacy, with leadership as an overarching theme.

There are three strands to the IPA programme:

1. Integrated PEEL inspections

This will take place in autumn of each year after a period of intensive fieldwork.

2. Monitoring and insights

Each quarter, HMICFRS will scan data and information from a range of sources to identify emerging problems and assess progress made against areas for improvement and causes of concern.

This means that each quarter, the force will be required to submit a significant data return to HMICFRS as part of this regime, which needs to be reflected in force performance arrangements.

3. Force Management Statements (FMS)

FMSs will act as an evidence based approach to identifying the force's principal risk areas. The quality and content of the FMS will directly contribute to the focus and breadth of the PEEL inspection and the subsequent grades awarded for each strand of PEEL.

On 18 December a workshop was held for senior leaders and other staff members involved in the FMS process. Leads have been appointed for each of the 11 'chapters' of the FMS, all at Ch Supt/Assistant Director level.

Key dates for planning:

- | | |
|-------------|--|
| 14 February | Checkpoint meeting at which chapter leads will present drafts to DCC. |
| 23 March | Final drafts of each chapter submitted to DCC. At this point the Inspection and Review team will review and QA the document, and make recommendations based on the findings of each chapter. |
| 23 April | Completed FMS submitted to CC and PCC. |
| 24 April | FMS presented to Policing Board |
| 31 May | FMS submitted to HMICFRS |

Crime Data Integrity

In November 2015, HM Chief Inspector of Constabulary, Sir Thomas Winsor, wrote to all chief constables and police and crime commissioners to inform them about how HMICFRS will inspect forces' crime-recording practices. Forces' crime data integrity will be inspected in a rolling programme of every force in England and Wales over a number of years.

Dyfed-Powys is yet to be inspected and so it is likely that we will receive notification from HMICFRS sometime this year.

The following work has been progressed to improve performance to this regard:

- CDI QA Policy – this has been written by DI Diane Davies and is currently with Ch Supt Cockwell for review and sign-off.
- Training Package – a 2 hour NCRS and HOCR training package has been developed and will be rolled out to all front line staff between January and March 2018.
- Audit schedule – work has been undertaken to understand the reporting routes into the organisation. Using this data, the audit schedule is being redeveloped. It is nearing completion and will sit with the FCIR and the Crime Auditing team.

- CDI champions – 4 supervisors have been appointed to the role for each division. They will be given enhanced training which will be promulgated on divisions. The champions are named on the intranet page and attend the Crime Recording Integrity Group, which in turn feeds into the Strategic Crime Recording User Group.
- The FCIR web page has been enhanced to include FAQs.

HMICFRS Recommendations Register

HMICFRS are soon (exact date to be confirmed) to publish details on their website regarding all recommendations made to forces during PEEL and thematic inspections.

The inspection and review team are in the process of reviewing each recommendation and providing HMICFRS with a brief summary of the progress made, and status of each recommendation. Each recommendation will be given one of six statuses, to be agreed by our force liaison lead:

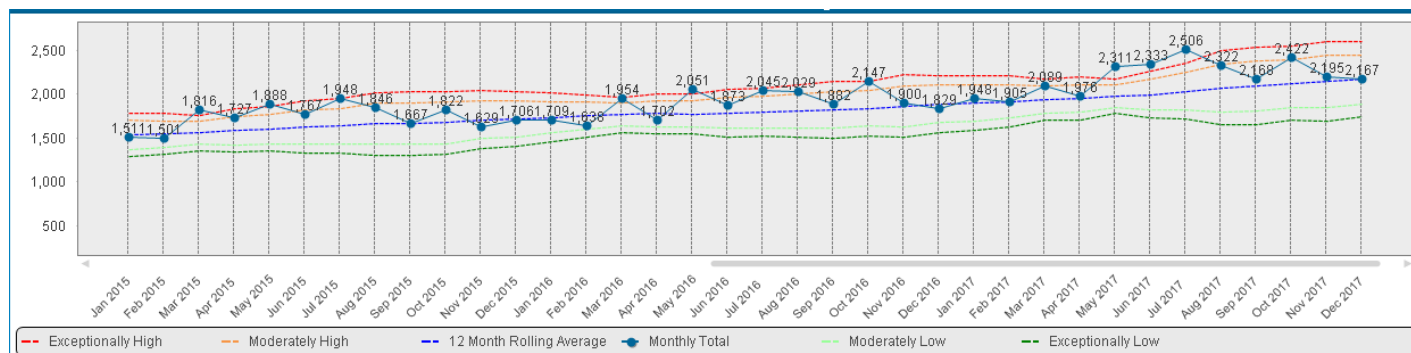
1. *Will be progressed* – there are plans to progress the recommendation, but the work has not started.
2. *Being progressed* – work is underway to progress the recommendation.
3. *Will not be progressed* – the force has informed HMIC that recommendation will not be progressed.
4. *Complete* – the work to progress the recommendation has been completed to the satisfaction of the HMI.
5. *Awaiting review* – the cause of concern \ recommendation will be considered by HMIC in a forthcoming review or inspection.
6. *No further action needed* – the cause of concern no longer exists/ has been superseded in a subsequent inspection.

3.0 Priority one – Keeping our Communities Safe

3.1 Crime Volumes

The Statistical Process Control Chart (SPCC) below tracks crime volumes (all Crime) on a monthly basis and applies an objective statistical assessment as to the level of variation seen in discrete months.

Levels of total recorded crime over time



Source: Qlikview

The chart demonstrates that total crime within the Dyfed-Powys Police Force area has increased over the last 18 months. This is predominantly due to the continued effort to accurately record crime, with the most recent crime recording administrative process changes being introduced in May 2017. July 17 experienced the highest monthly crime volume since crime recording standards were introduced back in 2002.

The increase in total crime is driven largely by the Violence Against the Person (VAP) category, which accounts for a third of recorded crime in Dyfed-Powys.

The following table shows the levels of crime in the Force, by category, in the last 12 months and highlights data points outside of the threshold limits (as of 08/01/2018).

Date	Jan 2017	Feb 2017	Mar 2017	Apr 2017	May 2017	Jun 2017	Jul 2017	Aug 2017	Sep 2017	Oct 2017	Nov 2017	Dec 2017
Arson & Criminal Damage	311	310	305	332	368	344	480	340	350	401	342	362
Burglary - Business and Community	82	77	84	59	52	51	61	87	52	39	54	58
Burglary - Residential	70	53	56	99	100	97	82	104	76	79	86	96
Total Burglary	152	130	140	158	152	148	143	191	128	118	140	154
Drug Offences	136	120	157	113	133	152	158	160	149	153	153	144
Miscellaneous Crimes Against Society	55	77	81	51	62	36	51	37	57	46	45	40
Possession of Weapons	10	12	15	9	20	21	13	17	7	12	9	7
Public Order Offences	79	67	89	75	122	132	125	108	89	115	79	86
Robbery	5	6	5	1	0	5	0	4	5	6	5	1
Sexual Offences	86	77	99	100	108	126	104	84	99	130	119	81
Theft	335	376	414	381	451	442	515	491	437	483	477	418
Vehicle Offences	104	79	64	73	90	86	93	86	66	70	73	59
Violence Against the Person	675	651	720	683	805	841	874	804	781	850	753	815
Total	1948	1905	2089	1976	2311	2333	2506	2322	2168	2422	2195	2167

Source: Qlikview

^ No colour codes have been applied to the specific burglary categories, please see the below for an explanation.

Key	
Value	EXCEPTIONALLY LOW Monthly TOTAL (HIGH IN THE CASE OF DRUGS)
Value	MODERATELY LOW Monthly TOTAL (HIGH IN THE CASE OF DRUGS)
Value	TOTAL WITHIN AN AVERAGE RANGE
Value	MODERATELY HIGH Monthly TOTAL (LOW IN THE CASE OF DRUGS)
Value	EXCEPTIONALLY HIGH Monthly TOTAL (LOW IN THE CASE OF DRUGS)

Recent Changes to Home Office Counting Rules – April 17

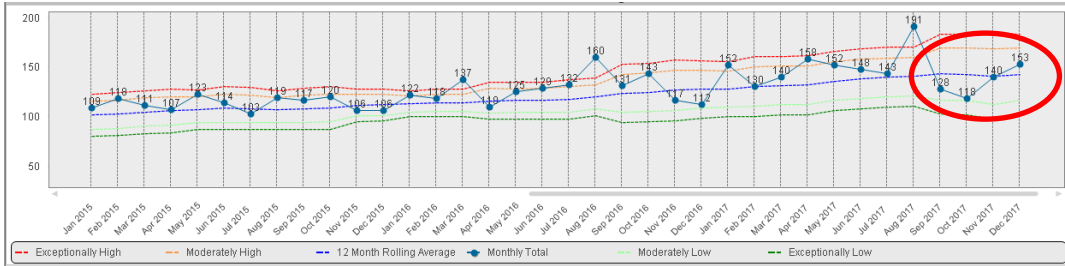
Burglary: From 1 April 2017, the classifications within burglary have been changed from *domestic burglary* and *non-domestic burglary* to *burglary–residential* and *burglary–business & community*. This reflects a revised approach within the Home Office Counting Rules. What constitutes a burglary does not change; however burglary-residential and burglary-business & community represent a new data series.

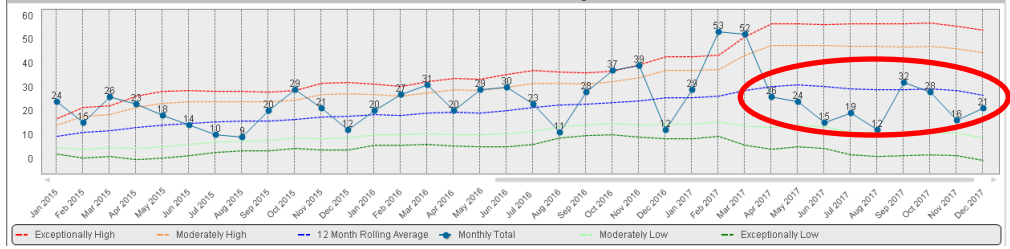
For example sheds, garages, outhouses etc. within the boundary of a dwelling are recorded under burglary-residential, while previously they may have been recorded as non-domestic burglary. Where such a building is used solely for business purposes, it will be recorded as burglary-business & community. The individual series for domestic burglary and burglary-residential cannot be added together to create an overall figure. The same applies to non-domestic burglary and burglary-business & community.

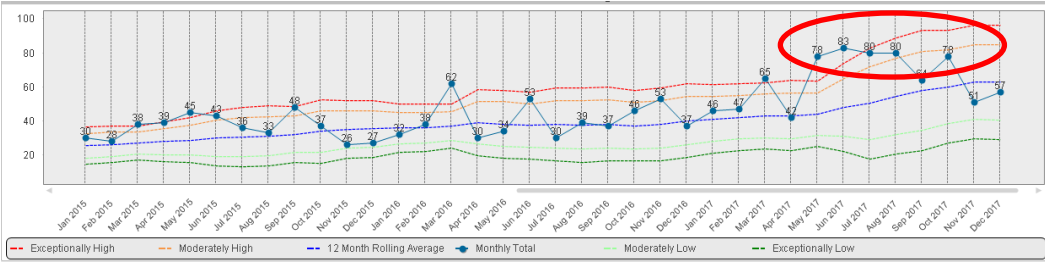
This change makes any trend analysis and historical comparisons difficult, hence why the burglary sub category offences are not colour coded, however, the total burglary offences are valid.

The following table provides details on the longer-term trends seen in each of the recorded crime categories over the last year:

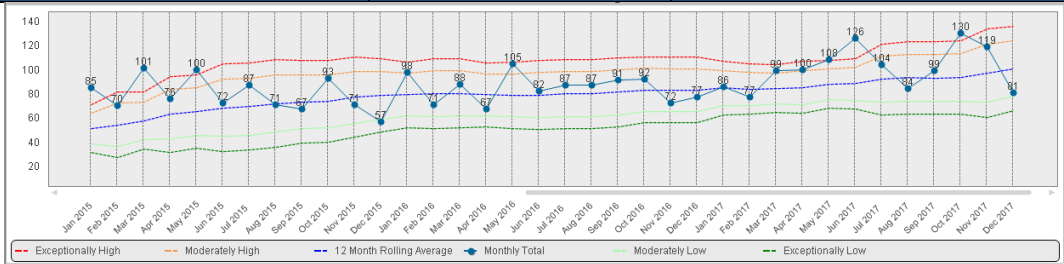
Crime Categories	January 17 to December 17 Volume	Percentage Change on last Year	Statistical Significant Change between current and previous year
Arson & Criminal Damage	4,196	+8%	Statistically Higher
	<p>Proportion Arson and criminal damage offences currently account for 16% of all recorded crime.</p> <p>Trends & Context Levels of offences over the last seven (8) months all stand above the yearly average, suggesting an increasing trend.</p> <p>Historically, higher volumes are recorded in the summer months. However; the month of July 2017 recorded 430 crimes, the greatest monthly volume recorded since the introduction of NCRS over 13 years ago. Since then volumes have regressed to the mean, with September and October 2017 standing at 346 and 391 crimes respectively.</p> <p>Criminal damage of Vehicles accounts for 40% of all criminal damage, however the increases observed are within the criminal damage other category.</p> <p>Comparisons 39 out of the 43 forces in England & Wales have also recorded increases in the last 12 months.</p>		
Total Burglary	1,753	+14%	Statistically Higher
	<p>Proportion Over the 12 months to December 2017, 1,753 burglary offences were recorded, which accounts for 7% of all crime.</p> <p>Trends & Context This is up from 1,536 offences during the same period last year (SPLY). This change is statistically higher, indicating that the increases seen cannot be attributed to normal random variation.</p> <p>A review of the offence volumes over the last year show that Burglary offences have been increasing over time, as shown in the below graph. During August 2017, there were 191 burglary offences recorded – an exceptionally high monthly volume. However, volumes in September, October and November have now regressed to below the annual mean, standing at 128, 118 and 140 offences respectively. Decembers volume stands within normal expected ranges.</p>		

Crime Categories	January 17 to December 17 Volume	Percentage Change on last Year	Statistical Significant Change between current and previous year
	 <p data-bbox="400 674 549 703">Comparison</p> <p data-bbox="400 707 1469 770">31 out of the 43 forces in England & Wales have also recorded increases in the last 12 months.</p>		
<p data-bbox="177 1037 352 1066">Drug Offences</p>	<p data-bbox="512 801 643 853">1,766</p>	<p data-bbox="858 801 979 853">-14%</p>	<p data-bbox="1118 801 1433 853">Statistically Lower</p>
<p data-bbox="400 909 536 938">Proportion</p> <p data-bbox="400 943 1469 1043">Currently Drug offences account for 7% of all crime recorded in Dyfed-Powys. 87% of all drug offences recorded are for possession offences, with the other 13% being trafficking offences.</p> <p data-bbox="400 1088 616 1117">Trends & Context</p> <p data-bbox="400 1122 1469 1189">Decreasing volumes over the last 12 months, with a reduction of 36 crimes per month recorded when compared to the previous year.</p> <p data-bbox="400 1234 1469 1301">Recorded drug offences are sensitive to proactive police action and not necessarily an indication of criminal activity.</p> <p data-bbox="400 1346 647 1375">Offence Breakdown</p> <p data-bbox="400 1379 1469 1447">Reductions are predominately observed in possession of cannabis offences, with drug trafficking offences remaining stable.</p>			
<p data-bbox="400 1525 549 1554">Comparison</p> <p data-bbox="400 1559 1469 1626">This <u>downward</u> trend has been observed within 29 of the 43 forces in England and Wales</p>			
<p data-bbox="177 1809 352 1910">Miscellaneous Crimes Against Society</p>	<p data-bbox="533 1646 624 1697">638</p>	<p data-bbox="852 1646 986 1697">+14%</p>	<p data-bbox="1118 1646 1433 1697">Statistically Higher</p>
<p data-bbox="400 1742 536 1771">Proportion</p> <p data-bbox="400 1776 1246 1805">Over the last year, these offences have accounted for 2% of all crimes.</p> <p data-bbox="400 1850 616 1879">Trends & Context</p> <p data-bbox="400 1883 1469 2085">This offence category has observed <u>stable volumes</u> over the last year. Obscene publication offences account for 50% of this type of offence. The below graph show the recent volumes of obscene publication offences recorded. The statistical analysis undertaken, suggests that the lasts 12 month period is significantly higher than the previous year. This is true, but caused by two exceptionally high volume months recorded back in February & March 2017. Recent monthly volume have been stable</p>			

Crime Categories	January 17 to December 17 Volume	Percentage Change on last Year	Statistical Significant Change between current and previous year
	 <p>Comparison This <u>upward</u> trend has been observed within 40 of the 43 forces in England and Wales.</p>		
<p>Possession of Weapon</p>	<p>152</p>	<p>-4%</p>	<p>No Statistical Change</p>
<p>Proportion Currently, possession of weapon offences make up just 1% of all recorded crime</p> <p>Trends & Context <u>No notable trends</u> over the last year; levels have <u>remained stable</u> with monthly volumes randomly fluctuating above and below average levels.</p> <p>Offence Breakdown Possession of an article with a blade or point accounts for just under two thirds (61%) of all these offences (97 offences).</p>			
<p>Comparison 37 of the 43 forces in England and Wales have seen a percentage increase in this offence type.</p>			
<p>Public Order Offences</p>	<p>1166</p>	<p>+34%</p>	<p>Statistically Higher</p>
<p>Proportion Currently, Public Order offences equate to 4% of all crime.</p> <p>Trends & Context Analysis shows that recorded volumes have remained stable over the last two years. However, monthly volumes post April 2017 have been exceptionally high, making period comparisons between the year ending December 17 and December 16 significantly high.</p> <p>These recent increases are driven by rising levels of <u>Section 4 Public Order</u> offences which arise from calls recorded at the Force Command and Control (FCC). This suggests that the increases can be attributed to the crime recording administrative process changes introduced in May 2017.</p> <p>The below graph shows the recent increases seen in section 4 public order offences</p>			

Crime Categories	January 17 to December 17 Volume	Percentage Change on last Year	Statistical Significant Change between current and previous year
	 <p data-bbox="400 645 1469 712">Some recorded public order offences are sensitive to proactive police action and not necessarily an indication of criminal disorder.</p> <p data-bbox="400 757 1469 824">Comparison This <u>upward</u> trend has been observed within 40 of the 43 forces in England and Wales</p>		
<p data-bbox="212 943 320 969">Robbery</p>	<p data-bbox="547 842 608 891">43</p>	<p data-bbox="874 842 967 891">-7%</p>	<p data-bbox="1090 842 1463 891">No Statistical Change</p>
<p data-bbox="400 943 1463 1010">Proportion Robbery accounts for 0.2% of all recorded crime during the year ending December 2017.</p> <p data-bbox="400 1048 619 1075">Trends & Context Stable monthly volumes recorded over the last 12 months, with monthly volumes fluctuating above and below the average of 3.8 offences a month.</p>			
<p data-bbox="400 1234 1449 1301">Comparison This <u>upward</u> trend has been observed within 41 of the 43 forces in England and Wales .</p>			
<p data-bbox="165 1592 363 1619">Sexual Offences</p>	<p data-bbox="512 1352 647 1402">1,214</p>	<p data-bbox="855 1352 986 1402">+19%</p>	<p data-bbox="1114 1352 1437 1402">Statistically Higher</p>
<p data-bbox="400 1491 1050 1559">Proportion Currently, Sexual offences account for 5% of all crime.</p> <p data-bbox="400 1597 1469 1771">Trends & Context Sexual offences have gradually increased over the last year and trying to establish the causes is very difficult as it involves trying to separate the effects of crime recording processes and increased confidence of victims to report crime. However, a vast majority of Forces throughout England and Wales have seen increases over the same period.</p> <p data-bbox="400 1809 1469 1984">October 17 recorded the highest number of sexual offences recorded in a month since 2003, when the national Crime Recording Standards (NCRS) were introduced. Initial theories would suggest that the crime recording process change has influenced this. However, December 17, monthly volume stands at 81 offences, which is lower than the annual mean and near to volumes seen two years ago.</p>			

Crime Categories	January 17 to December 17 Volume	Percentage Change on last Year	Statistical Significant Change between current and previous year
------------------	----------------------------------	--------------------------------	--



Over the last year, 66% of the reported sexual offences were classed as recent (6 months or less between date of incident and reported date) and 34% were classed as 'historic' (over 6 months between incident date and reported date). This rate is consistent with the breakdown experienced in previous years.

Comparison

This upward trend has been observed within **42 of the 43** forces in England and Wales.

5,221

+21%

Statistically Higher

Theft

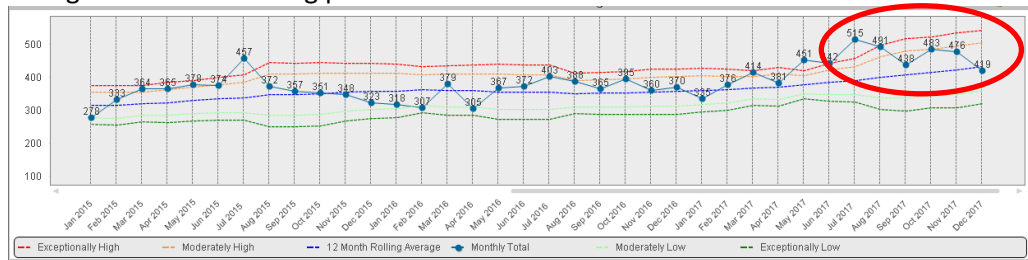
Proportion

Theft offences account for 20% of all recorded crime.

Trends & Context

Levels have **increased** over the last two years, with 10 of the last 12 monthly volumes standing higher than the annual average, indicating an upward trend. Other theft accounts for 60% of all theft offences and these crimes include such offences as knowingly acquiring another's property (e.g. the taking of an unattended mobile phone or wallet).

Following April 2017, monthly volumes have recorded exceptionally high levels, with July 17 recording the highest volume of offences since the national crime recording standards were introduced over 13 years ago. Again, this is most likely due to the change in crime recording practices.



Comparison

Latest data shows that **41 of the 43 Forces** in England and Wales have observed increases in theft offences.

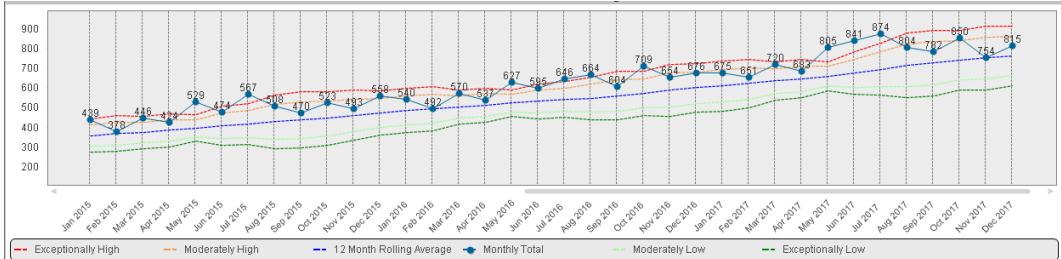
943

+5%

No Statistical Change

Proportion

Vehicle offences account for 4% of all recorded crime

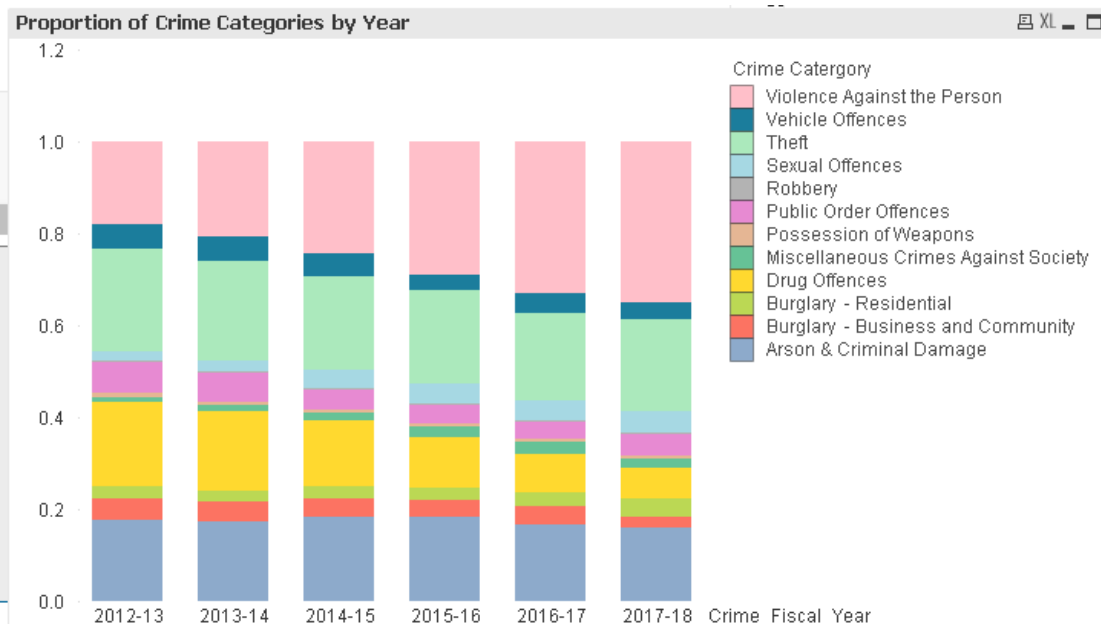
Crime Categories	January 17 to December 17 Volume	Percentage Change on last Year	Statistical Significant Change between current and previous year																																																																					
Vehicle Offences	<p>Trends & Context Volumes between year ending December 16 and December 17, have increased by 5%, albeit this is regarded as not been statistically significant.</p> <p>Offence Breakdown Theft <u>from</u> a vehicle accounts for 60% of all vehicle offences.</p>																																																																							
	<p>Comparison Latest data shows that 41 of the 43 Forces in England and Wales have seen increases in vehicle offences.</p>																																																																							
Violence Against the Person	<h1>9,252</h1>	<h1>+26%</h1>	<h1>Statistically Higher</h1>																																																																					
	<p>Proportion Violence against the Person offences currently account for 35% of all police recorded crime.</p> <p>Trends & Context During the year ending December 17, 9,252 crimes were recorded, with just under two thirds (66%) recorded as violence without injury and 34% were violence with injury.</p> <p>This is up 1,938 offences when compared to the same period last year (SPLY). This change is statistically significant, indicating that the increases seen are greater than just random variation. However, the office of national statistics have recently stated that police recorded crime trends are restricted to violent offences that have been reported to and recorded by the police. Due to the renewed focus on the quality of crime recording by the police, this crime series is not currently believed to provide a reliable measure of trends, owing to the ensuing efforts of police forces to tighten recording practice and improve recording processes.</p> <p>Monthly volumes post April 2017 have recorded exceptionally high levels, which again is most likely due to the change in crime recording practices. This is supported by the fact that the main crime types showing increases are “Common Assaults” and Harassment offences, both of which are sensitive to crime recording changes. In addition, the new offence of “Malicious Communications”, introduced in March 17, has further enhanced the current increases.</p>  <table border="1" data-bbox="400 1664 1465 1921"> <caption>Monthly Volumes of Violence Against the Person (2015-2017)</caption> <thead> <tr> <th>Month</th> <th>Monthly Total</th> </tr> </thead> <tbody> <tr><td>Jul-2015</td><td>439</td></tr> <tr><td>Aug-2015</td><td>436</td></tr> <tr><td>Sep-2015</td><td>434</td></tr> <tr><td>Oct-2015</td><td>520</td></tr> <tr><td>Nov-2015</td><td>474</td></tr> <tr><td>Dec-2015</td><td>567</td></tr> <tr><td>Jan-2016</td><td>518</td></tr> <tr><td>Feb-2016</td><td>470</td></tr> <tr><td>Mar-2016</td><td>513</td></tr> <tr><td>Apr-2016</td><td>483</td></tr> <tr><td>May-2016</td><td>558</td></tr> <tr><td>Jun-2016</td><td>540</td></tr> <tr><td>Jul-2016</td><td>570</td></tr> <tr><td>Aug-2016</td><td>537</td></tr> <tr><td>Sep-2016</td><td>627</td></tr> <tr><td>Oct-2016</td><td>585</td></tr> <tr><td>Nov-2016</td><td>646</td></tr> <tr><td>Dec-2016</td><td>684</td></tr> <tr><td>Jan-2017</td><td>604</td></tr> <tr><td>Feb-2017</td><td>789</td></tr> <tr><td>Mar-2017</td><td>664</td></tr> <tr><td>Apr-2017</td><td>676</td></tr> <tr><td>May-2017</td><td>672</td></tr> <tr><td>Jun-2017</td><td>661</td></tr> <tr><td>Jul-2017</td><td>720</td></tr> <tr><td>Aug-2017</td><td>682</td></tr> <tr><td>Sep-2017</td><td>805</td></tr> <tr><td>Oct-2017</td><td>841</td></tr> <tr><td>Nov-2017</td><td>974</td></tr> <tr><td>Dec-2017</td><td>804</td></tr> <tr><td>Jan-2018</td><td>787</td></tr> <tr><td>Feb-2018</td><td>850</td></tr> <tr><td>Mar-2018</td><td>754</td></tr> <tr><td>Apr-2018</td><td>815</td></tr> </tbody> </table>			Month	Monthly Total	Jul-2015	439	Aug-2015	436	Sep-2015	434	Oct-2015	520	Nov-2015	474	Dec-2015	567	Jan-2016	518	Feb-2016	470	Mar-2016	513	Apr-2016	483	May-2016	558	Jun-2016	540	Jul-2016	570	Aug-2016	537	Sep-2016	627	Oct-2016	585	Nov-2016	646	Dec-2016	684	Jan-2017	604	Feb-2017	789	Mar-2017	664	Apr-2017	676	May-2017	672	Jun-2017	661	Jul-2017	720	Aug-2017	682	Sep-2017	805	Oct-2017	841	Nov-2017	974	Dec-2017	804	Jan-2018	787	Feb-2018	850	Mar-2018	754	Apr-2018
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3.2 Crime Proportions

The following table and chart demonstrate how the proportion of crime has changed over the period. Interestingly, the proportion of Drug offences has fallen from 19% in 2012/13 to 9% in 2016/17 and conversely the proportion of Violence against the person offences has increased from 18% in 2012/13 to 35% in 2017/18 to date.

Crime Category / Year	2012-13	2013-14	2014-15	2015-16	2016-17	1st April to 9th January 2018
Arson & Criminal Damage	18%	18%	18%	18%	17%	16%
Burglary - Business and Community	5%	4%	4%	4%	4%	3%
Burglary - Residential	3%	2%	3%	3%	3%	4%
Drug Offences	19%	17%	14%	11%	9%	6%
Miscellaneous Crimes Against Society	1%	1%	2%	2%	3%	2%
Possession of Weapons	1%	1%	1%	1%	1%	1%
Public Order Offences	7%	6%	4%	4%	4%	5%
Robbery	0%	0%	0%	0%	0%	0%
Sexual Offences	2%	2%	4%	4%	4%	4%
Theft	22%	21%	20%	20%	19%	20%
Vehicle Offences	5%	5%	5%	3%	4%	4%
Violence Against the Person	18%	21%	24%	29%	33%	35%

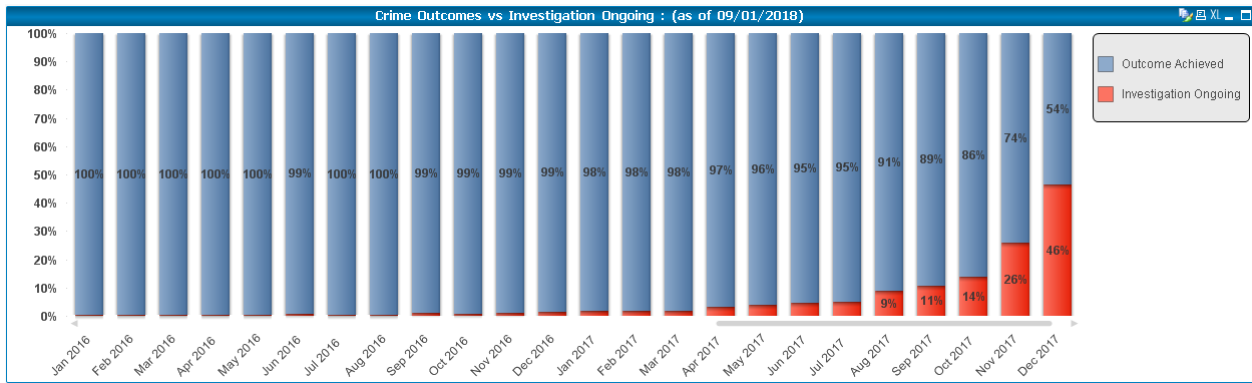
Source: Qlikview



Source: Qlikview

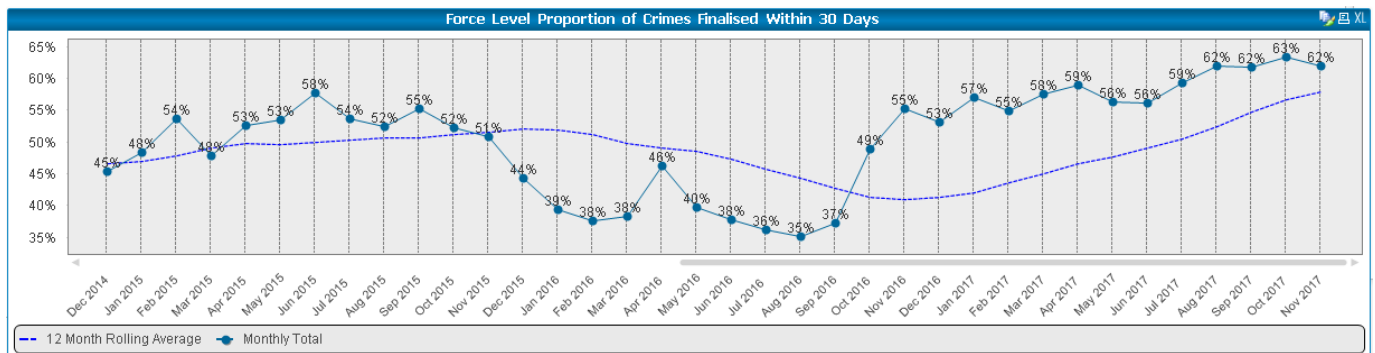
3.3 Crime Outcomes Achieved

The charts below show the percentage of crimes where outcomes have been achieved (which includes outcome 18: Investigation complete – no suspect identified) and the percentage of crimes where investigations are on-going for each month since December 2015.



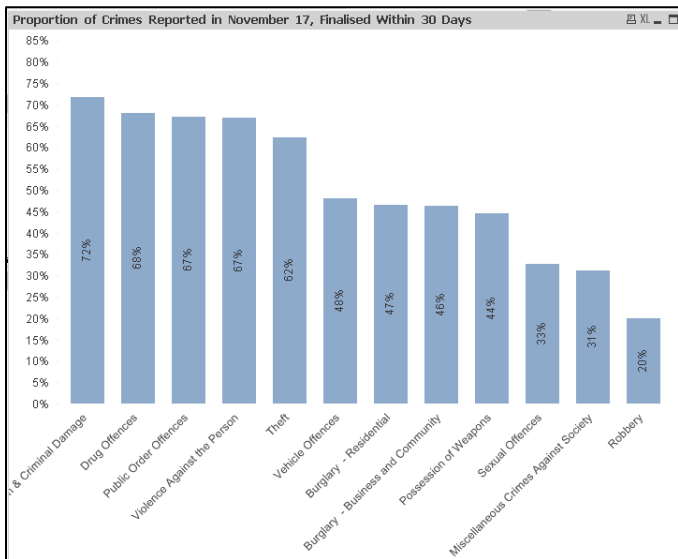
Source: Qlikview

As expected, a greater proportion of recently recorded crimes are showing as Investigation on-going. The small numbers of Investigation on-going crimes in historic months relate to the more complex investigations, such as Fraud and Sexual offences.



Source: Qlikview Proportion of crimes assigned outcomes within 30 days of the date that they were reported.

The above chart illustrates the proportion of crimes that have been assigned an outcome within 30 days of the crime being reported. It is clear that since November 16, a higher proportion of crimes have been assigned an outcome within 30 days. It is believed that the introduction of the ICAT team in May 2017 has resulted in a further increase in the number of crimes assigned an outcome within 30 days.



Of the crimes reported in November 2017, 62% of all crimes are finalised within 30 days.

72% of all Arson & Criminal Damage are finalised within 30 days compared to 33% and 31% for Sexual Offences and Miscellaneous Crimes Against Society respectively.

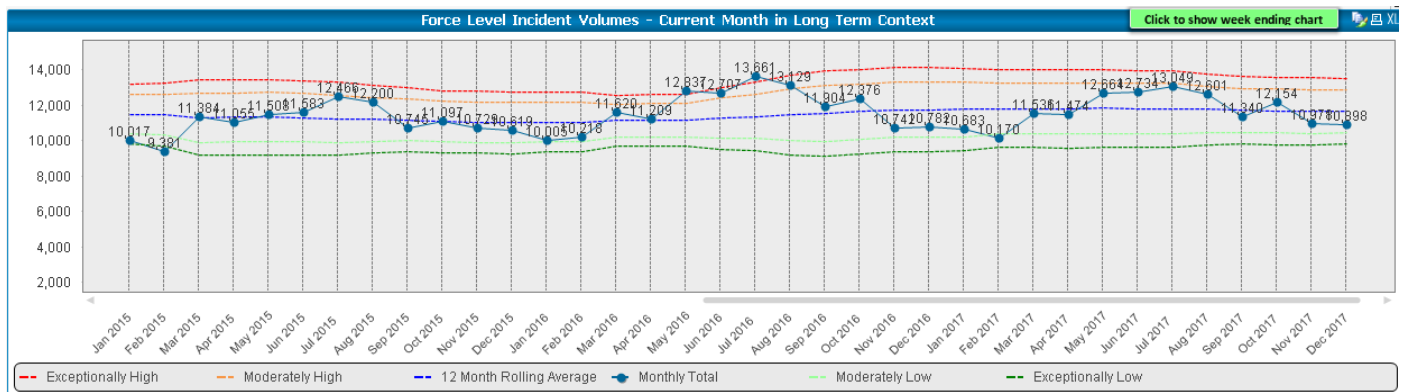
Source: Qlikview Proportion of crimes assigned outcomes within 30 days of the date that they were reported by Crime Type (November 2017)

3.4 All Incidents Calls for Service – Demand

Police recorded crime, as reflected in the main performance statistics, can only represent part of the police workload. While it presents an indication of an aspect of reactive demand to which the police respond, there are many types of work, both reactive and proactive that the police undertake, both as statutory duty and by common convention, which do not feature as reports of crime - and which therefore do not appear in assessments of demand using police recorded crime data. In addition, counts of crime do not show the varying levels of resource required to deal with different crimes.

Calls for service tend to follow seasonal patterns, with the summer months experiencing higher levels as displayed in the chart below which plots the levels of incidents on a monthly basis.

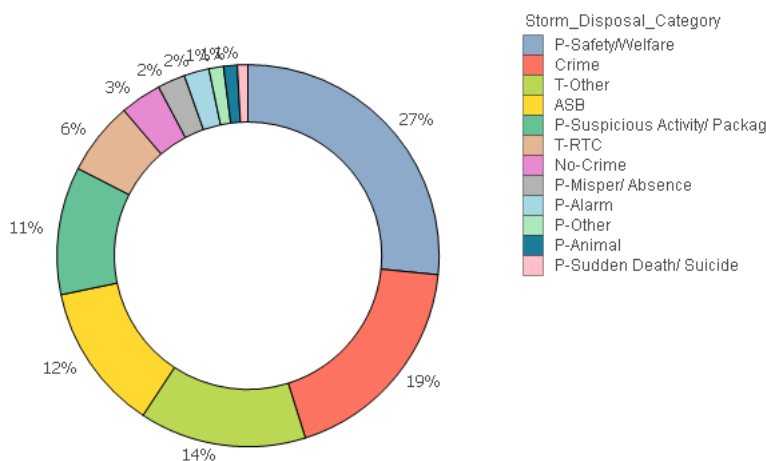
Levels of All Incidents – Calls for Service over time



Source: Qlikview

Dyfed-Powys police deal with a wide range of non-crime incidents which are not captured in police recorded crime. Non-crime related incidents account for 81% of all Command and Control (C&C) calls into the Force.

Calls for service by Final Category – 12 months ending December 2017



Data for the last 12 months shows that, ‘public safety and concern for welfare’ incidents now represent the largest category of recorded incidents.

As with crimes that relate to vulnerability, public protection and safeguarding, these incidents are likely to consume more resource effort as they can be more complex, as well as involving combined agency responses eg. mental health.

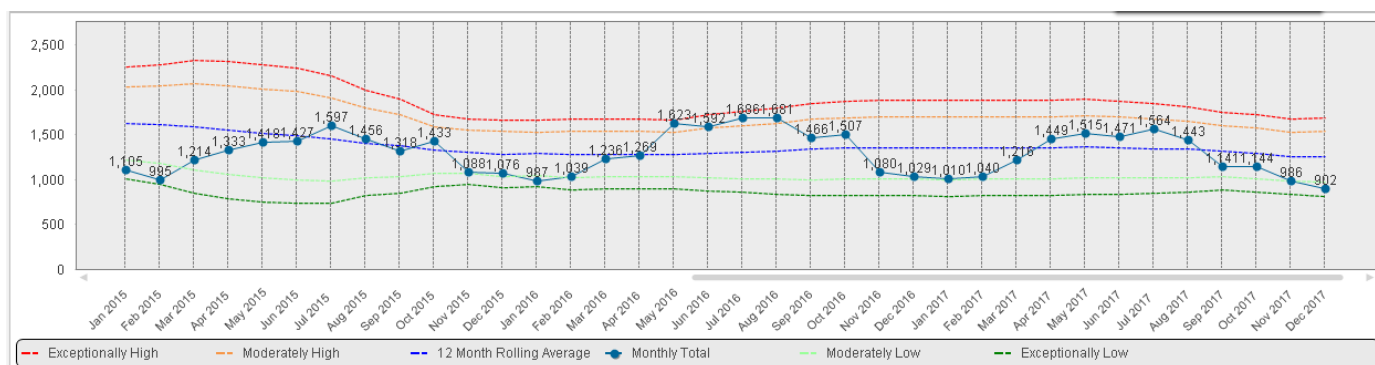
3.5 Anti-Social Behaviour (ASB) Volumes

Recorded annual ASB levels have fallen over the last 12 months, with volumes down by 8.1% (-1,314 ASB incidents) when compared to the 12 months to December 2016. This is regarded as statistically significant, so the change is more than just random variation.

In addition, public confidence data from the Crime Survey of England and Wales shows that the percentage of adults who have experienced or witnessed ASB in Dyfed-Powys has fallen from a high of 23% in June 2015 to a low of 17% in June 17.

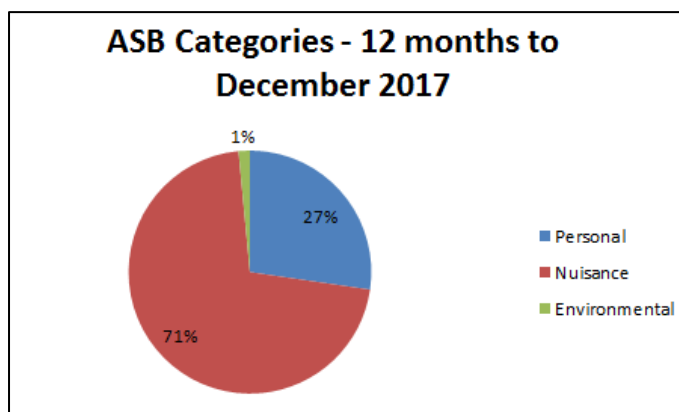
Recorded ASB levels have followed a seasonal pattern with the summer months traditionally being highlighted as the peak period as illustrated in the chart below.

Levels of total recorded ASB incident over time



Source: Qlikview

Over two thirds of ASB is categorised as ‘nuisance’ which captures those incidents where behaviour goes beyond the conventional bounds of acceptability and interferes with public interests including health, safety and quality of life. The most common type of nuisance ASB is rowdy or inconsiderate behaviour, which is characterised as mainly alcohol and youth related.



The incidents categorised as ‘personal’ are those occurrences where it is perceived that an individual or group is deliberately targeted rather than the community at large. Once again, rowdy or inconsiderate behaviour is the most common cause of this type of ASB followed by neighbour issues.

3.6 Road Traffic Collisions

There are 3 key targets in Wales aimed at reducing those Killed and Seriously Injured (KSI) by 2020 and are measured against the baseline average of 2004-08:

Target - 40% reduction in the total number of people killed and seriously injured (KSI) by 2020:

KSIs	2004-08	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Target
Absolute Numbers	418	356	318	359	333	298	342	358	348					250.8
Relative Change	418	-14.8%	-23.9%	-14.1%	-20.3%	-28.7%	-18.2%	-14.4%	-16.7%					40%

- The data illustrates that overall the KSI rates are fairly stable from the baseline to date with a steady downward trend, albeit it is unlikely that the 2020 target will be reached in our region. Prevention work is in line with the campaign and operations calendar which is shared pan-Wales. Fluctuations in figures year on year can be attributed to weather, economic conditions and traffic volumes.
- The Fatal 5 strands representing the major contributory factors in KSI RTCs form a theme throughout the campaign calendar – drink/drug driving; speeding; careless driving; seatbelt wearing; mobile phones/distraction.
- Overall there is a decreasing frequency in deaths on the road network but as the numbers get smaller the greater the challenge to maintain a stable level let alone decrease further.

Target - 25% reduction in the total number of motorcyclists killed and seriously injured (KSI) by 2020:

KSIs	2004-08	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Target
Absolute Numbers	76	89	83	84	67	72	84	87	93					57
Relative Change	76	17.1%	9.2%	10.5%	-11.8%	-5.3%	10.5%	14.5%	22.4%					25%

- Up until 2016, there was stable trend with this KSI casualty group. However, last year saw a dramatic increase in one county which has affected the overall KSI figure.
- There were 55,000 more registered motorcycles in Wales in 2013 indicating a rise in motorcycling in our principality.
- Op Darwen is still our main focus for targeting those who ride in an indiscriminate or anti-social manner on our roads.
- RIDE (NDORS) is now being offered as an alternative to points and a fine to PTWs, which went live from July 2017.
- Education: we promote and run BIKESAFE workshops throughout the motorcycling season (March to November) as well as supporting and promoting courses and initiatives run by our partners. Engagement centres are co-ordinated by the Force and partners at key biker stop cafes, etc., with opportunities to engage with motorcyclists and encourage safer riding behaviour and attendance on courses.

Target - 40% reduction in the total number of young people (aged 16 to 24) killed and seriously injured (KSI) by 2020:

KSIs	2004-08	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Target
Absolute Numbers	119.8	82	94	84	78	77	79	86	80					71.9
Relative Change	119.8	-31.6%	-21.5%	-29.9%	-34.9%	-35.7%	-34.1%	-28.2%	-33.2%					40%

- There has been a steady decrease in KSIs within this target group with fluctuations experienced which can be attributed to less young adults going through test centres during and after the recession with numbers now returning to the mean.
- Dyfed-Powys Police are running a research project around young adults aged 16 to 24 with partners utilising funding from the PCC's NDORS surplus. The project is focused around immersive 360 sets and building a fit for purpose workshop around the immersive 360 experience with thorough evaluation developed from the outset.

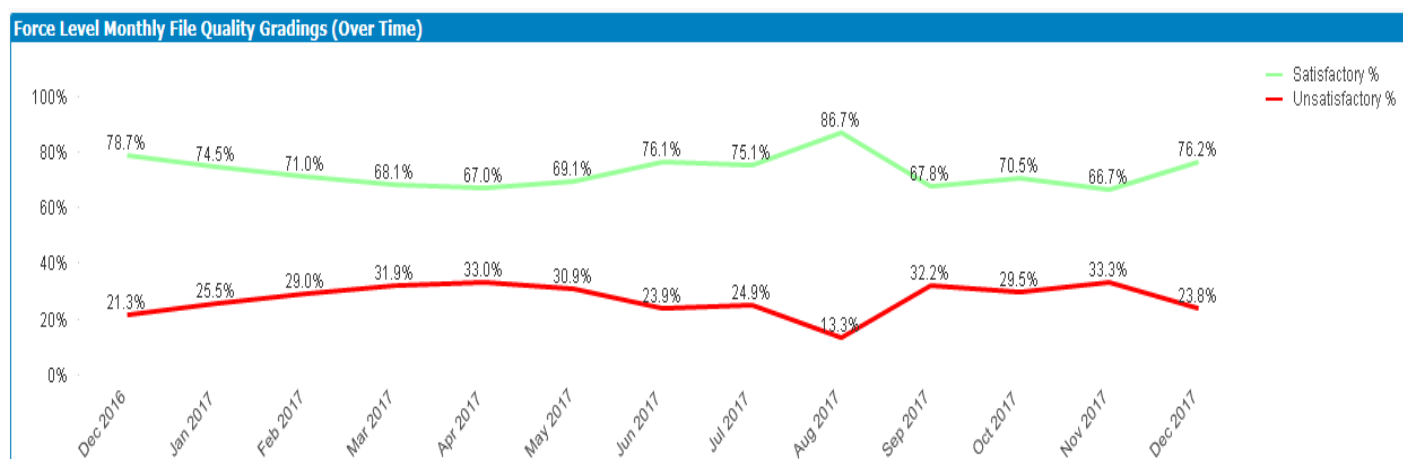
Notional target - 40% reduction in the total number of older people (aged 65 plus) killed and seriously injured (KSI) by 2020:

KSIs	2004-08	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Target
Absolute Numbers	46	58	35	54	60	45	62	70	55					27.6
Relative Change	46	26.1%	-23.9%	17.4%	30.4%	-2.2%	34.8%	52.2%	19.6%					40%

- There is an ageing population in the UK with Wales having the highest population of people of pensionable age and above. Our region brings its own challenges due to the rurality of our force area. Maintaining independence for this age group is and will be paramount as we don't always have a public transport system to support independence from driving. Health issues and impairment associated with the ageing process brings its own challenges; when these are ignored or not addressed then the consequences can be devastating.
- In order to address this, a fit for purpose course (which is at its pilot stage) involving a practical element that addresses medical issues, the changing road environment, modern cars and its challenges, knowledge, etc. has been established utilising funding from the NDORS surplus.
- A fitness to Drive Pilot Scheme, aimed at older drivers aged 70 plus who may have cognitive impairments or reduced physical ability and have been detected through Due Care Offences, has been introduced. Drivers are referred to Mobility of Wales for high level cognitive and practical driving assessments. Those drivers who fail to pass the assessments are referred to the DVLA.

3.7 File Quality

The National File Standard determines the minimum requirements for the content of police files submitted to the CPS. It is essential that the Police files comply with these standards to ensure that all cases can be dealt with correctly. Of the 341 files that were reviewed in December 2017 76.2% complied with the National File Standards. Not surprisingly, there is a correlation between previous months data with the key deficiencies found in respect of disclosure equating to 41 errors. Disclosure resulted in 25.4% (41) of the total number of evidential deficiencies. CCTV and MG5 deficiencies also featured heavily in December 2017 with 14.6% (23) of the total number of evidential deficiencies.



Source: Qlikview

Conviction rates

November 2017	MC conviction rate Combined (police/CPS charge)	CC conviction rate – Combined (police/CPS charge)
National	85.0%	80.4%
Wales	87.2%	80.7%
Dyfed Powys	85.4%	68.6%

Conviction rates in the Magistrates’ Court remains consistent compared with previous months data -Quarter 1 86.4%, Quarter 2 86.9%. The conviction rate has declined in the Crown Court from 85.4% in October to 68.6% in November 2017. Work is ongoing with the District Crown Prosecutor to establish if there are any lessons to learn for the police and CPS.

3.9 Stop and Search

Stop and search volumes for the 12-month period ending December 2017 can be found below.

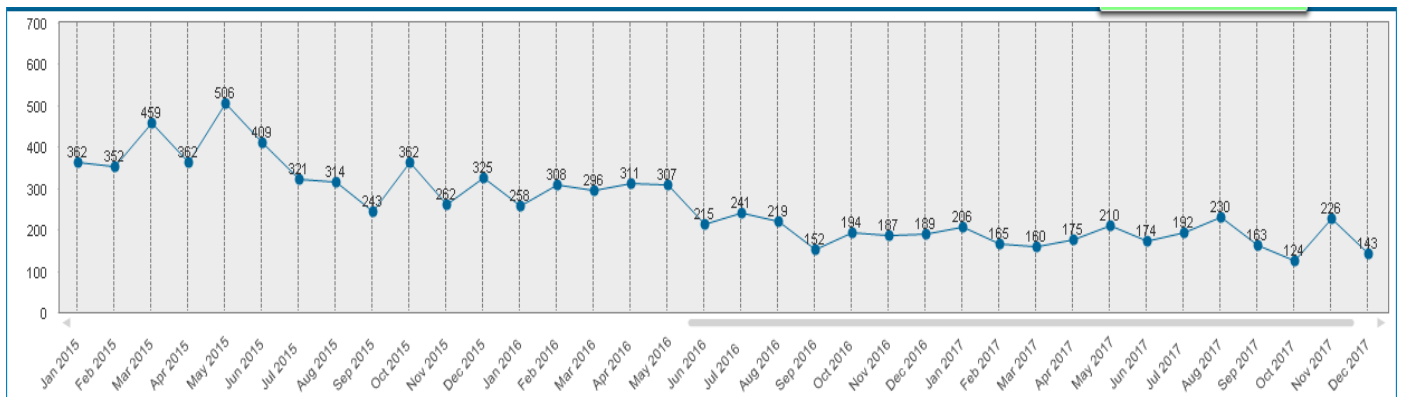
Territory	No. Stop & Searches	Vehicle Only Searches	Person Searches	Arrested	% Arrested	Age Under 18	% Under 18	Positive Searches	Positive Searches %	Linked Search (Reason = Seizure)	Linked Search Rate	Strip Searched	Strip Search %
Total	2168	79	2089	18	1%	388	18%	890	41%	794	89%	23	1.1%

Under the best use of stop and search scheme, the ‘linked search’ rate is used to measure how effective the police are in using their powers. This measure establishes if the item seized is related to the reason for the search.

Traditionally, the measure of success for stop and search was a ‘hit’, or positive outcome. There may be occasions where the outcome of a stop and search is unconnected to the reasonable grounds for suspicion. Such an outcome may represent a chance detection rather than professional judgement and the use of reasonable grounds by the officer in question.

Over the last year Dyfed-Powys has a positive search rate of 41% (an item seized as a result of a search) and a linked search rate of 89% - that is in 89% of occasions where an item was seized, the item was linked to the reason of the search.

Stop & Search Monthly Volumes



3.10 Custody Information

The tables below demonstrate the numbers of persons arrested for all offences over the last 12 months ending December 2017, by gender, ethnicity and age.

	Female						Male					
	Asian	Black	Mixed	Other	White	Not Stated	Asian	Black	Mixed	Other	White	Not Stated
Under 11	0	0	0	0	0	0	0	0	0	0	0	0
11 to 17	2	5	0	0	82	2	4	4	1	0	335	0
18 to 24	1	3	5	0	282	9	27	20	6	4	1676	11
25 to 34	3	4	2	1	436	2	30	32	2	5	2161	7
35 to 44	0	1	3	0	237	9	18	27	7	2	1210	8
45 to 54	1	0	1	0	155	0	11	3	1	0	767	12
55 to 64	0	0	0	0	52	0	1	3	2	3	242	1
65+	0	0	0	0	22	0	0	0	0	0	120	0
Total	7	13	11	1	1266	22	91	89	19	14	6511	39

	Female						Male					
	Asian	Black	Mixed	Other	White	Not Stated	Asian	Black	Mixed	Other	White	Not Stated
Under 11	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
11 to 17	0.0%	0.1%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.1%	0.0%
18 to 24	0.0%	0.0%	0.1%	0.0%	3.5%	0.1%	0.3%	0.2%	0.1%	0.0%	20.7%	0.1%
25 to 34	0.0%	0.0%	0.0%	0.0%	5.4%	0.0%	0.4%	0.4%	0.0%	0.1%	26.7%	0.1%
35 to 44	0.0%	0.0%	0.0%	0.0%	2.9%	0.1%	0.2%	0.3%	0.1%	0.0%	14.9%	0.1%
45 to 54	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%	0.1%	0.0%	0.0%	0.0%	9.5%	0.1%
55 to 64	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	0.0%
65+	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%
Total	0.1%	0.2%	0.1%	0.0%	15.6%	0.3%	1.1%	1.1%	0.2%	0.2%	80.3%	0.5%

Over the last year, 84% of all persons arrested were male with 96% of all persons arrested classified as 'white'. The 25 to 34 age group is the age group that records the most arrests with just under a third of all arrests.

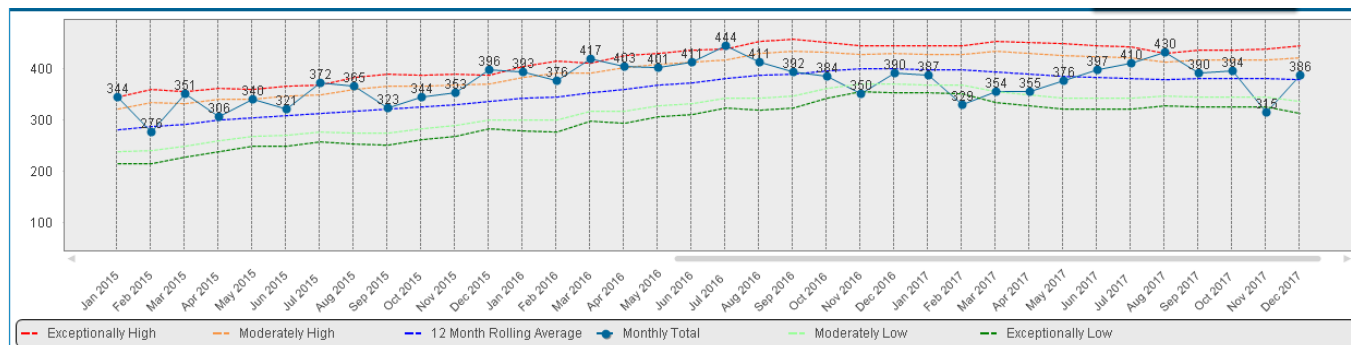
Eleven (11) persons were arrested under section 136 of the Mental Health Act.

4.0 Priority two – Safeguarding the Vulnerable

4.1 Domestic Incidents

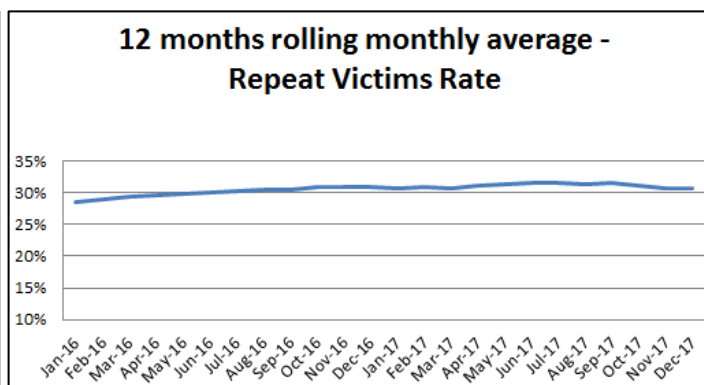
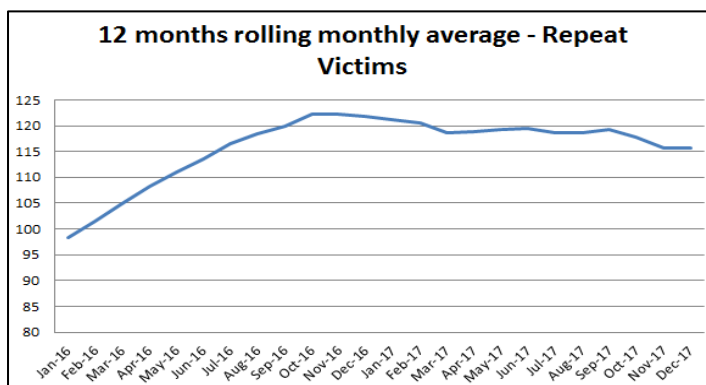
The Statistical Process Chart (SPC) below illustrates the monthly total Domestic Incident volume at a force level. The latest month of **December 17** is judged as being 'normal'. The volumes in December 17, have returned to the 'mean' (average) after an exceptionally low month in November 17.

Levels of total recorded Domestic incidents over time



Source: Qlikview

Repeat Domestic Incidents

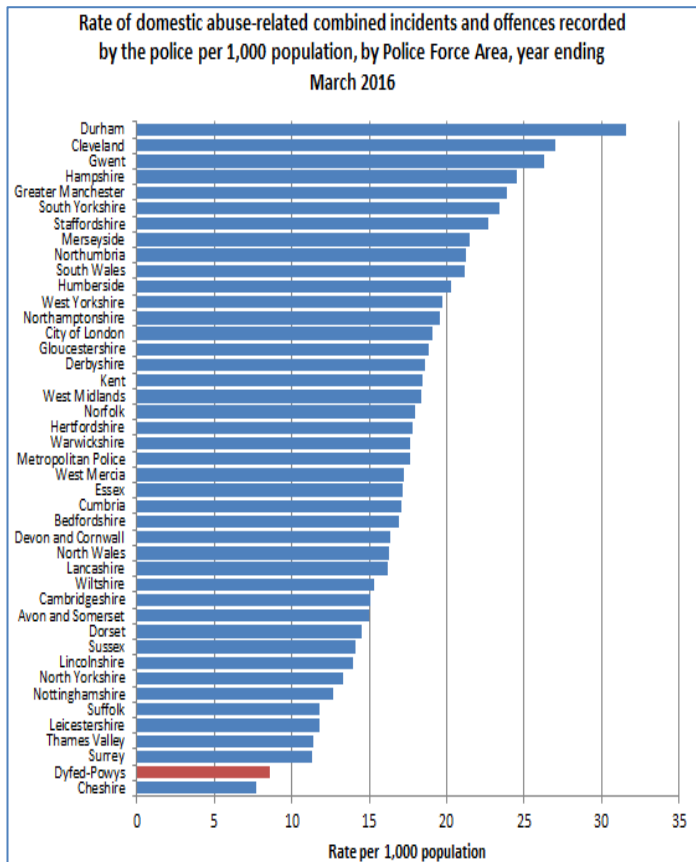


The charts above count those distinct victims in each month who have also recorded an incident in the previous 12 months. In absolute terms, repeat victims have increased and peaked in November 2016, and have started to decrease during the last seven months, from an average of 98 victims during the year to April 15, to a high of 122 in the 12 months to November 16, back to 116 in period to December 17. This trend is in line with the increases seen in recorded incidents.

However, the percentage of repeat victims as a proportion of all incidents has remained stable, at between 28% and 33% per month, over the two last years – December 2017 rate stands at 28%.

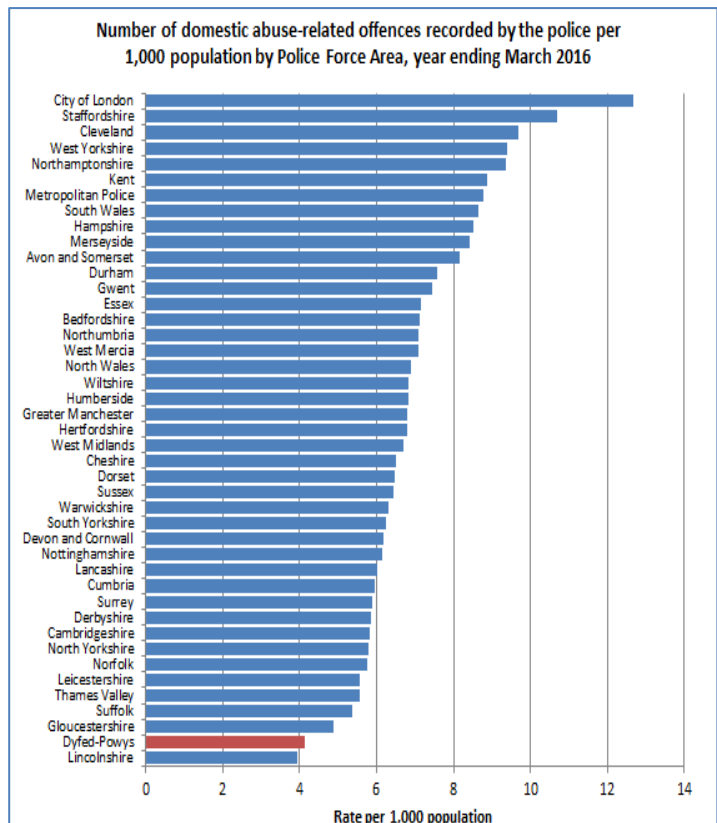
Domestic Abuse - National comparison data – **Latest Published Data**

This is the first year that domestic abuse data has been collected by the Home Office and the charts below demonstrate the rate of domestic abuse incidents and crimes recorded by each force in England and Wales.



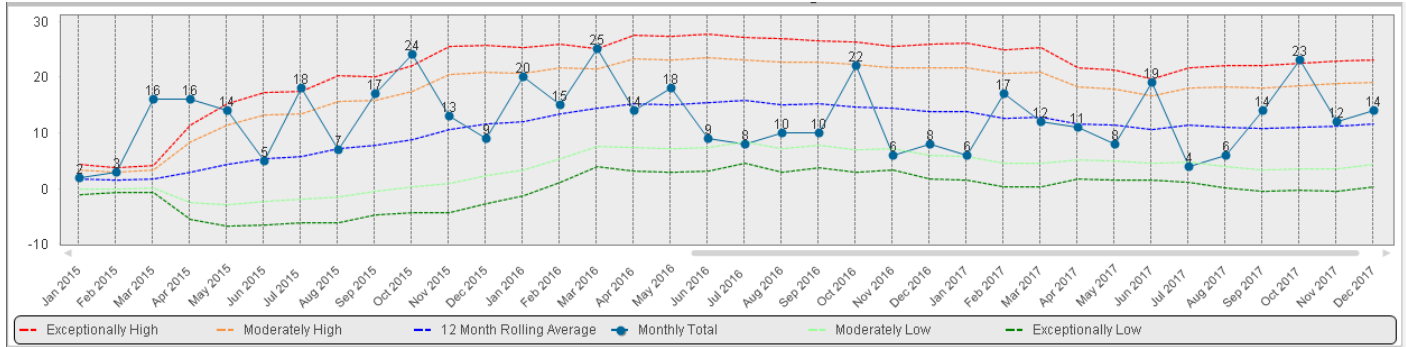
Dyfed-Powys recorded 9 domestic incidents for every 1,000 people in the population during the 12 months to March 2017.

Dyfed-Powys recorded 4 domestic crimes for every 1,000 people in the population during the 12 months to March 2017.



4.2 Child Sexual Exploitation

Levels of Child Sexual Exploitation offences over time



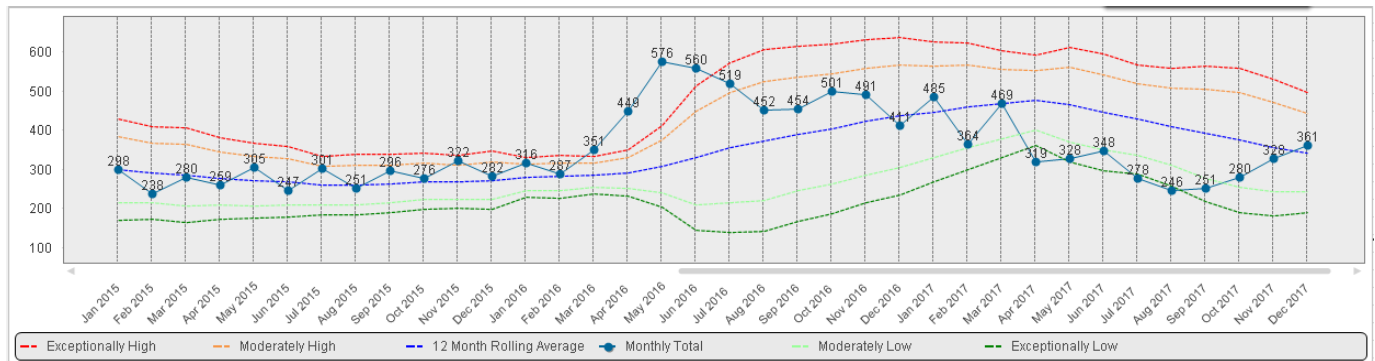
Source: Qlikview

Over the last three years, recording of CSE offences has improved, most notably due to the introduction of a specific tag to the crime recording process, which is clearly illustrated with the increase of recording of CSE offences after March 2015.

A common feature of CSE is that the person does not recognise the coercive nature of the relationship and does not see themselves as victims of exploitation (ACPO 2013). As such, victims reporting their own offences are very low, which could suggest that they do not see what is happening to them is wrong and would explain why the reporting of contact and online CSE offences is predominately carried out by parents or carers.

4.3 Mental Health Calls for Service

Levels of Calls for service, with 'Mental Health' qualifier, over time



Source: Qlikview

Anecdotally the level of demand associated with the need to respond to people with mental health problems has increased significantly. However there appears to be conflicting confirmation when the number of mental health incidents are recorded and counted over time, recently volume have been falling, it must be noted that this data is highly reliant on how accurately the 'mental health' qualifier is utilised.

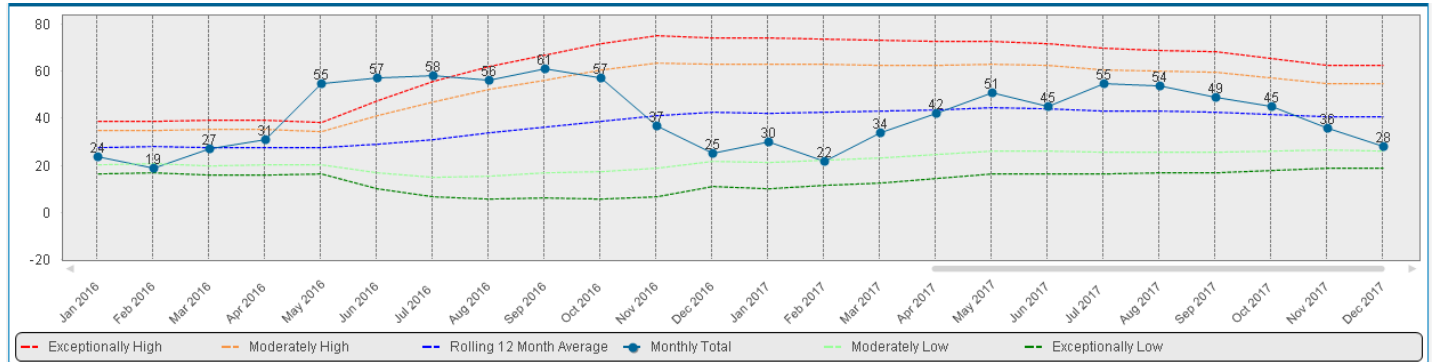
It must be noted that just counting calls for service does not give an indication of the complexity of the incident or how long officers are deployed in dealing with each incident.

Further analysis shows that data for the last 12 months ending December 17, has shown that 76% of all calls that have a mental health qualifier are related to public safety and welfare issues.

4.4 Hate Incidents

A hate incident is an incident which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a person’s race, faith, sexual orientation, disability or transsexuality or perceived race, faith, sexual orientation, disability or transsexuality.

Levels of recorded hate incidents over time



Source: Qlikview

Data reviewed over the last 12 months ending December 17, reveals that race remains the most common motivating factor in hate incidents, with 70% recorded as race related.

Levels of Hate incidents (January 17 to December 17) by Territory and Hate Strand

Territory	Total Offences	Race Related	Homophobic	Disability	Transphobic	Religious / Faith	Not Recorded
Carmarthenshire	212	158 74.5%	27 12.7%	17 8.0%	3 1.4%	3 1.4%	9
Ceredigion	83	56 67.5%	13 15.7%	8 9.6%	2 2.4%	1 1.2%	3
Pembrokeshire	105	69 65.7%	22 21.0%	10 9.5%	4 3.8%	4 3.8%	2
Powys	91	59 64.8%	11 12.1%	13 14.3%	2 2.2%	3 3.3%	5
Total	491	342 69.7%	73 14.9%	48 9.8%	11 2.2%	11 2.2%	19

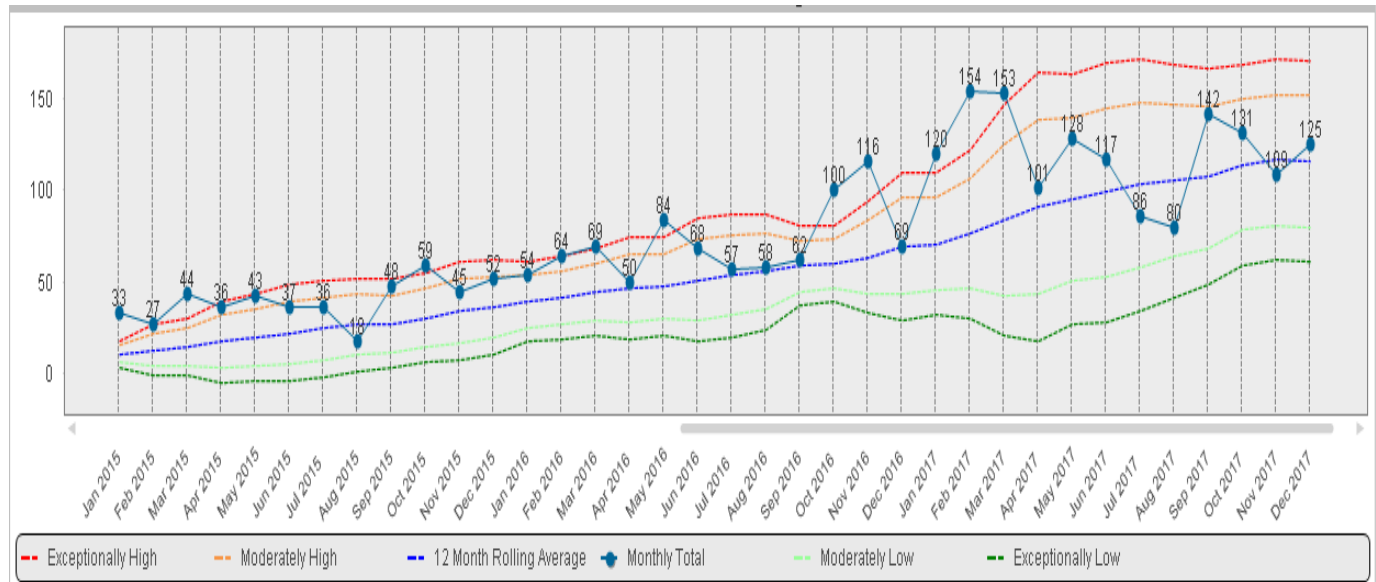
Source: Qlikview

Ove a third (42%) of the incidents recorded also resulted in a crime (204 crimes from the 491 incidents).

5.0 Priority three – Protecting from Serious Harm

5.1 Cyber Crimes Volumes

Levels of recorded Cyber-Crimes over time



Source: Qlikview

Recorded offences related to cyber-crime have increased significantly over the last two years.

The way in which criminals are operating is changing and they can now take advantage of new technologies, such as the internet, to both expand the scope of existing crime types and develop new ones. Nowhere has this been more apparent than in fraud and cybercrime.

Increased awareness, in conjunction with the embedding of the new Digital Communications and Cyber-Crime Unit (DCCU) has seen an improvement in the level and consistency of tagging and therefore the recording of cyber-related offences.

The majority of cyber-related offences relate to Obscene Publications, which covers the exchange and possession of indecent images.

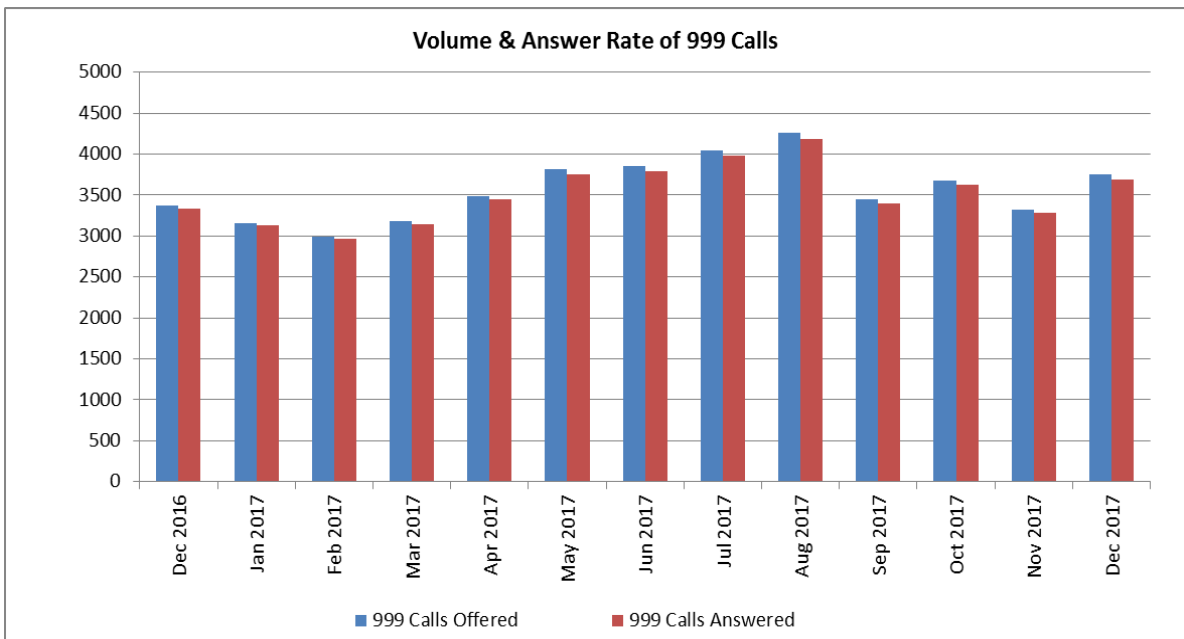
6.0 Priority four – Connecting with Communities

6.1 Force Contact Centre - Average Call Answer Time

999 Call Data

Throughout the review period, Dyfed Powys Police have continued to answer 999 calls well within the ten second National Call Handling Standard (NCHS) (ACPO 2005).

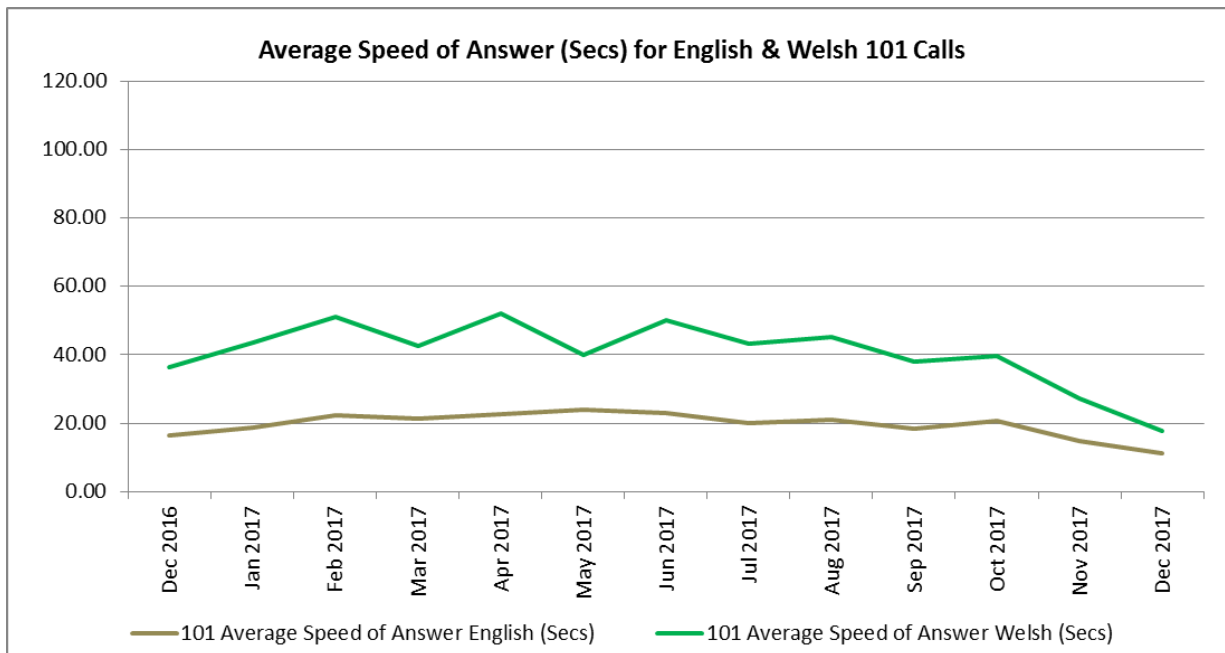
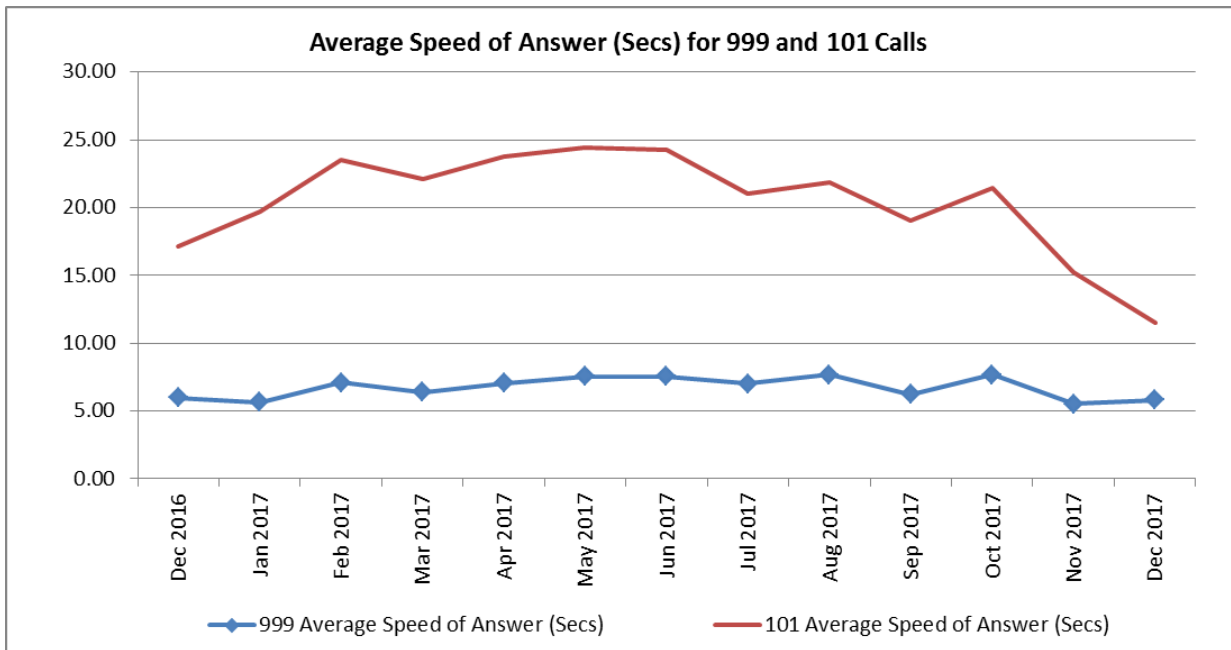
Please note that the table can be slightly misleading, inferring there is a difference between calls offered and answered (suggesting abandonment). This is not the case as all 999 calls are answered but not necessarily by the first route, they are offered. This does not affect the average speed of answer figure supplied.



101 Calls (New Incidents English and Welsh)

The 101 calls for service are consistent with the same period last year. The average speed of answer has improved slightly for both Welsh and English calls. The FCC staff continue to seek to resolve as many calls for service at first point of contact to improve customer service and overall customer satisfaction. This, together with the THRIVES assessment, ensures the most appropriate grading of response with safeguarding considerations for every call.

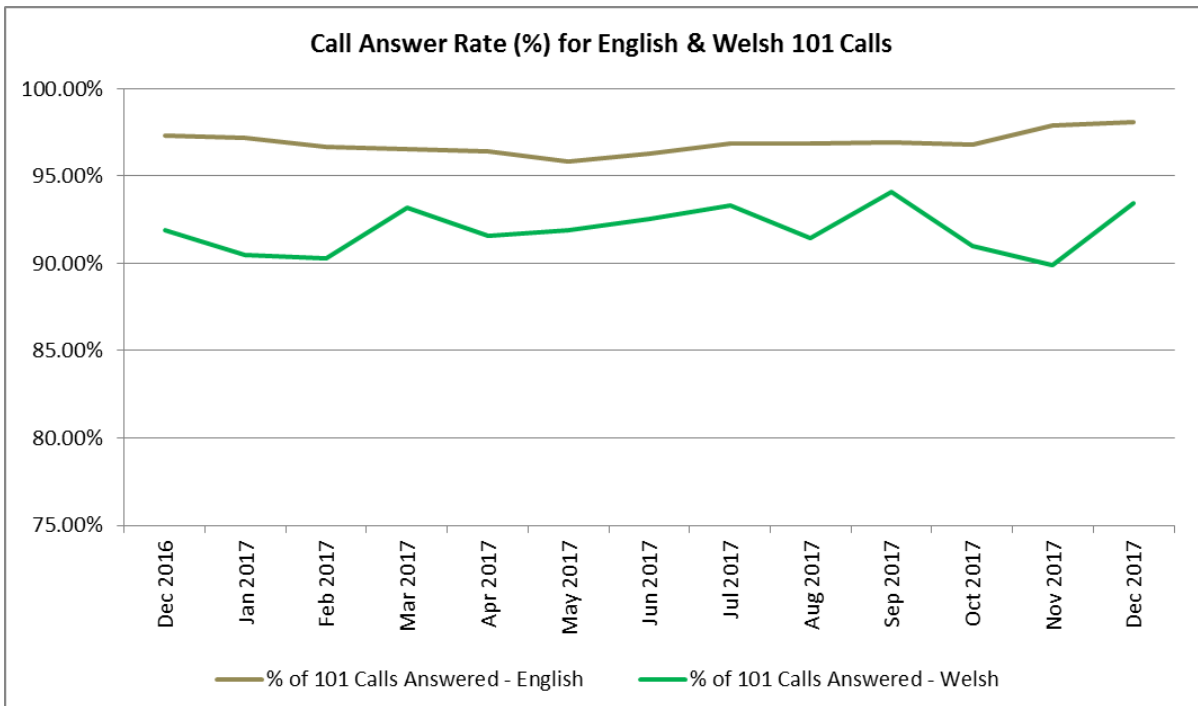
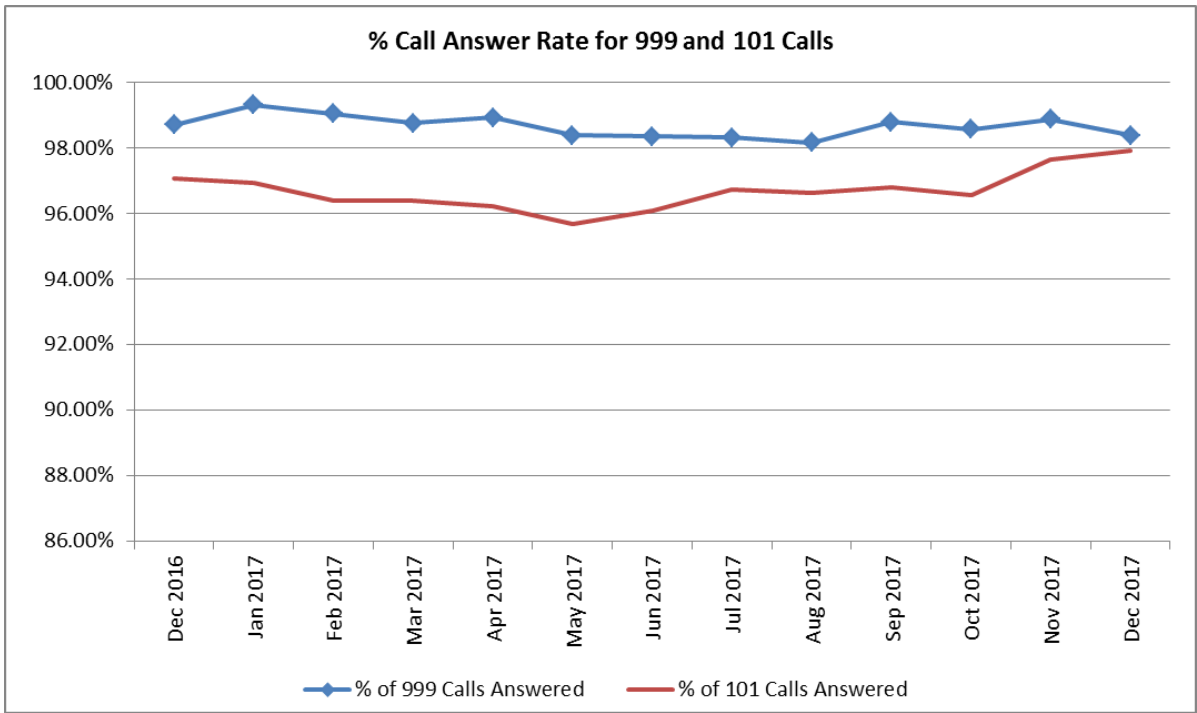
As further continuous improvement and changes to working practices are introduced, it is anticipated that the amount of time that Call Handlers are taking to deal with calls will continue to increase. This is expected to continue until new practices and procedures are fully embedded.



% Call Answer Rate for 999 and 101 Calls

The service level agreement for call answer rates is over 90%. The FCC has recently introduced a new performance management information system which supports the focus around real-time resource availability, current commitments and call queue information for both Welsh and English calls (including abandonments) and overall demand levels.

It is important to note that the total number of Welsh calls received by the Force is significantly lower than the total number of English calls which makes it difficult to make a direct comparison. However, the chart below illustrates that the average speed of answer is slower for members of the public who request to be spoken to in Welsh but call answer rates are improving. The FCC continues to actively recruit Welsh speaking members of staff to offer a Welsh language service and the answer rate has improved over the past three months.



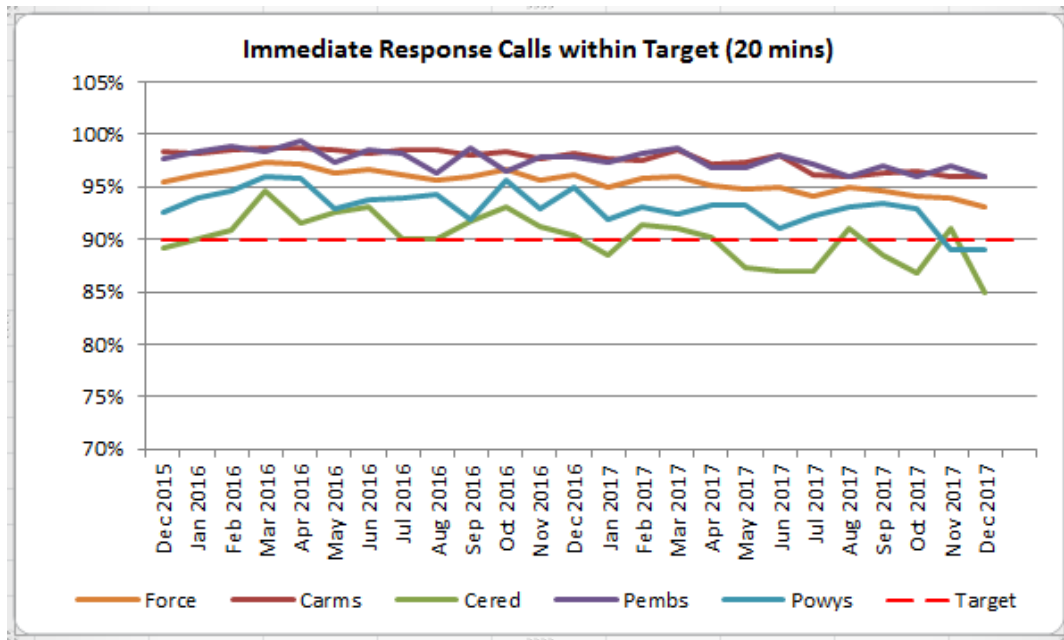
6.2 Incident Response Times

The following tables and graphs display the Priority 1 and Priority 2 response times for the force.

As can be seen, the force is meeting its target of responding to over 95% of Priority 1 calls within 20 minutes and over 98% of Priority 2 calls within 60 minutes.

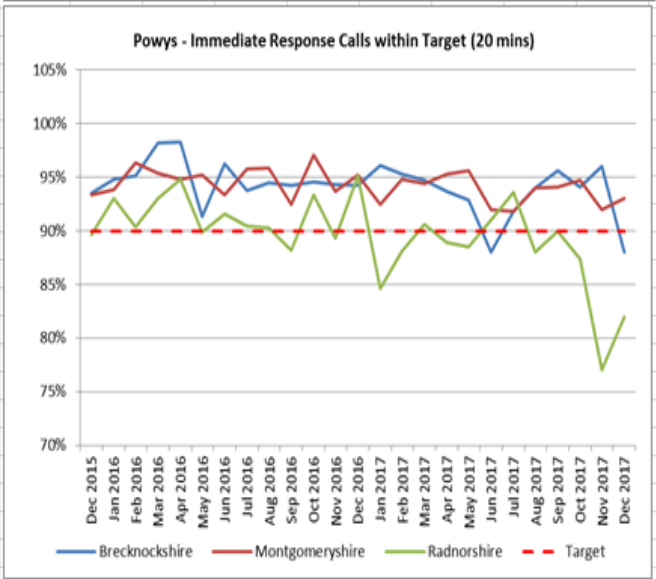
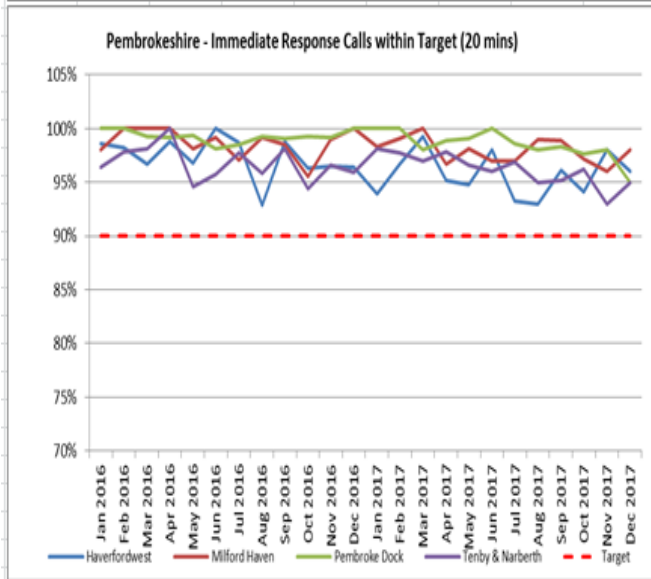
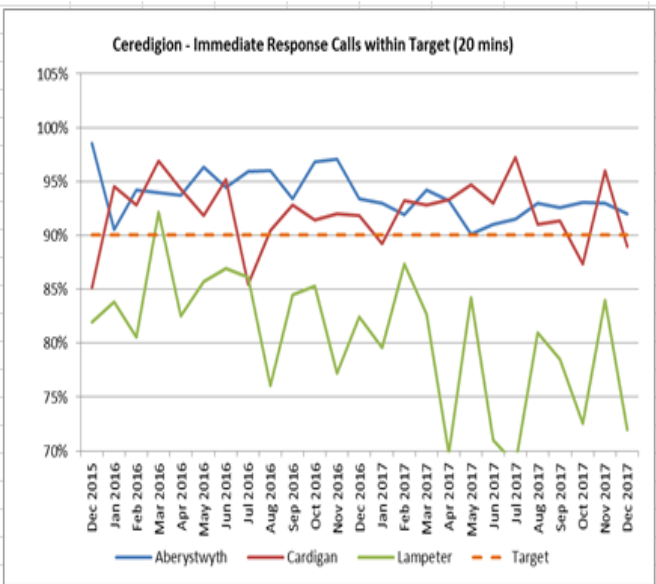
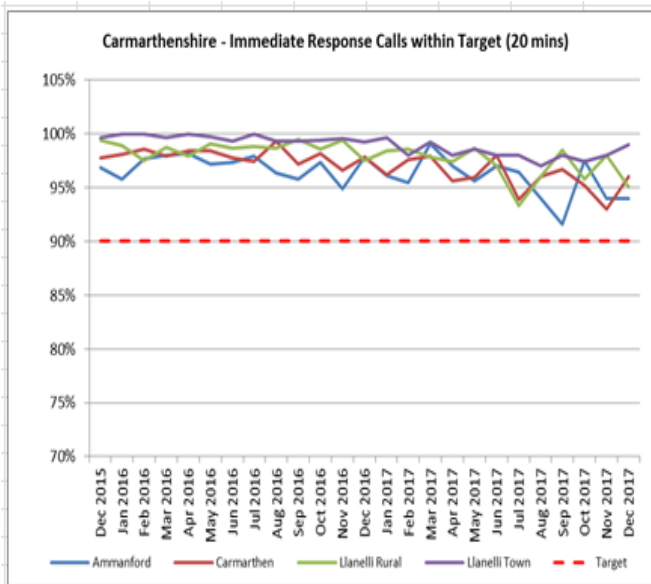
12 months ending December 2017							
Territory	Total Response Incidents	Priority 1 Total	Total Priority 1 in Target	Priority 1 % in Target	Priority 2 Total	Total Priority 2 in Target	Pri 2 % in Target
Carmarthenshire	23764	10499	10169	96.9%	13265	13023	98.2%
Ceredigion	9312	4043	3583	88.6%	5269	5132	97.4%
Pembrokeshire	14013	6110	5921	96.9%	7903	7740	97.9%
Powys	12759	5336	4901	91.8%	7423	7255	97.7%
Total	59848	25988	24574	94.6%	33860	33150	97.9%

Incident Response Times by Force and Territories



The following graphs display the Priority 1 incident response times for each of the four counties broken down by inspector area.

They highlight the challenge of policing a vast geographical area, with the most rural inspector areas such as Lampeter and Radnorshire, failing to meet the target response times.



Security Classification	Not Protectively Marked
Disclosable under FOIA 2000	Yes
Contact/Author	Edwin Harries
Telephone/Ext number	23003
Department/Area	Finance
Date Created	7th February 2018
Attachments : See Appendix section below	
Purpose Of Paper – Financial Update as at end of January 2018	

**POLICE ACCOUNTABILITY BOARD
MEETING DATE: 13TH FEBRUARY 2018**

ITEM NO:

1. Summary	<p><i>This report provides Members of the Board with a Financial update on the following issues.</i></p> <p>1. Budget Position as at 31st January 2018</p> <p>A revenue budget position statement showing the financial position as at 31st January 2018 shows that the Force is operating above target at this stage of the financial year by £283K. This is net of the unbudgeted 1% unconsolidated pay award for police officers (£201K) and the cost consequences of Operation Heath (£274K) which it has been agreed will be funded from general reserves should the need arise.</p> <p>The budget position takes account of the in-year non pay budget reductions of £550K that were agreed at the last Force Executive Board meeting; with £390K of this having already been transferred to the OPCC Budget in respect of estate and accommodation cost pressures.</p> <p>An analysis of the financial position against police officer overtime budgets is also included. All budget holders have been instructed to exercise financial restraint in relation to overtime and all non-pay headings for the remainder of the current financial year.</p> <p>The position on capital budgets shows that the Force is underspending at this stage with the majority of this being attributable to Estates and some ICT projects.</p>
2. Recommendations	<div style="border: 1px solid black; padding: 10px; background-color: #e6f2ff;"> <p>Force Executive Board Members have been instructed to exercise continued restraint in relation to overtime and non-pay spending for the remainder of the current year.</p> </div>
3. Drivers for Change	No Applicable
4. Details	<p><u>Budget Position as at end of January 2018</u></p> <p>1. Revenue Budgets</p> <p>A budget position statement showing the detailed financial position as at 31st January 2018 is attached in Appendix A and this is summarised below. This shows that the Force is operating above target at this stage of the financial year by £283K.</p>

Chief Officers Group - Summary Financial Position as at 31st January 2017							
Description	Original Budget	Budget Movements in Year	System Budget	Expected Spending to End of January 2017	Actual Spending to End of January 2017	Difference (-ve under budget)	Committed
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Chief Constable's Office	1,289	-0	1,288	1,093	1,066	-27	8
Central Budget/Financing	152	87	239	1,490	1,262	-228	95
Deputy Chief Constable							
<i>Human Resources & Development Services</i>	2,419	-15	2,404	1,967	2,066	99	66
<i>Corporate Functions</i>	2,782	33	2,815	2,403	2,439	36	6
<i>Other Budgets</i>	1,245	0	1,245	850	856	7	1
Finance Directorate	7,607	-140	7,467	6,316	6,335	20	124
Neighbourhoods - Local Policing	33,579	210	33,790	28,077	28,432	355	7
Neighbourhoods - HQ	14,587	-501	14,086	11,615	11,732	116	76
Investigations	23,622	-63	23,559	19,517	19,313	-204	271
Scientific Support	1,742	0	1,742	1,373	1,220	-152	58
Criminal Justice	1,186	-2	1,185	985	912	-73	0
Professional standards	1,066	0	1,066	873	952	80	15
Staff Associations	193	0	193	159	172	13	0
Secondments / Holding Accounts	-0	-0	-0	0	243	243	35
Total Budget CC	91,469	-390	91,079	76,718	77,001	283	761

Difference to Budget Represented by:	Police Officer	Police Staff Costs	Officer Overtime / Bank Holidays	Staff Overtime	Non Pay Headings	Income Grants Capital / Reserves	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Chief Constable's Office	17	-54	1	1	21	-12	-27
Central Budget/Financing	133	88	58	-25	106	-589	-228
<i>Human Resources & Development Services</i>	57	-2	2	0	46	-4	99
<i>Corporate Functions</i>	40	-132	-0	4	181	-58	36
<i>Other Budgets</i>	45	16	-7	2	27	-76	7
Finance Directorate	130	-25	0	-16	-94	23	20
Neighbourhoods - Local Policing	230	-92	299	4	-74	-12	355
Neighbourhoods - HQ	-47	47	110	-21	64	-37	116
Investigations	-476	69	166	-14	63	-12	-204
Professional standards	51	26	-0	0	6	-2	80
Scientific Support	45	-60	0	-3	-135	-0	-152
Criminal Justice Dept.	39	8	-1	-4	-3	-112	-73
Staff Associations	19	-1	-0	0	-5	0	13
Secondments / Holding Accounts	116	-56	211	6	-57	24	243
Total Force	398	-167	839	-65	146	-867	283

Police Officer pay headings are above target at this stage. With limited recruitment planned until March 2018 the final position is expected to return on target but for the 1% unconsolidated pay award which is estimated will result in an overspend of £300K. Of concern is the financial position against the grant funded CNI and DSP areas which are likely to overspend due to the grant not being sufficient covering total costs. This has been flagged up and is being looked into Nationally.

Police staff budgets show an under spend £167K to the end of January 2018. No pay award has been paid to date and this has been adjusted for in the above projection.

Police Overtime and Public Holiday spending pressures are a cause of concern which has been flagged up since June. The latest position shows an over spend of £407K against Force overtime headings and £221K against Bank Holiday headings. An analysis of Police Officer Overtime is shown in the Table below:

Not Protectively Marked

Overtime Spending by Reason Operation 2017/18								
Overtime Codes/ Reason	Spending to August 2017	Spending In September	Spending in October	Spending in November	Spending in December	Spending in January	Total Spending	Budget Affected
	£	£	£	£	£	£	£	£
Costed Operations								
Operation Ulysses	54,956	2,757	2,322	1,742	752	721	63,251	Information and Intelligence
Brechfa Escort	26,272	11,510	12,755	9,529	1,055	166	61,287	ACC Central Budget
Champions League 2017	38,796	1,678	-	425	-	2,444	43,343	ACC Central Budget
Operation Temperor	34,992	1,235	2,091	-	-	-	38,318	ACC Central Budget
Operation Alaska	28,975	-	328	303	18	5,153	34,777	Emmergency Planning
Operation Wellfleet	26,018	460	1,372	291	628	178	28,946	Investigations East
Royal Welsh Show	23,651	1,827	1,347	1,736	-	-	28,562	Radnorshire
Llangurig Windfarm	3,045	3,139	3,314	8,467	1,654	159	19,779	ACC Central Budget
British Virgin Islands Deployment	-	-	-	-	19,367	413	19,780	ACC Central Budget
Operation Lion	8,574	6,574	647	1,516	-	-	17,311	Pembroke
Operation Crossbill	11,530	812	345	544	-	606	13,837	Investigations West
Operation Theseus	6,176	3,973	1,712	801	221	221	13,103	ACC Central Budget
Operation Sandfly	5,905	274	1,065	1,701	309	5,610	14,863	Pembroke Dock
Operation Newtown	7,903	-	-	-	-	-	7,903	ACC Central Budget
Operation Darwen	6,738	545	-	-	-	-	7,283	Roads Policing
Ironman Wales 2017	-	4,512	386	264	-	-	5,163	Temby Station
Operation Middleport	4,607	96	-	123	-	124	4,950	Llanelli
Brecon Jazz Festival	2,891	1,067	109	231	-	-	4,298	ACC Central Budget
Operation Ringlet	-	-	-	3,179	808	1,181	5,168	Major Crime Team
Critical Incident - Pembroke Dock	-	-	-	3,321	381	-	3,702	Pembroke
Operation Kensington (SWP)	3,199	-	-	-	-	-	3,199	Organised Crime Team
Operation Fenwood	3,062	-	-	-	-	-	3,062	ACC Central Budget
Operation Lyra	2,770	-	-	-	-	-	2,770	Machynlleth
Operation Prestwick	1,889	436	-	-	86	-	2,411	ACC Central Budget
Operation Rockdale	2,135	-	-	-	-	-	2,135	Milford Haven
Operation Manilla	-	-	2,075	-	-	-	2,075	ACC Central Budget
Other Costed	19,737	1,479	3,654	14,917	10,122	32,128	82,037	Various
	323,821	42,376	33,524	49,088	35,400	49,103	533,312	
Uncosted Operations								
Crime Enquiries - BCU	64,980	12,755	13,335	18,596	10,111	13,250	133,027	Various BCUs
Crime Enquiries - Investigations	97,543	14,719	18,382	25,257	21,237	19,792	196,930	Various Sections
Crime Enquiries - Other	12,520	2,463	2,289	2,347	1,964	2,150	23,733	Various Budget Holders
Firearms Duties	58,244	10,931	10,610	9,318	12,118	9,849	111,071	ARV / Firearms
Staffing Shortage - BCU	33,445	4,393	3,466	4,739	3,351	5,205	54,599	Various BCUs
Staffing Shortage - Other	22,517	4,584	4,717	4,045	3,104	2,467	41,434	Various Budget Holders
Custody Duties	26,235	5,917	7,533	5,792	4,811	5,862	56,149	Various
Administrative Duties	25,916	5,424	6,170	4,905	4,807	5,580	52,803	Various
Training	22,929	2,031	6,206	6,901	6,236	7,760	52,063	Various
Search Duties	15,612	1,276	1,453	1,126	719	2,296	22,483	Various
Missing Person	14,254	1,186	2,098	1,644	551	1,497	21,229	Various
Drug Enquiries	12,951	824	1,605	5,440	1,196	2,603	24,619	Various
Attending Meetings	10,502	1,415	1,606	2,347	2,078	2,306	20,254	Various
R.T.A	10,046	3,501	2,682	3,602	1,207	1,559	22,596	Various
Traffic Duties	8,524	2,182	1,056	1,709	1,158	1,236	15,865	Roads Policing etc.
Public Order	7,623	1,725	1,439	5,763	814	1,868	19,231	Various
Special Duty Overtime	4,689	906	2,523	1,358	549	1,250	11,275	Various
Escort Duty	4,529	912	864	1,629	800	1,100	9,833	Various
Crown Court	4,215	284	1,080	2,574	668	953	9,773	Various
Family Liaison	3,191	598	1,396	1,600	500	421	7,707	Various
Sudden Deaths	3,114	257	388	1,068	333	979	6,139	Various
Abstraction	3,094	440	578	398	213	1,912	6,635	Various
Warrants	2,897	403	1,511	408	559	391	6,169	Various
Scenes of Crime	2,667	404	208	448	231	734	4,691	Various
V.I.P. Visit	1,639	384	112	53	1,082	147	3,417	Various
Statements	1,571	362	248	342	176	326	3,024	Various
Other Miscellaneous	1,137	798	40	2,157	448	2,045	6,624	Various
	476,582	81,073	93,593	115,567	81,020	95,536	943,371	
Reversed into 2016/17 / Other Non Project coded	-47,389	1,476	2,754	4,798	3,554	1,745	-33,061	Amounts worked in 2016/17
	-47,389	1,476	2,754	4,798	3,554	1,745	-33,061	
TOTAL SPENDING	753,013	124,925	129,871	169,454	119,973	146,385	1,443,622	
PROFILED BUDGET	517,508	103,759	103,759	103,759	103,759	104,190	1,036,736	
OVERSPEND	235,505	21,166	26,111	65,695	16,214	42,194	406,885	

The position in respect of Police Staff overtime is showing a saving at present with non-pay headings overheating against the budget at this stage against insurance and legal cost headings. Income headings are within budget at this stage which reflects an offset against some of the overtime worked on Special Services and Mutual Aid Operations in the year.

Members of the Force Executive Board have been instructed to exercise continued financial restraint in relation to overtime and non-pay spending for the remainder of the current year.

2. Capital Budgets

A sum of £3.068 million has been spent against capital budgets to date in this financial year to date as outlined in the Table below:

Capital Budget Position to 31st January 2018							
Description	Original	Virement	Budget 2017/18	Actual to Date	Committed Spending	Remaining Budget	
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<u>Estates Projects</u>							
CXPCC Estates Strategy - PCC	5,790	0	5,790	1,514	107	4,169	
<u>Vehicles</u>							
CXFS Fleet Budgets	972	0	972	1,038	21	-88	
<u>Digital Policing / Other Projects</u>							
<u>CID Projects</u>							
CXC07 ANPR - Replacements / New National System	239	0	239	165	65	9	
CXC11 Cyber Crime	50	0	50	40	0	10	
CXI21 Crime Intervention	50	0	50	16	0	35	
CXDIG Digital Video Evidence	40	0	40	7	2	31	
<u>Director of Finance Projects</u>							
CXI02 Core ICT Replacement Programme	75	0	75	42	0	33	
CXI20 Programme Developers / Technicians	70	0	70	0	0	70	
CXI04 Wide Area Network	150	0	150	0	459	-309	
CXI05 PSN	190	0	190	49	3	138	
CXI06 Disaster Recovery	50	0	50	9	0	41	
CXI07 Server / Storage - Replacements	75	0	75	5	0	70	
CXI08 Storage & Backup replacement/Upgrades	100	0	100	0	0	100	
CXI09 AIAM Project	0	0	0	7	0	-7	
CXI11 Telematics	25	0	25	16	19	-10	
<u>Emergency Services Network (ESMCP)</u>							
CXI08 ESMCP	215	0	215	0	7	208	
CX5A2 Mobile Data	150	0	150	38	1	111	
CXI13 Airwave Radio replacement	50	0	50	15	0	35	
<u>Legal Services Capital Projects</u>							
CXL02 Electronic Data Records Management	50	0	50	0	0	50	
<u>Territorial Policing Projects</u>							
CXI03 Body Worn Video	40	0	40	8	0	32	
CXC13 CCTV	500	0	500	0	0	500	
CXI11 Operations Equipment - ANPR in Beat Vehicles	100	0	100	100	0	0	
CXI18 IP999 Upgrade	240	0	240	0	20	220	
CXI19 Hydra Upgrade	0	0	0	0	0	0	
Total Capital Position	9,222	0	9,222	3,068	705	5,449	

5. Financial Implications

As outlined above.

6. People Implications

As outlined above.

7. Consultation

None

8. Communication	
	The financial position is reported to Chief Officers and to Operational Commanders via this group and through budget holder budget meetings.
9. Equality & Diversity Impact Assessment	
	None

Appendices

Appendix A - (Detailed Revenue position)



Appendix A - COG
Report to end of Januar

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Chief Officers Group - Summary Financial Position as at 31st January 2017

Description	Original Budget	Budget Movements in Year	System Budget	Expected Spending to End of January 2017	Actual Spending to End of January 2017	Difference (-ve under budget)	Committed
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Chief Constable's Office	1,289	-0	1,288	1,093	1,066	-27	8
Central Budget/Financing	152	87	239	1,490	1,262	-228	95
Deputy Chief Constable							
<i>Human Resources & Development Services</i>	2,419	-15	2,404	1,967	2,066	99	66
<i>Corporate Functions</i>	2,782	33	2,815	2,403	2,439	36	6
<i>Other Budgets</i>	1,245	0	1,245	850	856	7	1
Finance Directorate	7,607	-140	7,467	6,316	6,335	20	124
Neighbourhoods - Local Policing	33,579	210	33,790	28,077	28,432	355	7
Neighbourhoods - HQ	14,587	-501	14,086	11,615	11,732	116	76
Investigations	23,622	-63	23,559	19,517	19,313	-204	271
Scientific Support	1,742	0	1,742	1,373	1,220	-152	58
Criminal Justice	1,186	-2	1,185	985	912	-73	0
Professional standards	1,066	0	1,066	873	952	80	15
Staff Associations	193	0	193	159	172	13	0
Secondments / Holding Accounts	-0	-0	-0	0	243	243	35
Total Budget CC	91,469	-390	91,079	76,718	77,001	283	761

Difference to Budget Represented by:	Police Officer	Police Staff Costs	Officer Overtime / Bank Holidays	Staff Overtime	Non Pay Headings	Income Grants Capital / Reserves	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Chief Constable's Office	17	-54	1	1	21	-12	-27
Central Budget/Financing	133	88	58	-25	106	-589	-228
<i>Human Resources & Development Services</i>	57	-2	2	0	46	-4	99
<i>Corporate Functions</i>	40	-132	-0	4	181	-58	36
<i>Other Budgets</i>	45	16	-7	2	27	-76	7
Finance Directorate	130	-25	0	-16	-94	23	20
Neighbourhoods - Local Policing	230	-92	299	4	-74	-12	355
Neighbourhoods - HQ	-47	47	110	-21	64	-37	116
Investigations	-476	69	166	-14	63	-12	-204
Professional standards	51	26	-0	0	6	-2	80
Scientific Support	45	-60	0	-3	-135	-0	-152
Criminal Justice Dept.	39	8	-1	-4	-3	-112	-73
Staff Associations	19	-1	-0	0	-5	0	13
	283	-112	628	-71	203	-891	40
Secondments / Holding Accounts	116	-56	211	6	-57	24	243
Total Force	398	-167	839	-65	146	-867	283

Chief Officers Group - Summary Financial Position as at 31st January 2017

Description	Original Budget	Budget Movements in Year	System Budget	Expected Spending to End of January 2017	Actual Spending to End of January 2017	Difference (-ve under budget)	Committed
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Chief Constable's Office	1,289	-0	1,288	1,093	1,066	-27	8
Central Budget/Financing	152	87	239	1,490	1,262	-228	95
Deputy Chief Constable							
<i>Human Resources & Development Services</i>	2,419	-15	2,404	1,967	2,066	99	66
<i>Corporate Functions</i>	2,782	33	2,815	2,403	2,439	36	6
<i>Other Budgets</i>	1,245	0	1,245	850	856	7	1
Finance Directorate	7,607	-140	7,467	6,316	6,335	20	124
Neighbourhoods - Local Policing	33,579	210	33,790	28,077	28,432	355	7
Neighbourhoods - HQ	14,587	-501	14,086	11,615	11,732	116	76
Investigations	23,622	-63	23,559	19,517	19,313	-204	271
Scientific Support	1,742	0	1,742	1,373	1,220	-152	58
Criminal Justice	1,186	-2	1,185	985	912	-73	0
Professional standards	1,066	0	1,066	873	952	80	15
Staff Associations	193	0	193	159	172	13	0
Secondments / Holding Accounts	-0	-0	-0	0	243	243	35
Total Budget CC	91,469	-390	91,079	76,718	77,001	283	761

Difference to Budget Represented by:	Police Officer	Police Staff Costs	Officer Overtime / Bank Holidays	Staff Overtime	Non Pay Headings	Income Grants Capital / Reserves	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Chief Constable's Office	17	-54	1	1	21	-12	-27
Central Budget/Financing	133	88	58	-25	106	-589	-228
<i>Human Resources & Development Services</i>	57	-2	2	0	46	-4	99
<i>Corporate Functions</i>	40	-132	-0	4	181	-58	36
<i>Other Budgets</i>	45	16	-7	2	27	-76	7
Finance Directorate	130	-25	0	-16	-94	23	20
Neighbourhoods - Local Policing	230	-92	299	4	-74	-12	355
Neighbourhoods - HQ	-47	47	110	-21	64	-37	116
Investigations	-476	69	166	-14	63	-12	-204
Professional standards	51	26	-0	0	6	-2	80
Scientific Support	45	-60	0	-3	-135	-0	-152
Criminal Justice Dept.	39	8	-1	-4	-3	-112	-73
Staff Associations	19	-1	-0	0	-5	0	13
	283	-112	628	-71	203	-891	40
Secondments / Holding Accounts	116	-56	211	6	-57	24	243
Total Force	398	-167	839	-65	146	-867	283

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Appendix A - Actual Expenditure for the 2017/18 financial year to end of January 2017

		Original Budget	Virements	System Budget	Expected Spending to end of January 2017	Actual Spending to End of January 2017	Difference YTD	Committed	Police Officer	Officer Overtime	Bank Holidays	Police Staff	Staff Overtime	Police Pensions	Indirect Staff Costs	Premises Related	Transport Related	Supplies and Services	Agency and Contracted	Central Government grants	Specific Grants	Income	Capital Charges	Appropriations	Total
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Office of Police and Crime Commissioner																									
P1PM	Office of Police and Crime Commissioner	1,047	33	1,080	866	478	-388	5	0	0	0	-98	0	0	-10	0	-8	-3	-126	0	0	-142	0	-1	-388
P1ES	OPCC Estates	3,170	390	3,560	3,071	3,059	-11	238	0	0	0	-32	-1	0	3	100	-3	-1	-16	0	0	-61	0	0	-11
B1ES	OPCC Estates	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
P1CO	Commissioning	930	-35	895	678	146	-532	684	0	0	0	-1	0	0	0	0	0	1	-468	0	0	-63	0	0	-532
		5,147	388	5,536	4,615	3,684	-931	928	0	0	0	-131	-1	0	-7	100	-11	-3	-610	0	-63	-203	0	-1	-931
Chief Constable's Office																									
A1AO	Chief Constable's Office	1,289	-0	1,288	1,093	1,066	-27	8	17	0	0	-54	1	0	10	-0	-9	21	0	0	0	-12	0	0	-27
		1,289	-0	1,288	1,093	1,066	-27	8	17	0	0	-54	1	0	10	-0	-9	21	0	0	0	-12	0	0	-27
Central Budget/Financing																									
J3CF	Central Budget - Including Police Staff	-5,120	-253	-5,372	-2,853	-3,019	-166	0	251	0	0	88	-25	0	-14	0	0	24	45	0	-7	-528	0	0	-166
CAP1	Capital Financing	284	0	284	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PENS	Pensions - Injury / Recurring Costs	905	100	1,005	837	836	-1	0	0	0	0	0	0	-1	0	0	0	0	0	0	0	0	0	0	-1
COLA	Collaboration	937	240	1,177	882	908	25	88	0	0	0	0	0	0	1	0	0	0	25	0	0	0	0	0	25
C7FT	Firearms Training	218	0	218	182	138	-44	7	-54	6	-1	0	0	0	-2	0	4	4	0	0	0	0	0	0	-44
C7FM	ARV / Firearms Units	2,927	0	2,927	2,442	2,400	-43	0	-64	29	25	0	0	0	-0	-1	7	14	0	0	0	-53	0	0	-43
		152	87	239	1,490	1,262	-228	95	133	35	24	88	-25	-1	-16	0	11	42	70	0	-7	-581	0	0	-228
Deputy Chief Constable																									
Human Resources & Development Services																									
D1DS	Development Services	1,540	0	1,540	1,265	1,312	47	61	57	2	-1	-34	0	0	29	-0	-5	2	0	0	0	-4	0	0	47
D1HR	Other People Services	516	-10	506	415	481	66	1	0	0	0	37	0	0	20	0	-2	8	3	0	0	-0	0	0	66
D1OH	Occupational Health	363	-5	358	288	273	-14	3	0	0	0	-5	0	0	0	0	1	-10	0	0	0	-0	0	0	-14
		2,419	-15	2,404	1,967	2,066	99	66	57	2	-1	-2	0	0	48	-0	-6	0	3	0	0	-4	0	0	99
Corporate Functions																									
J1CS	Collaboration and Efficiency	537	0	537	446	317	-128	0	-39	0	-0	-125	0	0	0	0	-1	1	35	0	0	1	0	0	-128
B1BC	Continuous Improvement	234	0	234	193	235	42	0	-2	0	0	48	0	0	1	0	-3	-9	0	0	0	8	0	0	42
D3LE	Legal Department	1,752	36	1,788	1,478	1,581	103	0	81	0	0	-54	4	0	0	0	-1	6	70	0	0	-4	0	0	103
B1FO	Freedom of Information	12	-3	9	7	3	-4	0	0	0	0	0	0	0	-0	0	0	-4	0	0	0	0	0	0	-4
B1DL	Disclosure Unit	-144	0	-144	-108	-170	-62	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-62	0	0	-62
D4HY	Insurance / Risk / Health and Safety	391	0	391	386	472	86	6	0	0	0	0	0	0	31	7	49	-1	0	0	0	0	0	0	86
		2,782	33	2,815	2,403	2,439	36	6	40	0	-0	-132	4	0	32	7	45	-7	105	0	0	-58	0	0	36
Other Budgets																									
J1DC	DCC Central Budget (Pensions)	593	0	593	310	261	-49	0	0	0	0	0	0	-21	0	0	3	-32	0	0	0	0	0	0	-49
J2AC	DCC Central Budget (Operational)	343	0	343	286	320	34	0	45	-22	15	0	2	0	0	0	1	29	39	0	0	-76	0	0	34
D4PO	Corporate Communications	308	0	308	254	276	22	1	0	0	0	16	-0	0	0	0	1	5	0	0	0	0	0	0	22
		1,245	0	1,245	850	856	7	1	45	-22	15	16	2	-21	0	0	5	2	39	0	0	-76	0	0	7
Finance Directorate																									
B2FN	Finance Department	417	0	417	293	269	-24	2	0	0	0	5	-2	0	0	0	-3	1	2	0	0	-27	0	0	-24
B1BS	Business Support Unit	1,856	-35	1,821	1,480	1,540	60	14	76	0	0	-65	-9	0	0	-1	-1	5	20	0	0	36	0	0	60
B1IS	Information Systems and Technology	4,249	20	4,269	3,805	3,807	2	52	55	0	0	34	-1	0	0	-1	-4	-87	-4	0	0	9	0	0	2
B1PU	Procurement	157	0	157	129	124	-5	0	0	0	0	4	0	0	0	0	1	-4	-6	0	0	0	0	0	-5
B1FS	Fleet Services	928	-125	803	609	595	-14	55	0	0	0	-3	-4	0	0	-0	-0	-12	0	0	0	5	0	0	-14
		7,607	-140	7,467	6,316	6,335	20	124	130	0	0	-25	-16	0	0	-1	-7	-97	12	0	0	23	0	0	20
NEIGHBOURHOODS																									
Local Policing Territories																									
C1EL	Llanelli Town	3,621	-3	3,618	3,006	2,656	-350	0	-200	16	3	-164	0	0	5	-5	4	-7	0	0	0	-2	0	0	-350
C1ER	Llanelli Rural	1,667	0	1,667	1,385	1,447	62	0	50	19	10	-16	0	0	-1	0	1	-1	0	0	0	0	0	0	62
C1CT	Carmarthen	3,383	66	3,449	2,865	2,699	-166	1	-58	3	12	-62	0	0	-3	1	-29	-30	-4	0	0	3	0	0	-166
C1AM	Ammanford	3,037	-1	3,036	2,524	2,796	272	0	144	16	5	77	0	0	-1	3	12	20	0	0	0	-3	0	0	272
C4MT	Montgomeryshire	3,261	-2	3,259	2,710	2,740	30	0	-25	35	7	15	0	0	1	-3	4	-11	0	0	0	7	0	0	30
C4RA	Radnorshire	1,951	-0	1,951	1,620	1,704	83	0	-28	44	8	31	1	0	1	-1	1	20	6	0	0	-0	0	0	83
C4BR	Breconshire	3,197	64	3,261	2,708	3,019	312	1	252	18	6	61	1	0	-10	1	-30	20	-6	0	0	-1	0	0	312
C3HW	Haverfordwest	2,401	54	2,455	2,040	2,600	561	1	433	4	10	152	0	0	-7	-2	-7	-8	-0	0	0	-12	0	0	561
C3MI	Milford	1,453	-0	1,453	1,207	1,011	-197	0	-55	3	-3	-136	0	0	0	-0	-0	-5	0	0	0	0	0	0	-197
C3PD	Pembroke	3,286	-0	3,286	2,730	2,828	98	3	46	21	17	7	0	0	1	1	8	-1	0	0	0	-3	0	0	98
C2AB	Aberystwyth	2,551	33	2,585	2,147	2,243	97	0	94	9	10	-1	0	0	-8	-4	0	-1	0	0	0	-3	0	0	97
C2LM	Lampeter	1,862	0	1,862	1,548	1,231	-317	0	-257	7	1	-63	0	0	-0	0	-6	0	0	0	0	0	0	0	-317
C2CA	Cardigan	1,909	-0	1,908	1,587	1,458	-129	0	-164	7	12	7	0	0	1	-1	7	-0	0	0	0	2	0	0	-129
		33,579	210	33,790	28,077	28,432	355	7	230	201	98	-92	4	0	-20	-11	-34	-3	-5	0	0	-12	0	0	355
Customer Service Delivery																									
C5CC	Call Handling	3,108	-0	3,108	2,579	3,217	638	0	532	1	9	113	-4	0	-2	0	2	-1	0	0	0	-11	0	0	638
C5CD	Incident Resolution Teams	6	0	6	5	0	-5	0	0	0	0	0	0	0	0	0	-5	0	0	0	0	0	0	0	-5
C5CE	Public Enquiry Support	552	0	552	457	440	-17	0	0	0	0	-17	1	0	-1	0	-0	1	0	0	0	0	0	0	-17
C5IO	Integrated Offender Management	1,025	0	1,025	853	864	11	0	52	15	1	-62	0	0	0	0	1	4	0	0	0	0	0	0	11
C5CM	Community Safety	587	-320	267	168	-204	-372	1	-271	-0	0	-36	0	0	0	0	-6	-34	-3	0	-32	10	0	0	-372
D4RL	Citizens Panel - No Pay Costs																								

Appendix A - Actual Expenditure for the 2017/18 financial year to end of January 2017

		Original Budget	Virements	System Budget	Expected Spending to end of January 2017	Actual Spending to End of January 2017	Difference YTD	Committed	Police Officer	Officer Overtime	Bank Holidays	Police Staff	Staff Overtime	Police Pensions	Indirect Staff Costs	Premises Related	Transport Related	Supplies and Services	Agency and Contracted	Central Government grants	Specific Grants	Income	Capital Charges	Appropriations	Total	
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	
C7RP	Roads Policing	4,261	0	4,261	3,542	3,223	-319	0	-379	36	19	-3	1	0	-1	0	1	16	0	0	0	0	0	-10	-319	
C7AP	Accident Prevention	262	0	262	216	270	54	0	42	3	3	0	0	0	0	0	-1	21	0	0	0	-13	0	0	54	
C7DU	Dogs Unit	1,062	0	1,062	883	912	30	3	8	10	2	-12	0	0	0	8	0	15	0	0	0	0	0	0	30	
C7AS	Air Support Unit	200	-40	160	120	124	4	41	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	4	
C7EP	Emergency Planning	225	0	225	186	192	6	0	32	8	0	-12	-12	0	0	0	-4	-8	1	0	0	0	0	0	6	
		14,587	-501	14,086	11,615	11,732	116	76	-47	75	35	47	-21	0	20	9	-3	29	9	0	-2	-25	0	-10	116	
INVESTIGATIONS																										
C6CI	Investigations - Support	1,251	-45	1,206	971	857	-113	14	46	7	0	-25	0	0	-4	-0	-28	-93	-13	0	0	-5	0	0	-113	
C6OE	Investigations East	2,293	0	2,293	1,908	2,822	913	0	827	18	29	0	1	0	4	0	5	28	0	0	0	0	0	0	913	
C6OW	Investigations West	1,979	0	1,979	1,646	1,685	39	0	46	-14	-2	4	-1	0	-0	0	-0	5	0	0	0	0	0	0	39	
C6IV	Investigation Support Officers	484	0	484	403	240	-163	0	-176	10	3	0	0	0	0	0	0	0	0	0	0	0	0	0	-163	
C6PK	Local Public Protection	0	0	0	0	407	407	0	293	13	2	89	1	0	0	0	1	8	0	0	0	0	0	0	407	
C6PV	Protecting Vulnerable People / Serious Offenders	5,502	0	5,502	4,578	2,927	-1,652	0	-1,696	16	11	-15	-1	0	8	1	12	21	0	0	0	-7	0	0	-1,652	
C6C2	Serious and Organised Crime Units	942	0	942	784	718	-67	0	-87	-32	0	27	1	0	0	0	1	23	0	0	0	0	0	0	-67	
C6MC	Major Crime Support Team	429	0	429	356	385	29	0	-2	4	1	34	-12	0	0	0	-2	6	0	0	0	0	0	0	29	
C6HO	HOLMES	38	0	38	31	33	2	0	0	0	0	3	1	0	0	0	-0	0	0	0	0	0	0	0	2	
C6CU	HITEC Crime Unit	848	0	848	702	907	205	1	79	23	1	25	11	0	3	0	1	63	0	0	0	-0	0	0	205	
C6OR	Covert Operations Registry	189	0	189	150	143	-7	0	-0	0	0	12	-0	0	0	0	0	-19	0	0	0	0	0	0	-7	
C6FI	Financial investigation Unit	214	0	214	210	245	35	0	0	0	0	6	2	0	-3	0	1	29	0	0	0	0	0	0	35	
C6FU	Fraud Unit	132	0	132	110	79	-30	0	-0	-3	0	-28	0	0	-0	0	0	0	0	0	0	0	0	0	-30	
C6SU	Dedicated Source Handling Unit	540	-8	532	443	512	69	0	32	26	2	0	0	0	0	0	4	6	0	0	0	0	0	0	69	
C6SB	Special Branch	490	-10	480	399	417	19	0	9	-3	0	14	0	0	-0	0	4	-6	0	0	0	0	0	0	19	
C6SQ	Local Scenes of Crime	577	0	577	479	463	-16	0	-9	-5	-1	9	-11	0	-0	0	-1	3	0	0	0	0	0	0	-16	
C6TS	Investigations - Technical Support Unit	172	0	172	142	159	17	0	-0	0	0	7	-2	0	0	0	0	12	0	0	0	0	0	0	17	
C7AN	ANPR	257	0	257	157	157	0	70	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	70	
C7CD	Custody	4,943	0	4,943	4,106	4,104	-1	168	122	-0	1	-89	-6	0	4	3	-3	-33	0	0	0	0	0	0	-1	
C7IB	Information and intelligence	2,341	0	2,341	1,942	2,053	111	17	40	58	3	-3	3	0	0	0	-0	31	-20	0	0	0	0	0	111	
		23,622	-63	23,559	19,517	19,313	-204	271	-476	117	49	69	-14	0	12	4	-5	86	-33	0	0	-12	0	0	-204	
Scientific Support																										
C6SS	Investigations - Evidence Recovery (SSU)	1,742	0	1,742	1,373	1,220	-152	58	45	0	0	-60	-3	0	0	-17	0	-119	0	0	0	-0	0	0	-152	
		1,742	0	1,742	1,373	1,220	-152	58	45	0	0	-60	-3	0	0	-17	0	-119	0	0	0	-0	0	0	-152	
Criminal Justice Dept.																										
C7CJ	Criminal Justice Dept.	1,186	-2	1,185	985	912	-73	0	39	-1	0	8	-4	0	0	0	0	-3	0	0	-88	-24	0	0	-73	
		1,186	-2	1,185	985	912	-73	0	39	-1	0	8	-4	0	0	0	0	-3	0	0	-88	-24	0	0	-73	
Professional standards																										
D2PS	Professional Standards	1,066	0	1,066	873	952	80	15	51	-1	1	26	0	0	0	0	-1	7	0	0	0	-2	0	0	80	
		1,066	0	1,066	873	952	80	15	51	-1	1	26	0	0	0	0	-1	7	0	0	0	-2	0	0	80	
Staff Associations																										
D5PF	Federation	163	0	163	135	154	19	0	19	-1	0	0	0	0	1	-1	-1	0	0	0	0	0	0	0	19	
D5UN	Unison	30	0	30	25	19	-6	0	0	0	0	-1	0	0	0	0	-5	0	0	0	0	0	0	0	-6	
		193	0	193	159	172	13	0	19	-1	0	-1	0	0	0	1	-1	-6	0	0	0	0	0	0	13	
Total Budget CC																										
		91,469	-390	91,079	76,718	76,758	40	726	283	407	221	-112	-71	-22	85	-9	-5	-47	201	0	-98	-783	0	-10	40	
Holding Accounts / Self Funded Areas																										
HEATH	Operation Heath	0	0	0	0	-0	-0	3	6	52	1	9	6	0	0	83	1	116	0	0	0	0	0	0	-274	
PAY	Non Consolidated Pay Award - Officers	0	0	0	0	0	0	0	201	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-201	
DSPO	ACPO TAM Funded Posts	0	-0	-0	0	44	44	16	100	14	8	-3	0	0	-0	-24	0	-24	0	0	-28	0	0	0	44	
C7DR	Driver Retraining	0	-0	-0	-0	-0	0	0	0	0	0	2	0	0	0	-5	0	34	-11	0	0	-19	0	0	0	
CNIT	National Infrastructure Policing	0	0	0	-0	199	199	15	91	48	9	0	0	0	11	-3	-5	-4	0	0	52	0	0	0	199	
C7RS	Safety Camera Partnerships	0	0	0	0	0	0	4	9	2	1	-13	4	0	-8	-0	-36	-9	0	0	50	0	0	0		
WWWW	Secondments	0	0	0	0	-0	-0	0	-85	124	4	-41	2	0	0	0	16	12	0	0	-105	73	0	0	-0	
		-0	-0	-0	0	243	243	35	116	188	22	-56	6	0	3	-34	-25	9	-11	0	-80	104	0	0	243	
Total Budget CC																										
		91,469	-390	91,079	76,718	77,001	283	761	398	595	243	-167	-65	-22	88	-43	-30	-38	190	0	-178	-679	0	-10	283	

Policing Accountability Board outcome report



Date of meeting:	13th February 2018	
Author:	Irene Davies Jones	
	Assistant Director CJD	
Outcome (please tick the outcome you are reporting on)		
Public confidence		
Victim satisfaction	✓	
Organisational health and well-being		
HMIC		
Office of Police Conduct		



Rating



Inadequate Requires improvement Good Outstanding

The first meeting of the Force Victim and Witness Group will be held on 2 February 2018. The purpose of the Board is to maintain strategic oversight of the victim and witness business area and is chaired by the Assistant Chief Constable. Draft terms of reference have been circulated for views.

Following the Victim Satisfaction Continuous Improvement (CI) event the process of surveying victims has undergone a review. Options and recommendation will be made to the Victim and Witness Group. This includes reviewing questions asked and their timeliness as part of the investigative journey. A trial has commenced in Carmarthenshire whereby the Telephone Researcher can place a request on the crime directly when a victim has asked for an update from the officer in the case after completing a survey. This will allow early engagement for service recovery and will be rolled out to all territorial areas.

The surveying of domestic abuse victims has had some process issues surrounding staffing and workload which are now resolved, resulting in improved response rates. The use of a generic local telephone number has improved victim contact. The domestic abuse victim satisfaction research process is being reviewed to ensure consistency of approach.

Communications work is on-going to really embed Goleudy in the minds of officers, staff and members of the public. Information about the service was included in a proactive press release on the sentencing outcome of a man convicted of sexual offences against a three-year-old child. Coverage of this news story was extensive and the press release was used almost word for word, resulting in Goleudy's remit reaching a wider audience. During the Force Christmas campaign, #OpSanta, Christmas-themed Goleudy advertisements were scheduled on Facebook and Twitter between Christmas and New Year. On Facebook they were viewed by 1,026 people.

Goleudy was promoted extensively during the Force Days of Action in October and December 2017. The #WECARE and victim's code leaflets are in the process of being amalgamated in order to avoid duplication and ensure that more concise and streamlined literature is available.

Looking ahead, packages of Goleudy business cards, flyers and posters will be sent to each police station in Dyfed-Powys with a cover letter asking officers and staff to use the materials to promote Goleudy within their communities and use the business cards to hand to victims of crime they may deal with during their response to call-outs.

A series of social media Goleudy 'adverts' will soon be completed. Once signed off, they will be scheduled to appear on Facebook and twitter throughout the year at set agreed times.

Goleudy Victim and Witness service has expanded to offer support for victims of fraud. Goleudy is working closely with the Fraud Department to provide a seamless provision of care to victims. Goleudy and Dyfed Powys Police recently supported the #Take5 campaign. The Take Five to Stop Fraud Week was part of the national campaign from Financial Fraud Action UK and the UK government, backed by the banking industry coming together to tackle fraud. The Take Five week also included 'Too smart to be scammed?' test – to demonstrate that everyone is at risk, as the systems and methods that are being used by criminals are becoming more sophisticated.

The Anti-Social Behaviour (ASB) contract with Gwalia will be terminating on the 31st March 2018. Goleudy Victim and Witness Service will be responsible for managing medium and high risk ASB victims from the 1st April 2018. Dyfed Powys Police are currently reviewing all processes and protocols in regards to Anti-Social Behaviour to ensure a more effective and swift response.

In 2015 the Centre for the Study of Ageing, Abuse and Neglect within Aberystwyth Law School was awarded a Big Lottery grant to carry out a research project looking into different aspects of ageing, family relationships, elder abuse and justice. Thus Dewis Choice was developed. It is currently running two pilot areas, Carmarthenshire and Cardiff. Goleudy have forged very close links with Dewis Choice over the past couple of months, to ensure a strong partnership approach to address and provide emotional and practical support for those 60 + who have, or are suffering, from Domestic Abuse. An Information Sharing Protocol has been agreed and ratified.

Following a successful recruitment campaign for new volunteers, over the September /October 2017, Goleudy is now in the process of training twelve new volunteers.

What is not working well? How will we manage this?

The changing portfolio of Goleudy is working well but is placing additional demands and pressures on the team who find change challenging. This is being managed by involving the team throughout the change process. This has included one to one sessions with team members.

The Victim Engagement Forum (VEF) was launched in September 2017. Due to key staff being absent at this time, this has currently been placed on hold. A further update will be provided at the next Board.

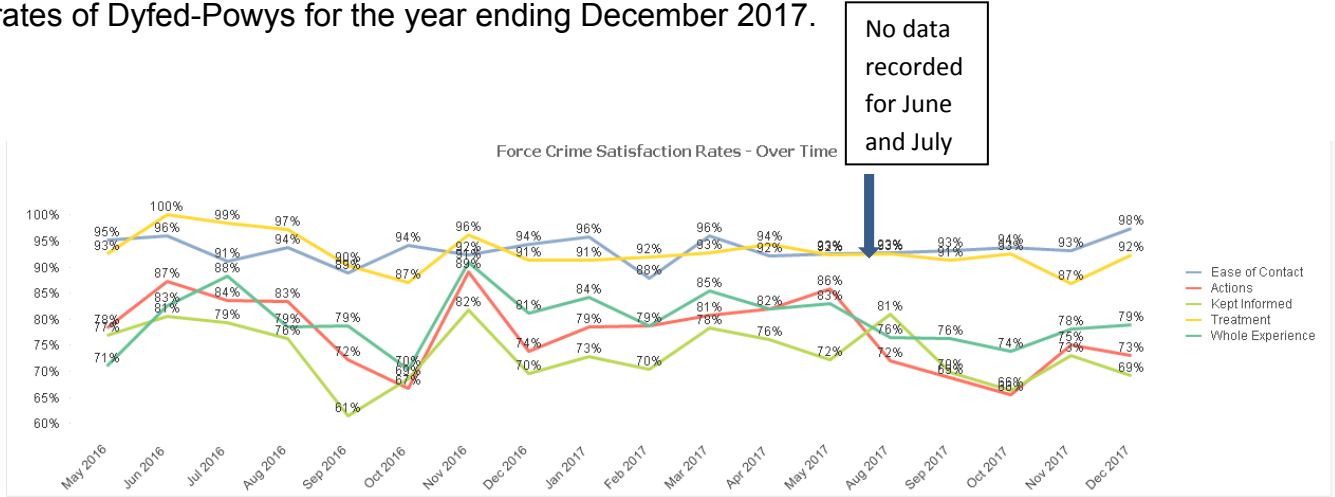
What are our opportunities? How will we exploit them?

Latest User Satisfaction data for the year ending December 2017

847 victims of burglary, vehicle, violent and hate incident /crimes were surveyed over the 12-month period ending December 2017.

Direction of Travel

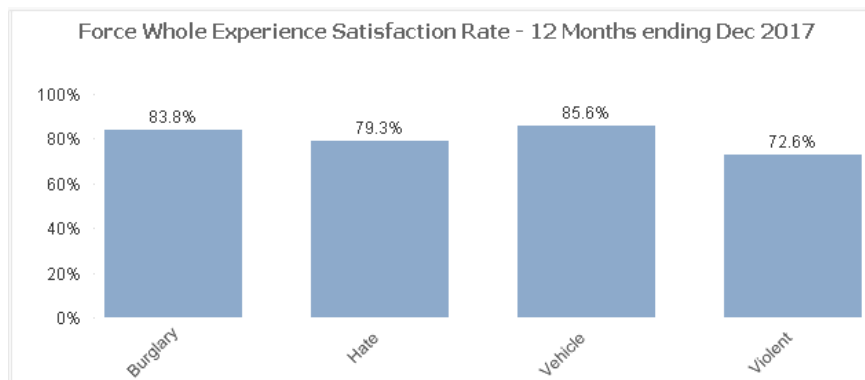
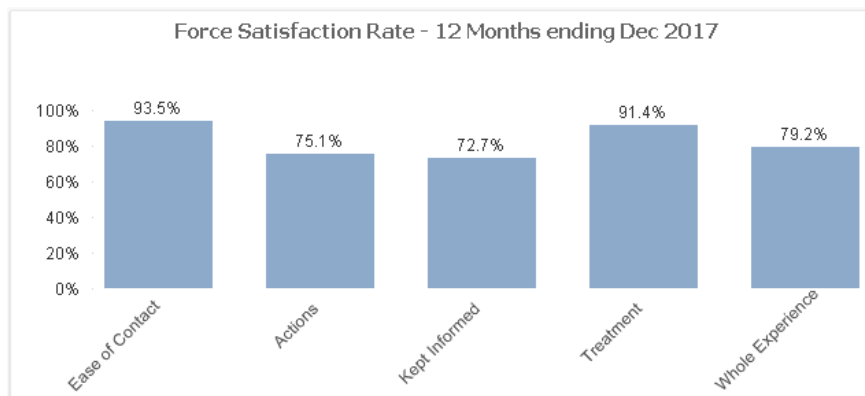
The graph below focuses on the various aspects of our victims journey and compares satisfaction rates of Dyfed-Powys for the year ending December 2017.



Source – Qlik view

The above graph illustrates that the follow up satisfaction rate (light green line) for our victims surveyed are lower than other aspects of their experience. The 'whole experience' rate for December 2017 stands at 79%, but care must be taken as this month a much lower number of surveys were completed, 52 in December 2017, compared to 160 in November 17.

The whole experience satisfaction rate for the year ending December 2017 currently stands at 79.2%, with some variation seen amongst various crime types, with victims of vehicle offences standing at 85.6% and victims of violent offences standing at 72.6%



The Continuous Improvement team is currently designing an online survey and are liaising with IS&T to explore if a text message survey can be utilised. Correct analysis of the data collected would enable the identification of areas of poor service to enable the targeting of improvements. It will also recognise and celebrate outstanding service.

The Force maintains a gifts and hospitality register, the purpose of which is to ensure transparency. This often includes expressions of thanks and recognition of good work which is not currently captured as evidence of victim satisfaction. This will be reported on in general terms in future updates.

What are our threats? How will we manage them?

The current Telephone Researcher occupies two and a half day post, and the 0.5 has not been filled. The dataset may have to be restricted to ensure the Continuous Improvement team resources can manage the workload.

Resource implications	
Finance – revenue funding, capital investment, external funding, commissioning, collaboration opportunities etc.	
Assets – estates, facilities, IT etc.	
Staff - knowledge & skills, capacity, capability, training etc.	Ongoing recruitment issues regarding researcher post to undertake the Victim Satisfaction survey
Timescales	
Leadership	Goleudy Victim and Witness Service continues to provide awareness raising inputs to new starters, transferees, frontline officers and to the Chaplaincy.
Partners	

Impact considerations	
Risk	
Legal	
Police and Crime Plan	
Demand	

Governance	
Equality	
Reputation – confidence and satisfaction	
Environmental and sustainability	
Media, communication and engagement	

Senior officer approval

Name:

Signature:

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Policing Accountability Board outcome report



Date of meeting:	13th February 2018	
Author:	Siân George	
Outcome (please tick the outcome you are reporting on)		
Public confidence	✓	
Victim satisfaction		
Organisational health and well-being		
HMIC		
Office of Police Conduct		



Rating



Inadequate ●○○○ Requires improvement ●●○○ Good ●●●○ Outstanding ●●●●

What is working well? How will we build on this?

The Crime Survey of England & Wales (June figures) shows small improvements across measures relating to whether or not Dyfed-Powys Police does a good job and demonstrates respect.

- Police do a good or excellent job - June 2016 **72.5%** > June 2017 **73.2%**
- Respect – June 2016 **87.3%** > June 2017 **88.8%**

These figures remain stable – standing at **73.9%** for ‘Police do a good or excellent job’, and at **89.2%** for ‘Respect’. (December 2017)

We are currently rated as being the best nationally in relation to whether or not we do a good job. We are some points clear of other forces and are making gradual gains. Our perception as a service demonstrating respect is also improving.

Analysis of news cuttings during November and December demonstrate we are achieving the headlines we are aiming for when proactively issuing news and are achieving our desired mix of crime and appeal related articles vs information promoting engagement. We also see consistent reinforcement of our primary key messages, and that of being a service of our communities and for our communities.

Positive news coverage outweighed negative in November - 76 to 17 and during December 72 to 19. There is further opportunity to convert the high proportion of neutral articles (predominantly appeals and incident reports) into informative, positive items and meetings with editors suggests there is an appetite for more packaged content from us.

We continue to work with the Criminal Justice Department to better forward plan for cases scheduled for court. We are especially focused on developing media and social media features which close the loop on some of our appeals/incidents reported on in the media. Our roads policing units are very good at doing this via Twitter.

Social media (SM) engagement differs significantly between Twitter and Facebook, with Facebook by far being our communities preferred SM channel – in January 2017 we had 42,879 ‘fans’ liking our page, and to date in January 2018 we have 43,217.

There is a gradual increase in followers on Twitter, around 30% more when compared to this time last year, with a large proportion of this growth being peers, people from within our own organisation and to a lesser extent our communities. The draft Corporate Communications Strategy recognises our 75 Dyfed-Powys Police associated Twitter accounts as ‘bridge’ communication tools or, a public internal communication channel, with regular interaction being seen between organisational accounts (teams and individuals) as well as between Dyfed-Powys Police official accounts and those of other forces, officers and partners.

At the time of writing this report, proactive communication activity, better co-ordinated between Corporate Communications and the new Community Safety Support Team seems to be working well - we are seeing consistency across messages and imagery, for example relating to Op SANTA over Christmas and the 'Presence not presents' messages. This has been a test as to how we can use the co-location of both teams to deliver a better overall preventative service. We also have a PCSO on attachment to us who is currently developing a Crime Prevention Facebook group as part of some of the projects he's looking at. We are seeing success in respect of the Rural Watch Preseli South Ceredigion pilot group that was launched recently, as it already has nearly 600 members – this is closely aligned with the rural crime strategy work and the focus on improving rural communities confidence in policing. We now aim to build on this with the development of the Influence, Connect and Engage (ICE) board as part of the new force governance structure.

What is not working well? How will we manage this?

The CSE&W shows that fewer residents feel we are dealing with community priorities when compared to last year. We're second nationally to Devon & Cornwall Police, but have seen a drop of 4.5%. We know that community issues that matter most to communities are those which aren't necessarily matters for police to resolve.

Having recently completed the first OpCynefin community consultation exercise in Tycroes, Ammanford, we are about to begin the second phase in the area. This time we'll be looking to target those under 55 years of age, and the consultation will be widely advertised on social media. We are being proactive in gathering large scale community data to aid our understanding of the issues which matter most to our communities and coupled with this, are also building an understanding of how they want to receive information about activity in their area. We have progressed the next consultation exercises in Tregaron and Milford Haven running alongside each other, and we currently have a return rate of 22% in Milford Haven and 21% in Tregaron. We are confident that activity to develop our understanding of community priorities will help us drive improvement in this measure.

In addition to increasing our focus on pushing local messages out for print media, we are also making moves to increase our presence on Facebook, recognising that our communities are predominantly engaging with us via Facebook. (The Rural Watch group and the Crime Prevention group mentioned earlier form part of this). We anticipate that this will increase the ability of teams to demonstrate local action being taken to tackle quality of life issues and, assist us in closing the loop on appeals and incidents. We are now working to understand Facebook rules around groups attached to pages. We anticipate that this will generate additional demand on Corporate Communications – we are therefore looking across our current workload and are engaging with the Continuous Improvement team to help us in identifying capacity to better manage and grow our social media channels.

Analysis of our social media channels also shows us that we need to be doing more to reach older people within our communities. Indications from OpCynefin Tycroes shows us that newsletters are a preferred means of contact for older residents and this is supported by Mosaic. The creation of newsletter templates for teams is a priority for the coming six months – these will be developed and tested in conjunction with the re-established ICE board.

What are our opportunities? How will we exploit them?

Recent interactions between NPTs and Corporate Communications suggests there is a real appetite to drive forward improvements and innovation in the way in which we engage with our communities - working to build engaging relationships and sharing information to empower and involve citizens in policing.

The Tycroes pilot of OpCynefin enabled us to test a mechanism for community consultation. This came about as a result of an officer's belief that the community in which he worked could be engaging more if the NPT adjusted their approach and understood residents better. Since this interest in our consultation activity

has grown and there is significant momentum behind this work now. The next consultation will take place in Powys following their interest, and a member of the community in Milford central has called for it to take place there.

We will look to embrace this appetite for change and will support alternative approaches to engagement and communication, all with a view to better inform and therefore improve our communities' perception of Dyfed-Powys Police.

Analysis of the dissatisfaction data gathered by the Public Service Bureau, coupled with the data gathered via OpCynffin Public Perception Survey, provides us with an opportunity to better understand reasons for dissatisfaction. Combined, they will also provide us with opportunities for improvement.

The recent restructure of the new Community Safety Support Team is already showing promising signs of joint forward planning to respond to community concerns in a strategic and efficient manner. We are working closely with them currently and will continue to do so over the next quarter.

Culturally, the force is on a positive trajectory and recent feedback from the HMIC suggests that a new approach to leadership is having a positive impact on the front line. In December the results of the 2017 Calon Staff Survey were published, and the data painted an improving picture. Key findings showed that confidence in the Dyfed-Powys Police's direction and senior leadership is growing, and staff share the organisation's values and the commitment to the force remains strong. There was room for improvement in respect of staff wanting to be better supported by the organisation, by being given learning and development opportunities, improving IT, making staff feel valued and taking pressure away from the frontline. It was also felt that change, decisions and the impact of these needs to be better communicated.

What are our threats? How will we manage them?

While we work to improve public perception in our service, we do so against the backdrop of recent HMICFRS reports about us. We welcomed the legitimacy report from HMICFRS in December, which gave further substantial evidence of the progress the force is making – as for the first time Dyfed-Powys achieved a 'Good' grading in legitimacy since the inception of the process. However, the forward looking delivery plan and aligned departmental plans to support our desired and co-ordinated aims for improvement provide us with a clear narrative.

Resource challenges and increasing demand upon NPTs pose a threat to the pace at which we can move forward with our aims to tailor and improve communication and engagement. The new communication and engagement approach to segment our audiences and only concentrate on methods likely to have to greatest effect will, in the long run assist in improved utilisation of resources. In doing this, we aim to make NPTs engagement activity more efficient, but there is a significant investment of time required by Corporate Communications. To help with this, we have employed the services of the Continuous Improvement team to help us in identifying opportunities for more efficient ways of working and assist us in freeing some capacity to support communication activity and have a CI event scheduled for April 2018.

Changes to the way in which Facebook makes content available to its users is likely to have an impact on the number of people who see our posts. We are working to mitigate against this by posting instructions on how people can still choose to see our posts in their newsfeeds, but a wholesale change is required in our approach if we are to maximise on our reach. We have not seen a drop in number of print media and a move online, as many other forces have, therefore resource to serve print and broadcast agencies, as well as service our own news channels is becoming increasingly difficult. Corporate Communications have been fortunate to have a PCSO on attachment with the team since early January and he has been assisting in

better understanding the Facebook changes and planning some mitigations to the threat. He is due to return to division on the 19th February, with current workloads meaning progress in this area will slow.

Resource implications	
Finance – revenue funding, capital investment, external funding, commissioning, collaboration opportunities etc.	We are currently operating at full capacity and are looking at what we can stop doing to further support NPTs. We have made the decision to stop undertaking graphic design work, as this is a professional role, one we are not trained for and one which takes a substantial amount of our time. We will be looking to explore collaborative opportunities here or bidding for a specific budget to outsource design work in support of strategy communication.
Assets – estates, facilities, IT etc.	None.
Staff - knowledge & skills, capacity, capability, training etc.	I am very aware of the lack of time we are able to invest in social media and this is influencing our ability to develop our corporate Facebook channel, as we and our communities would like. We have no dedicated social media resource and it is not being given the attention it needs. We are also in discussions with the Force Control Centre to explore any opportunities for them to play a role in a customer service aspect of response.
Timescales	Ongoing work to drive improvement.
Leadership	The Chief Constable's message to 'Do the basics brilliantly' has traction now – we must grip this and take it through our work to improve public perception.
Partners	Partnership working will be key to improving community confidence. PSB relationships is being maximised to achieve this.

Impact considerations	
Risk	Historic reports (HMIC, IPCC), not of now. PSD issues relating to individuals.
Legal	None.
Police and Crime Plan	None.
Demand	The demand of reactive incidents upon scheduled work.
Governance	The current governance structure does not maximise opportunities for strategic communication.
Equality	We are working hard to deliver the bilingual service as required of us under our obligations to comply with the Welsh Language Standards and our organisational commitment to the language. It is a challenge to maintain our spontaneity in communication (particularly on social media), but is one we are managing on the corporate channels to date (2.5 FTE fluent Welsh speaking staff with varying confidence in writing in Welsh accurately). However, a recent rebuked challenge made to the Welsh Language Commissioner on the production of English only videos could make our ability to work to the timescales currently required of us very difficult and mean our senior officers lose their voice in video. We

	appealed the response to our challenge but this was rejected. We are now in the process of scoping acquiring professional subtitling software to try to make the process as efficient and professional as possible whilst helping us maintain some degree of spontaneity if possible.
Reputation – confidence and satisfaction	Historic reports (HMIC, IPCC), not of now; Large scale incidents not of our control (response is within our control).
Environmental and sustainability	None.
Media, communication and engagement	The demand of reactive incidents upon scheduled work.

Senior officer approval

Name: Darren Davies

Signature:

Date:05/02/2018

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Policing Accountability Board outcome report



Date of meeting:	13th February 2018	
Author:	Steve Cadenne De Lannoy	
Outcome (please tick the outcome you are reporting on)	✓	
Public confidence		
Victim satisfaction		
Organisational health and well-being	✓	
HMIC		
Office of Police Conduct		



Rating



Inadequate ●○○○ Requires improvement ●●○○ Good ●●●○ Outstanding ●●●●

What is working well? How will we build on this?

Calon Staff Survey 2017 – overall response rate to the survey has increased to 53%, compared with the 2016 survey. This is one thousand staff, officers and volunteers giving their thoughts on how they're feeling and how Dyfed-Powys Police is performing. Findings that indicate an improving picture from 2016 include:

- 30% increase in respondents who felt they could appropriately challenge leaders in the organisation
- 28% increase in respondents who felt the organisation has a plan for the future to ensure continued success
- 22% increase in respondents who felt they trusted the Chief Officers and Senior Managers in the organisation
- 27% increase in respondents who felt Chief Officers and Senior Managers clearly communicate the organization's mission, vision and values
- Calon Leadership & Wellbeing Strategy was formally launched on the 22nd November at the Force Executive Board. Action plans for each of the 6 strategic objectives strands have been developed and will be reviewed and further developed through the Calon, Leadership & Wellbeing Group. Each strand will be highlighting actions taken to make improvements highlighted in the staff survey.
- The Health Management and Attendance Board (HMAB) continues to review long term and/or complex staff health cases. This board working in parallel with the Limited Duties process which assessed and reviews all cases of police officers with long term restrictions (more than 6 months) to their capability to perform the normal duties of a police officer.
- The Transformational Leadership Programme which is linked to Calon, has been completed for the senior leaders cohort. An evaluation of the programme is being conducted and work is ongoing to develop the programme to be disseminated to all line managers.
- IIP assessment as part of reaccreditation is ongoing with an update meeting taking place with the assessor on the 20th December 2017 and follow focus groups with staff taking place on the 26th January 2018.
- HR Support Officers commenced employment on the 10th July 2017 and are appointed to each of the 4 divisions. Their focus has been on supporting managers dealing with attendance and performance issues and supporting the establishment control processes, contributing to workforce planning. They are providing face to face support and advice to line managers and the senior management teams, feedback on their contribution has been positive.
- Police Officer recruitment continues apace. On the 27th November 2017 an intake of new recruits saw officer numbers achieve full strength. Projected establishment for the remainder of the year taking into account leavers and new starters, is shown below:

	Dec 2017	March 2018
Authorised Establishment	1176.48	1176.48 *
Current / Projected Actual Establishment	1174.98	1198.98

Vacancy Factor	-1.5	+21.5
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* Please note that this figure does not take account of the DRR2 decreases (8.4) and CTSFO increase (6).

- Police staff numbers continue to be at or above establishment overall. Focus continues to be on staff banks to enable faster appointment to roles when vacancies arise.
- The force is participating in Direct Entry Programmes for both Inspector and Superintendent. The direct entry recruitment of up to two Inspectors and one Superintendent serves to complement the recruitment to constable and internal promotion processes.
- The iTrent Skills project is continuing with the completion of skills profiles for police officer roles expected by March 2018 with police staff roles being profiled in April 2018. This information will be able to inform the 2018/19 training plan and will provide further information to inform succession and workforce planning in 2018.
- Apprenticeship programmes are being used to upskill existing officers and staff. The below table indicates the type and numbers of officers/staff currently undertaking or planned to undertake learning via Apprenticeship Programmes.

Apprenticeship Programme	Number of Learners	Undertaking/Completed or Planned
Advice & Guidance Level 3	7	Undertaking or Completed
Advice & Guidance Level 4	7	Undertaking or Completed
Leadership Level 4/5	5	Undertaking or Completed
Project Management Level 4	7	Undertaking or Completed
HR Management CIPD Level 5	8	Planned
Leadership Level 5	9	Planned
Business Admin Level 3	1	Planned
Total	44	

What is not working well? How will we manage this?

- As per previous reports, rates of sickness absence remain above our 4% target. The rates of sickness have continued to increase over the winter period with the overall Percentage absence being 5.78% on the 4th January compared with 5.06% on the 20th November.

	1 st August and 25 th October 2017 (PAB Report)	20 th November 2017	4 th January 2018
Police Officers	4.88%	5.84% (68)	6.62% (79 officers)
Police Staff	3.92%	3.88% (30)	4.55% (49 staff)
Total	4.13%	5.06% (98)	5.78% (128)

Comparison with other forces in the HMICFRS Value for Money Profile 2017, paints a more positive picture however. This profile compares forces using the measure 'proportion absent due to sickness on the 31st March 2017'. As can be seen below the force proportion of sickness is lower than the average for forces in all categories.

	Officers	PCSO's	Staff
Long Term (more than 28 days)	1.7% (2.0%)	0.7% (1.6%)	1.5% (1.7%)
Short/Medium Term (up to 28 days)	0.4% (1.9%)	1.4% (2.6%)	0.3% (2.0%)

(%) all force average

With the proportion of sickness absence attributed to psychological disorders increasing both in force and nationally a number of actions are being progressed focusing on this area:

1. Detailed analysis of absences recorded as psychological disorders over the last 2 years has been commissioned from IID to help inform our response to this trend.
2. The 'Psychological Disorder' category of sickness absence in the sickness management system (SMS) has also been developed with a number of sub categories added (see screen shot below). The aim of adding this additional detail is to assist monitoring of absence and to better target specific support to both the employee and line manager.

The effective management of attendance and performance continues to be a priority for the Force with management information provided to Chief Officers and senior managers on a weekly basis. The HMAB process ensures long term and complex cases are reviewed and managed consistently. HR Support Officers on division are focused on this area providing line managers with support, advice and guidance on dealing with cases. Sickness Absence levels will shortly be included in the monthly force performance paper.

- The PDR process continues to be seen by many staff and managers as a tick box exercise. We recognise the need to increase its relevance to staff by progressing with the below developments:
 1. PDR being part of selection/ interview processes, talent management for initiatives such as Llywio, Fast-Track and other training and development opportunities such as summer school.
 2. Incorporating skill gap functionality into the PDR and enabling training / development requests to be logged in the system
 3. Linking the PDR to the Professional Development Programme, e.g. Assessment & Recognition of competence and the Competency Value Framework.

However we are conscious this will add complexity and further detail to the process which has been an area of negative feedback previously. We have been actioned by the Peoples Board to seek feedback and review the current process which we will do. At this point we need to take stock, agree the purpose of the PDR process, detail the organisational requirement for an appraisal system and re-evaluate suitability of the current system.

- Reference is made above to the force being at establishment for police officers. There is however concern that the impact of abstractions and working patterns means the reality of staffing on the ground is different. Two developments are being introduced to assist with this:
 1. **Flexible Working Annual Reviews** - With the support of senior managers and staff associations the annual review of flexible working agreements will be reintroduced early in 2018. The annual review process has previously been undertaken but was cancelled in 2017 due to large scale changes to shift patterns being planned.
The aim of the review will be to ensure all flexible working agreements achieve a reasonable balance between the needs of the individual and the organisational demands for service delivery. The aim is to undertake reviews in February and March 2018.
 2. **A Force Resource Management Group (RMG)** - Included in the updated governance structure is a Force Level RMG. The purpose of this meeting will be to enable the escalation of resourcing issues, including conflicting priorities for limited resources. This group will also inform and potentially influence the force medium and long term workforce plans.

What are our opportunities? How will we exploit them?

- Implementation of the new Police Education Qualification Framework (PEQF) Programme, the new framework for Police Constable Recruitment and Training presents both opportunities and challenges to the Learning & Development team in particular. Most notably, initial police learning becomes a **3 year** Policing (BA Hons) degree Apprenticeship Programme for those recruits who do not hold a degree and a 2 year conversion programme for those who do. By 2021/22, recruits could potentially join the service having achieved the Policing BA (Hons) degree through attendance at university. Gateway into Years 2 and 3 of the apprenticeship degree programme for each student will be dependent upon the Higher Education Institute (HEI) sign-off and award and the achievement of 'Full Occupational Competence' as signed-off by trained police assessors. There is a need to realign structures and upskill staff to meet the new requirements.

- With the HR Support Officers on division becoming established in their roles and developing relationships with line managers they will be able to play an important part in ensuring the consistent and fair application of policy. Regular Continuous Professional Development training is scheduled in order to develop the HR Support Officers so they can provide a wider range of advice and support in a consistent way.
- Occupational Health provide a comprehensive counselling service, both in house and via external counsellors. With an increasing proportion of illhealth being psychological related the force is well placed to provide effective support. The current provision is being reviewed to ensure its continued effectiveness.
- The implementation of the CALON Leadership and Wellbeing strategy provides a framework for addressing organisational health and wellbeing issues. The force needs to carefully prioritise actions to ensure they are achievable aswell as positively contributing to health and wellbeing.
- Rolling out a version of the Transformational Leadership Programme to all supervisors and managers will broaden leadership skills across the workforce, improving further leadership and management of staff.

What are our threats? How will we manage them?

- There are also wider potential implications of the new Police Education Qualification Framework (PEQF) Programme. Firstly, due to the academic level required there are concerns that the numbers of student officers failing to achieve the required standard at Year 2 and 3 (level 5 and 6 of the degree programme) will not be able to progress any further and will exit the organisation at that point. Secondly, the initial recruit standards will be higher (A Level or equivalent), which potentially could have a negative impact on efforts to increase recruitment of underrepresented groups. This is being closely examined by the 'All Wales Police PEQF Collaborative Project Team' in liaison with the four Welsh Equality & Diversity Officers, as guided by the COP Equalities Team.
- If the completion of the iTrent Skills profiling is not completed to time this will impact of the use of this data for both succession and workforce planning and the training plan for 2018/19.
- If the PDR process and it's relevance to staff isn't developed as described above there is a risk the process will continue to be seen as a tick box exercise. This will negatively impact on the ability of the force to manage talent and influence performance through development.

Resource implications

Finance – revenue funding, capital investment, external funding, commissioning, collaboration opportunities etc.	Funded and in the budget(s)
Assets – estates, facilities, IT etc.	Nil
Staff - knowledge & skills, capacity, capability, training etc.	Covered above
Timescales	Covered above as applicable
Leadership	Covered above
Partners	Some of this work does involve partners, but the arrangements are covered either through existing working arrangements or through specific project plans for new initiatives

Impact considerations

Risk	Governance issue covered above
------	--------------------------------

Legal	Nil
Police and Crime Plan	Key outcome area, at the heart of delivering an effective Policing Service
Demand	No additional points to raise
Governance	Covered above
Equality	Working closely with Force equality and diversity colleagues on positive action
Reputation – confidence and satisfaction	Covered above
Environmental and sustainability	Nil
Media, communication and engagement	The Comms team will be engaged with for launch of flexible working review.

Senior officer approval

Name: Steve Cadenne De Lannoy

Signature:



Date: 28th January 2018

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Policing Accountability Board outcome report

Date of meeting:	13 February 2018
Author:	Insp Stuart Bell
Outcome (please tick the outcome you are reporting on)	✓
Public confidence	
Victim satisfaction	
Organisational health and well-being	
HMICFRS	✓
Office of Police Conduct	



Rating



Inadequate  Requires improvement  Good  Outstanding 

What is working well? How will we build on this?

The force has well embedded practices in place to deal with the various types of HMICFRS related work: preparation for inspections, response to HMICFRS requests/publications, HMICFRS governance etc.

As part of the annual PEEL process, HMICFRS inspect all forces in England and Wales with regard to their Effectiveness, Efficiency, Legitimacy and Leadership.

All areas, with the exception of Leadership are subject to graded judgments. Forces are awarded one of four grades: Inadequate, Requires Improvement, Good or Outstanding.

In 2016, the force was graded as 'Requires Improvement' for all three categories, placing it in the bottom 3 forces in England and Wales.

So far for 2017 the force has been graded as 'Good' for Legitimacy and 'Requires Improvement' for Efficiency. The Legitimacy grade marks a real success for the force – the first good grade received for legitimacy. Although graded as Requires Improvement for efficiency, the report outlines a marked improvement on the 2016 report and makes it clear that the direction of travel is positive.

The draft report for Effectiveness is anticipated on 29 January. The feedback given so far highlights that the force has made significant improvements since 2016, although the final grade is not yet known.

The force was subject to a custody inspection 6-17 November 2017 and we are in receipt of a draft copy of the report. There are many positives within the report highlighting the excellent work ongoing in our custody suites. The final report is due for publication in the week commencing 19 March 2018.

Along with Wales Extremism and Counter Terrorism Unit (WECTU), the force was inspected by HMICFRS against its counter terrorism provision between 29 – 31 January 2018; the force and WECTU are regarded as performing well against this area.

What is not working well? How will we manage this?

The force has been graded as Requires Improvement in the draft Efficiency report. We have been given some key areas for improvement though and are confident that if they are met, that a grade of Good is achievable for 2018.

The custody report highlights some areas for improvement which can be discussed in more detail once the final report is published in March.

What are our opportunities? How will we exploit them?

The force is in the process of completing its first official Force Management Statement (FMS) having taken part in the HMICFRS pilot in 2017

The final draft is due for submission to HMICFRS by 31 May 2018 with the early stages overseen by the respective Chief Superintendents and the Force Inspection and Review team.

The FMS represents an opportunity for the force to build the demand analysis work into the annual planning cycle to enhance preparedness for the future.

The new governance structure presents a further opportunity.

Currently all recommendations made by HMICFRS are overseen by the HMICFRS governance group, chaired by the DCC. The force Governance and Performance Manager is working with the HMICFRS team Inspector to map each recommendation into a meeting within the new governance structure. This will ensure that each action is discussed in detail by the relevant senior leaders at the correct forum.

This represents an opportunity to enhance the focus on individual recommendations, leading to more timely progress.

What are our threats? How will we manage them?

As per the last update to the PAB, the Crime Data Integrity (CDI) inspection represents a threat. The force has yet to be inspected regarding CDI performance and work is underway to improve performance in this area.

Much good work is underway to improve performance to this regard with a DI appointed to work with the Force Crime and Incident Registrar (FCIR) and the Deputy FCIR.

The implementation of 'criming at source' and the introduction of the Incident and Crime Assessment Team (ICAT) have also assisted in improving CDI performance. The appointed DI and the deputy FCIR have updated the audit schedule to ensure robust supervision is in place around this area of the business.

A selection of key senior leaders has been identified to review the force's current QA/Audit function; their inaugural meeting is diarised for the 16th February 2018.

HMICFRS are in the process of a series of national Fraud and Hate crime themed inspections. The force has not yet had notice that it is to be inspected, but it is possible that we may be affected by both.

Resource implications

Finance – revenue funding, capital investment, external funding, commissioning, collaboration opportunities etc.

The Force Inspection and Review Team comprises of 1.75FTE members of staff. The team is led by an Inspector (1.0FTE) and supported by a member of admin staff (0.75FTE).

The team is currently supported by a consultant (0.6FTE) who, as a former member of HMICFRS staff, is able to bring a great deal of expertise to the force.

Assets – estates, facilities, IT etc.

The FIRT shares an office at police HQ with three desks, each equipped with a phone and a computer terminal.

<p>Staff - knowledge & skills, capacity, capability, training etc.</p>	<p>The FIRT have the requisite skills and experiences.</p> <p>Due consideration should be given to the appointment of the successor to the FIRT Inspector. Although no date has been set for his departure from the team, he is possibly due to move on in the first half of 2018. A replacement should be identified ahead of this move and it would be of benefit if a handover period was allowed to ensure that the gains made in the last year are not undermined.</p>
<p>Timescales</p>	<p>Key pieces of work in the calendar are:</p> <p>The annual PEEL inspection will next take place in autumn 2018. This will test all pillars of the process: Effectiveness, Efficiency, Legitimacy and Leadership.</p> <p>Force Management Statements: due 31 May 2018 for the first FMS, and then by 31 March annually thereafter.</p> <p>HMICFRS carry out thematic inspections throughout the year also. Currently they are inspecting counter terrorism, hate crime and fraud.</p>
<p>Leadership</p>	<p>Leadership is a key theme of the HMICFRS analysis of forces. Every force receives an annual report on its leadership performance.</p> <p>Feedback in 2017 suggests that we have made great improvements since the 2016 inspection.</p>
<p>Partners</p>	<p>The FIRT liaises with HMICFRS and other forces on a regular basis. Wider partnership work, although crucial to force performance, is not routinely undertaken by the FIRT.</p>

<p>Impact considerations</p>	
<p>Risk</p>	<p>HMICFRS performance is subject to public scrutiny and so there are reputational risks involved regarding force performance.</p> <p>Post every inspection, HMICFRS publishes a report and an accompanying press release, which if unfavorable can damage the reputation of the force.</p> <p>The manner in which the force progresses AFIs carries a degree of risk.</p> <p>They need to be progressed effectively and in a timely manner to mitigate risks to the force and to individuals.</p> <p>The FIRT and the Governance Group work together to progress AFIs in a proportionate manner; AFIs carrying the greatest degree of risk are prioritized.</p> <p>HMICFRS plan to publish a 'recommendations register' – essentially brief summary of how many recommendations are outstanding for each of the 43 forces in England and Wales. Whereas prior to the establishment of</p>

	<p>the FIRT the force was in a vulnerable position, the number of outstanding recommendations is now far lower.</p> <p>The FIRT met with Force Liaison Lead Vince Tether 23-25 January to discuss this work.</p>
Legal	<p>HMICFRS have the power to inspect forces to secure information, but no powers to give orders for change. AFIs and COCs are recommendations, not orders.</p> <p>Chief Constables and Police and Crime Commissioners are given the responsibility by HMICFRS to take any necessary action regarding AFIs and COCs.</p> <p>Police and Crime Commissioners are required to publish their comments on each HMICFRS report within 56 days of its publication, and must include an explanation of the steps to be taken in response to each HMICFRS recommendation or an explanation why no action has been or is to be taken in that respect.</p>
Police and Crime Plan	<p>HMICFRS activity and the work undertaken by the FIRT is relevant to all four of the Police and Crime Plan priorities.</p>
Demand	<p>As outlined above, the compilation of the Force Management Statement will aid the force's understanding of demand.</p>
Governance	<p>The HMICFRS Governance Group is chaired by DCC Davies.</p>
Equality	
Reputation – confidence and satisfaction	
Environmental and sustainability	
Media, communication and engagement	<p>Press releases are arranged post publication of all HMICFRS reports relevant to the force.</p>

Senior officer approval

Name: Darren Davies

Signature:

Date: 05/02/2018

Policing Accountability Board outcome report



Date of meeting:	13th February 2018	
Author:	Det Supt. David Guiney	
Outcome (please tick the outcome you are reporting on)		
Public confidence		
Victim satisfaction		
Organisational health and well-being		
HMIC		
Office of Police Conduct	✓	



Rating



Inadequate ●○○○ Requires improvement ●●○○ Good ●●●○ Outstanding ●●●●

What is working well? How will we build on this?

Q2 data from the IOPC was released in mid-November. Q3 data was submitted to the IPCC (now IOPC) at the beginning of January and at the time of writing this report we are awaiting the publication of the results.

The Q2 statistics continued to show improvements in the timeliness for finalising allegations by means of Local Resolution - 74 days compared to 103 days for the last financial year. This saw us increase our position in the national rankings to 29th out of 44 forces. As a comparator - at the end of last year Dyfed Powys was sitting in 43rd position.

Our provisional YTD figures indicate that we are finalising LR allegations within 67 days. This is better than the current national average - which stands at 70 days - and will hopefully see us increase our position in the national rankings when the Q3 IOPC statistics are published.

This improvement is also significant considering there has been a notable increase in the number of complaints that are now being finalised through Local Resolution. For the YTD, 60% of complaint cases have been finalised through Local Resolution compared to 25% at the end of the last calendar year.

In terms of allegations dealt with by Local Investigation, the Q2 statistics showed these were being finalised in an average of 236 working days - higher than the national average of 166 days. However this is not reflective of the true performance as the average figure has been skewed by the completion of legacy cases. Over 75% of cases finalised by Local Investigation YTD were completed in less than 166 days.

The completion of the outstanding legacy cases has been – and remains - a priority for PSD and they are subject of regular updates to the Deputy Chief Constable. It is anticipated that these will all be concluded by the end of the financial year.

PSD performance data has now been incorporated into Qlikview. This data is available to BCU managers and to officers of Inspector rank and above. The data available includes: -

- Number of complaints per BCU
- Number of allegations per BCU
- Finalisations and timeliness for local investigations
- Finalisation and timeliness for local resolutions
- Details of all outstanding cases to include BCU, complainant's details, number of allegations and days active
- Top 10 complainants
- Top 10 officers / staff subject of complaints

In the interests of transparency, PSD is currently reviewing what additional performance data it can publish on the Dyfed-Powys Police public site.

What is not working well? How will we manage this?

There remains a backlog of checks to address the percentage of the workforce that do not hold an up to date vetting status which is in non-compliance with national standards. In order to address this backlog and to maintain business as usual, one member of the Vetting Team has been assigned to work through the backlog whilst the remainder of the Vetting Team deal with the incoming requests.

A recent All Users' e-mail from DCC Davies urged officers and staff to complete and return any vetting forms as a matter of urgency; and emphasised that continued failures to complete and return them would be viewed as a potential breach of the Vetting Code of Practice which could lead to disciplinary action.

The significant numbers of transferees and new recruits joining the organisation has had a considerable impact in terms of vetting application workloads for the Department. In January, the Estates Team notified Vetting that there are potentially 176 contractors who will need prioritised vetting checks. Furthermore, following an agreement between the NPCC and Her Majesty's Prison and Probation Service there will be a requirement to process 35 Level 2 vetting applications for Probation staff - all of which will place significant additional demand on the Vetting Team.

Following a procurement process, the Force has acquired a bespoke vetting system – 'Core Vet'. An initial meeting has been arranged for 13th February 2018 to facilitate the service providers (WPC) and Dyfed-Powys IS&T in planning the installation and roll out of the new system. The target date for completion of this work is early July 2018. Once this has been introduced and embedded into the Department, the system will greatly assist in the effective management of the vetting process.

The recent increase in the frequency and gravity of conduct matters being dealt with by the Anti-Corruption Unit has placed a significant increased demand on this small team and has highlighted the need to consider increasing capacity in this area.

The current capacity limits the proactive capability of the unit. The HMIC feedback received in October 2017 highlighted the need for the unit to be more proactive.

Preparation of the PSD return for the Force Management Statement is helping to identify areas of weakness in terms of capacity and from February onwards, PSD will embark on a Departmental Review and will work closely with the Business Improvement Department to address any areas for improvement identified.

What are our opportunities? How will we exploit them?

The Public Service Bureau will come under the management of PSD from 1st April 2018 onwards - providing the opportunity for PSD to oversee the entire front end of the complaints process. This will benefit the Force and members of the public - particularly in terms of clarity in remit and role between PSD and the relevant appeal bodies. The current work practices of the Public Service Bureau will form part of the Departmental Review which will seek to ensure greater cohesion and streamlining of our processes to maximise efficiency and effectiveness

This transition also pre-empts the changes expected in Phase 3 of the reforms to the Police Complaints and Discipline systems - which for the first time will recognise a process for resolving complaints outside of the formal complaints process.

PSD will increase its emphasis on reducing the frequency of misconduct and complaint issues by raising officer and staff awareness of their professional responsibilities. The key areas where PSD will strive to

raise officer and staff awareness will be determined by the most recent complaint and misconduct data with an emphasis on learning the lessons and avoiding a repeat of previous mistakes. A recent example is the "Think Before You Type" bulletin posted by DC Meinir Thomas in January. Another initiative will be to monitor "Clued Up" for potential undisclosed Business Interests and to advise individuals accordingly.

What are our threats? How will we manage them?

From 15th December 2017, the 'Former Officer and Barred and Advisory List Regulations 2017' came into effect. This included the removal of Regulation 10A of Police (Conduct) (Amendment) Regulations 2014 allowing officers to now retire or resign whilst under investigation for misconduct and the creation of an Advisory List and a Barred List. The Barred List will prohibit officers / staff who have been dismissed - or who would have been dismissed if they had not retired or resigned - from working within policing and certain law enforcement bodies in future.

As a result of these changes, misconduct proceedings will now have to be taken to their conclusion in respect of officers who leave or have already left the Force. It is expected that this will lead to an increase in the number of Misconduct Hearings held by Dyfed Powys Police. These hearings are very resource intensive and we will continue to ensure that they are run as effectively and efficiently as possible in order to minimise the impact on our finite resources.

The introduction of the Legally Qualified Chairs (LQCs) has presented new challenges and it has become evident that hearings are taking longer to complete than previously. This can place an unnecessary demand on our resources and increase costs. This may be due in part to the fact that the current payment structure only affords LQCs payment for the actual hearing and does not cover preparation time. PSD is happy to work with the OPCC to consider improvements to the current pay structure and to consider whether changes such as a one off fee (taking into account preparation time) - as opposed to a daily fee - would result in more efficient hearings.

The Home Office has indicated that Phase 3 of the reforms to the Police Complaints and Discipline systems is due to be implemented in early 2019. These come under the category of Police Integrity Reforms and the focus will be on Discipline, Complaints and increased powers for the IOPC.

The Home Office has made 36 Policy Proposals which will have a significant impact on the Complaints and Misconduct system. This will include the transfer of appeals to the Police and Crime Commissioner. PSD will continue to monitor the progress of these reforms and to liaise with the Home Office and the OPCC to manage the change.

As mentioned earlier, it has been agreed at national level that all Forces in England and Wales will now provide the vetting function for the Probation Service. This will undoubtedly lead to a further increase in the demand placed on our Vetting Team. Discussions at national level between the Police and Her Majesty's Prison and Probation Service have included the potential for charges to be applied by Forces. At the time of writing, no decision has been made regarding whether to charge and if so whether to adopt a regional approach and charging structure.

Resource implications

Finance – revenue funding, capital investment, external funding, commissioning, collaboration opportunities etc.

Assets – estates, facilities, IT etc.	<p>Accommodation and equipment will need to be secured for the Public Service Bureau within the PSD setup. This will include transfer of existing infrastructure such as telephone lines and the creation of new email addresses.</p> <p>The current PSD storage facilities are required by Estates for conversion into accommodation. There is a short term need for temporary storage whilst data currently stored can be reviewed for retention or destruction.</p>
Staff - knowledge & skills, capacity, capability, training etc.	As highlighted above it has been identified there is a potential lack of capacity in certain areas of PSD. A full Departmental Review will address these issues and identify whether there is any scope for reallocation of resources within the Department.
Timescales	
Leadership	The PSD continues to provide a range of inputs to new starters, transferees, Special Constables, volunteers and to the Chaplaincy. The Department is also running complaint workshops as part of the newly qualified Inspector and Sergeant courses.
Partners	As of 8th January 2018, the IPCC became the IOPC (Independent Office for Police Conduct). This has seen a structural change and the introduction of a Director for Wales.

Impact considerations	
Risk	
Legal	
Police and Crime Plan	Priority 4 – connecting with communities Providing a professional response to dealing with complaints
Demand	
Governance	
Equality	
Reputation – confidence and satisfaction	
Environmental and sustainability	
Media, communication and engagement	

Senior officer approval

Name: D/Supt Dave Guiney

Signature:

A handwritten signature in black ink, appearing to be 'D Guiney', written over a horizontal line.

Date: 13/02/2018

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COMISIYNYDD
HEDDLU A THROSEDDU
DYFED-POWYS
POLICE AND CRIME
COMMISSIONER

Police and Crime Commissioner for Dyfed-Powys

Scrutiny Panel

Dip Sampling Exercise

Review of Domestic and Firearms Incidents (Nov 2016-Aug 2017)

Out of Court Disposals

Panel Members' Findings & Feedback

October 2017

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1.0 Overview

At a meeting of the Dyfed-Powys Out of Court Disposal Scrutiny Panel held on 23rd October 2017, Members reviewed a selection of firearms and domestic incident cases which had been dealt with by way of an Out of Court Disposal.

The Panel considered a total of 19 cases, three involving youth suspects and sixteen involving an adult suspect.

2.0 Background, Purpose and Methodology

Panel Members collectively agree an area of focus for each meeting. They receive relevant case files two weeks prior to each meeting which have been randomly selected by the Panel Chair. The Panel then meets to discuss each case and where possible reach a conclusion as to the appropriateness of the disposal. **In deciding which category the case falls, the panel should consider the following criteria:**

- The views and feedback from the victim and the offender;
- Compliance with force policy;
- Rationale for the decision and outcome;
- Potential community impact;
- Circumstances and seriousness of the offence; and
- Potential alternative options that may have been available.

The Panel discuss each case and categorise them as one of the following:

- Appropriate use and consistent with policy;
- Appropriate use with panel Members' reservations;
- Inappropriate use or inconsistent with policy; and
- Panel fails to reach a conclusion.

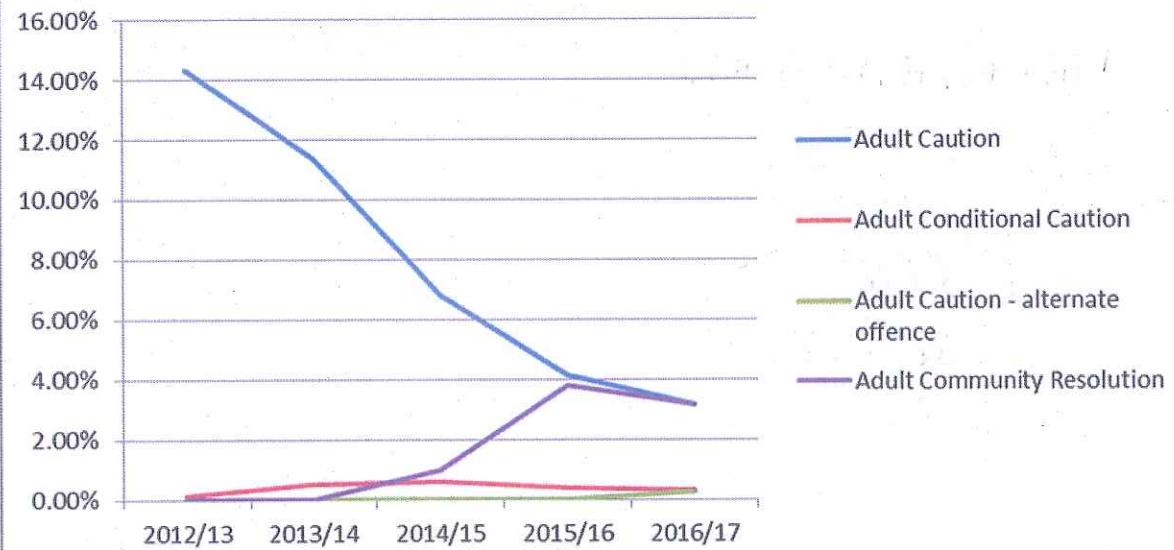
2.1 Background data

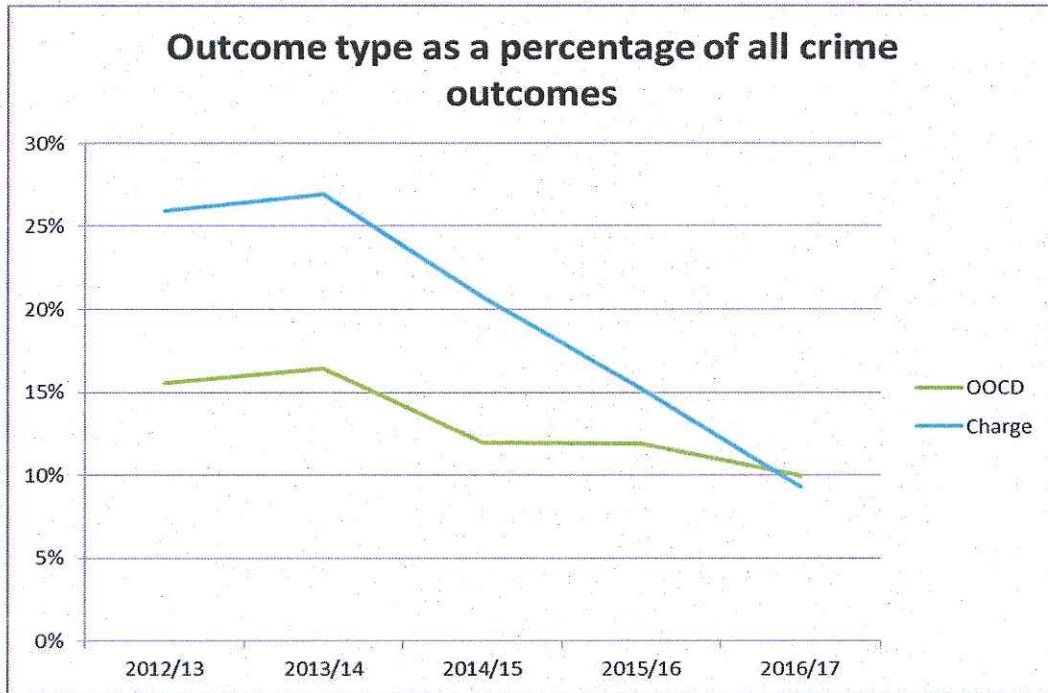
The following graphs show the change of Dyfed-Powys Police's use of different out of court disposal types over time.

Youth out of court disposal type as a percentage of all crime outcomes



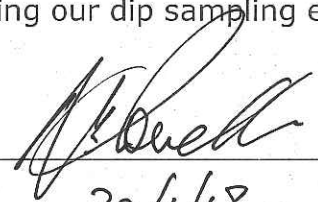
Adult out of court disposal type as a percentage of all crime outcomes





3.0 Approval by Panel Chair

I MR. N. E. POWELL (print name) can confirm that I have read the report, and that it fully represents the views expressed by the Panel during our dip sampling exercise dated 23rd October 2017.

Signed: 
Date: 30/1/18

4.0 Actions taken following previous Panel meeting

As a result of the Out of Court Disposal Scrutiny Panel's work, the following actions have been taken since the last meeting:

- Officers have been reminded of the need to include decision making rationale and a copy of the caution form within case files.
- Feedback has been provided to all sergeants that "possession of cannabis" is sufficient wording for Cautions, rather than "attempted possession"
- Following the Panel's recommendation at the January 2017 meeting, the Force has conducted an internal review of all out of court disposals for youth sexual offences. Five recommendations have subsequently been made to officers to improve how cases of this nature are dealt with in the future.

5.0 Firearms and Domestic Incidents – youth suspects

Two of the youth cases considered had been dealt with by way of Youth Community Resolution whilst one suspect was issued with a Youth Caution. Members' assessments were as follows:

Members' assessment	Number of cases
Appropriate	0
Appropriate with reservations	0
Inappropriate	3

5.1 Observations

Panel Members' observations on each case are detailed below.

Case 1

Members felt that the issue of a Youth Community Resolution was inappropriate due to the suspect's limited interaction with the Youth Bureau and admission of guilt. Subsequently, members felt there was a high likelihood of re-offending and therefore, the suspect may have benefitted from a Conditional Caution.

Panel's Assessment: Inappropriate

Case 2

The case was recorded as possession of a firearm with intent which carries a higher gravity matrix score than what was recorded. The suspect denied intent but accepted possession and therefore the Youth Community Resolution (YCR) was issued for the lesser offence of possession of an unloaded air weapon in a public place. Panel Members noted that there was a discrepancy within the case file as to the offence's description and the subsequent gravity matrix recording which shows a lack of consistency with policy. Therefore, a YCR was deemed an inappropriate disposal method.

Panel's Assessment: Inappropriate

Case 3

Members felt the case met the criteria of a higher graded gravity matrix score and therefore a YCR was deemed too lenient. Rationale documented in the case file previously indicated towards issuing a Caution. Concern was also raised over the limited family support shown by failing to cooperate with the Youth Bureau which resulted in an incomplete assessment, due to the refusal of parent. Panel Members were satisfied, however, with how the case was addressed within the school and that the suspect successfully complied with his YCR by writing an apology letter.

Panel's Assessment: Inappropriate

Action 1

Guidance to be given to Force and Youth Offending Teams regarding completing and complying with the gravity matrix.

6.0 Firearms and Domestic Incidents – adult suspects

Panel Members reviewed 16 adult cases, 11 of which had been dealt with by way of Caution, 1 Conditional and 4 via Adult Community Resolution (ACR). Members' assessments were as follows:

Members' assessment	Number of cases
Appropriate	12
Appropriate with reservations	1
Inappropriate	5
Panel Failed to Reach Conclusion	1

6.1 Observations

Panel Members' observations on each case are detailed below.

Case 4

Members considered a Caution was appropriate in this case where a child had been dragged along the carpet, sustaining injuries to their skin. The suspect fully admitted to the offence and showed genuine remorse. The parents were also fully engaging with Social Services.

Panel's Assessment: Appropriate

Case 5

Panel Members agreed that a Caution was appropriate for this case as the suspect fully admitted to the offence and had no previous history of offending.

Panel's Assessment: Appropriate

Case 6

Members were satisfied with the outcome as the suspect's previous convictions were 40 years ago. Members did suggest that due to the allegation of harassment, that the victim may have benefitted from a condition to keep away from them being applied to the Caution.

Panel's Assessment: Appropriate

Case 7

Members considered a Caution appropriate in this case.

Panel's Assessment: Appropriate

Case 8

Members were satisfied with the rationale contained within the case file and subsequent outcome decision.

Panel's Assessment: Appropriate

Case 9

Members considered the Caution to be the correct form of disposal.

Panel's Assessment: Appropriate

Case 10

It was agreed by the Panel that a Caution was the correct form of disposal as there was no complaint expressed by the victim and previous similar convictions were over 7 years ago.

Panel's Assessment: Appropriate

Case 11

Members expressed no concerns with the rationale contained within the case file and the subsequent outcome decision as this was the offender's first convicted offence. However, following the meeting, it came to light that Dyfed-Powys Police's policy states that a Conditional Caution is not suitable for any domestic related offences. As a result it was decided that this case would be returned to the Panel for review at their next meeting.

Panel's Assessment: Appropriate

Action 2

Case 11 to be reconsidered at the January 2018 Panel meeting in light of the policy for Conditional Cautions not being eligible for domestic related offences.

Case 12

Panel Members came to the decision that this case had been inappropriately disposed. The full submission was taken into consideration and the willingness to pay for damage, however due to the extent of the damage caused to property which can be seen in the case file it is evident that the suspect's outburst was prolonged and severe. Additionally, as the suspect has a history of offending tracing back 6 years previously, Members felt the offender should have been charged.

Panel's Assessment: Inappropriate**Case 13**

Members agreed that this case had been appropriately disposed. No concerns were raised over the rationale contained within the case file. The Panel noted that the suspect's PNC record does however need to be updated in order to fully reflect the offences disclosed on the Admission of Guilt.

Panel's Assessment: Appropriate**Action 3**

Suspect within case 13's PNC record to be updated to correctly reflect the offences disclosed on the Admission of Guilt.

Case 14

Panel Members failed to reach a conclusion on this case. Members felt there was an unclear rationale within the case file for disposing as a Community Caution. The suspect had previously been arrested for the exact same offence the night prior to this offence being reported.

In order to fully evaluate the case, the Panel wished to review at the next meeting when further information on the linked case would be available.

Panel's Assessment: Failed to reach conclusion**Action 4**

Force to gather more information on the linked case relating to case 14 and Panel to reconsider the case at their next meeting

Case 15

It was agreed that a Caution was appropriate in this case, as suspects were carrying air rifles in a public place. There had been no threat to members of the public or any previous related convictions.

Panel's Assessment: Appropriate

Case 16

Panel Members felt that this case was appropriately disposed of. The suspect had no trace of previous convictions and the Panel felt that the offence was purely committed from a lack of knowledge surrounding gun laws. Although some time elapsed awaiting the suspect to attend an interview, full admission was given along with a letter of apology.

Panel's Assessment: Appropriate

Action 5

Dyfed-Powys Police / Police and Crime Commissioner to consider carrying out an engagement activity regarding gun possession and activity to raise awareness of firearms laws.

Case 17

Panel Members identified that the rationale within the case file was useful, however due to the fact that the suspect was an experienced firearms user they should have known the laws surrounding weapon modification. It was taken into consideration that the suspect had previously modified a firearm following legal authority, suggesting that the suspect would have been fully aware of the relevant law.

A strongly worded letter from the firearms licensing department was sent to the suspect and the suspect's firearms licence was currently under review, however the Panel felt that an Adult Community Resolution was not a sufficient disposal. Panel Members felt that it would be beneficial to feed the Panel's judgement back to the officer in case to assist learning.

Panel's Assessment: Inappropriate

Action 6

Panel's feedback from case 17 to be provided to officer in case.

Case 18

Panel Members agreed that this case was disposed of appropriately, however reservations were held with regards to the rationale behind the gravity matrix recorded as it was adjusted outside policy regulation. Members discussed the matter extensively as inconsistencies in the completion of the gravity Matrix is a commonly recurring theme.

Panel's Assessment: Appropriate with reservations

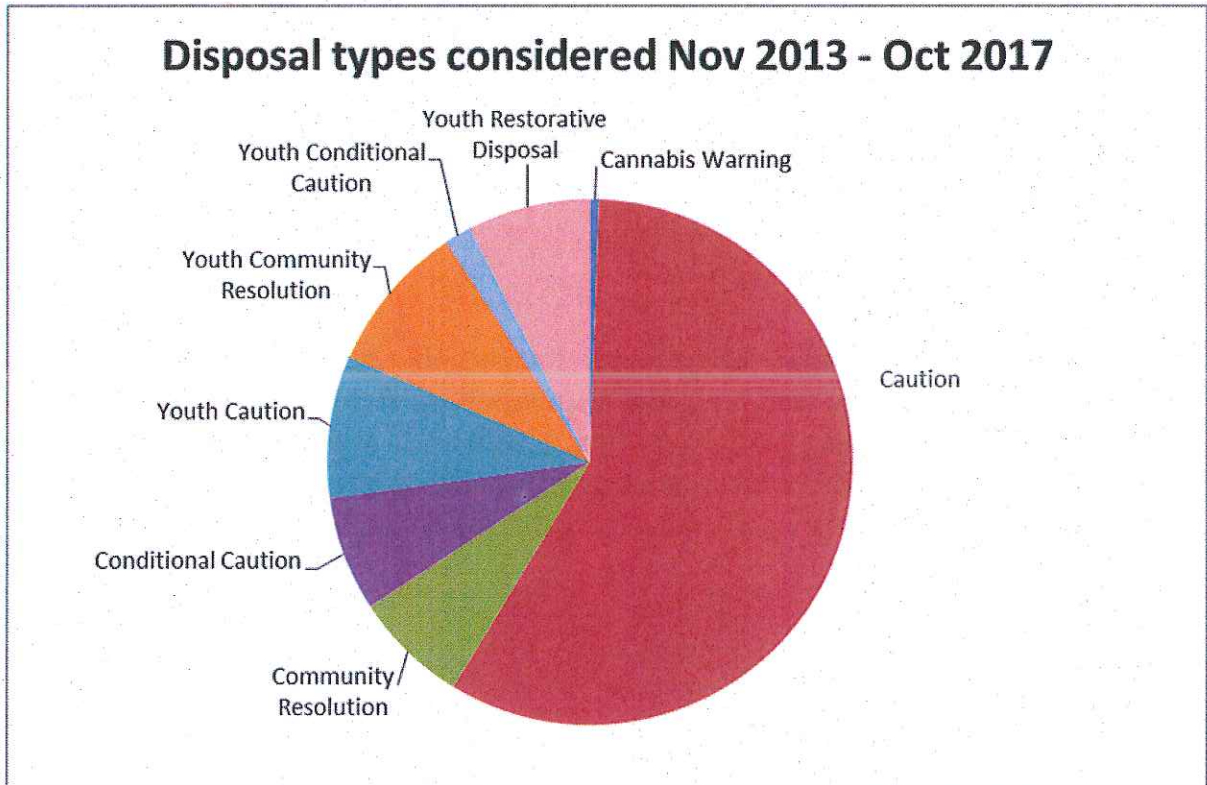
Case 19

It was agreed that an Adult Community Resolution (ACR) was appropriate for this case. Although there was an initial reluctance from the suspect to accept the ACR due to refusal to admit to the crime, it was later signed. It was brought to the Panel's attention that there are ongoing disagreements between the victim and offender however this would not affect the rationale for this cases disposal.

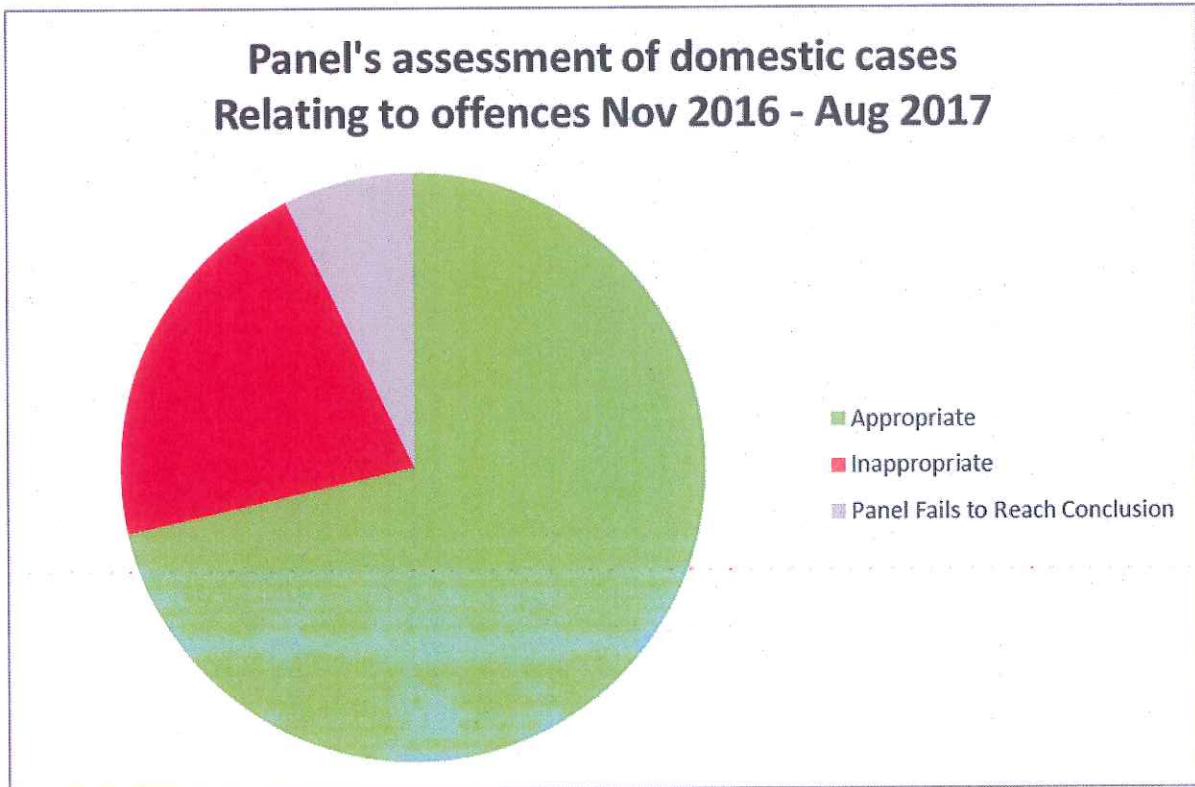
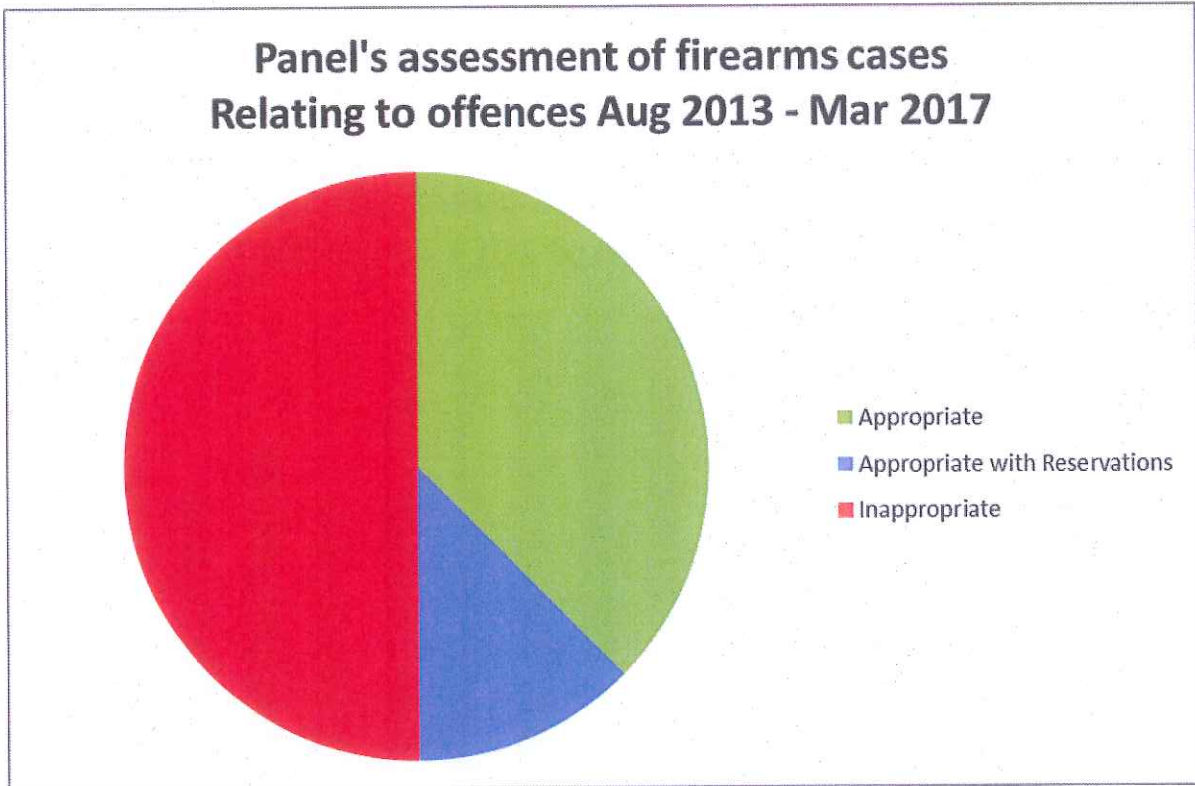
Panel's Assessment: Appropriate

7.0 Panel's assessments to date

Since April 2013 the Panel has considered a range of disposals considered as displayed in the graph below.

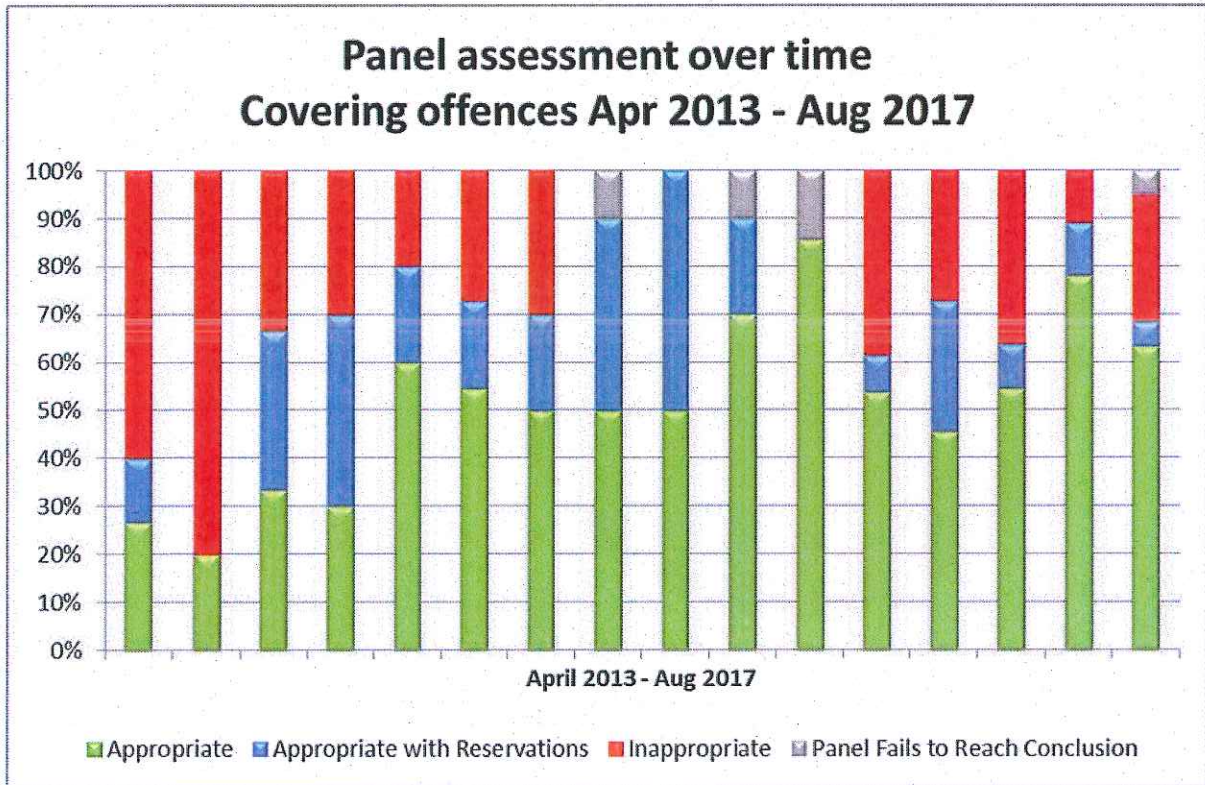


The graphs below demonstrate the Panel's assessment of the crime types considered at the most recent meeting. This may also include data from previous related meetings.



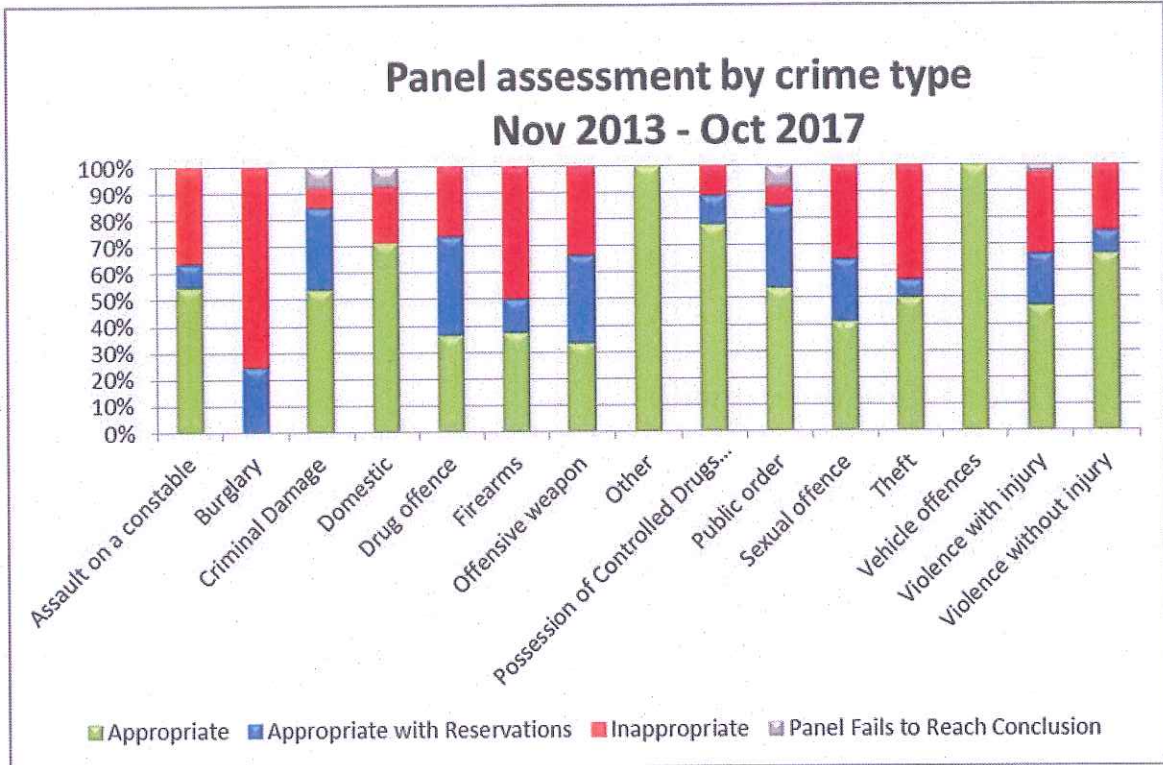
Of the 184 cases examined between April 2013 and August 2017¹, 52% were assessed as appropriate, 27% as inappropriate, 18 % as appropriate with reservations and the panel failed to reach a conclusion in 2% of cases.

Overall there has been an increase in the number of cases the Panel have deemed as having appropriate disposals. This change over time can be seen in the graph below.

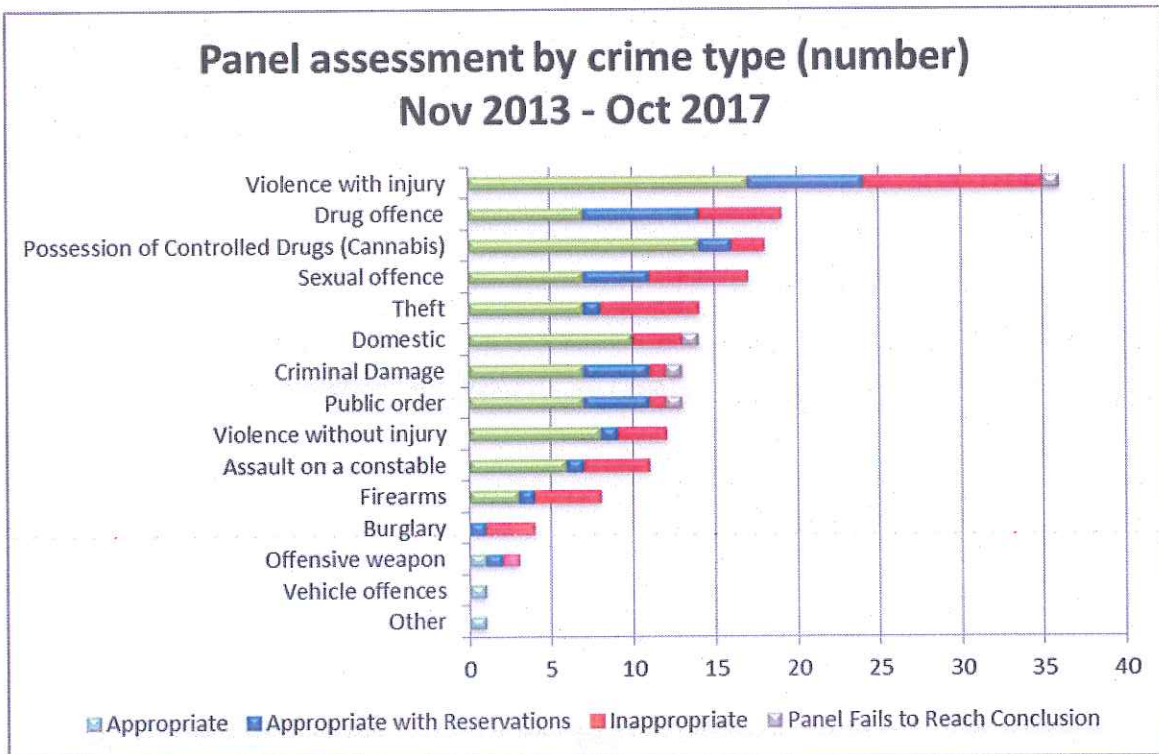


¹ Covering the Panel's activity from November 2013 to October 2017.

The graph below shows the breakdown by crime type as a percentage of cases considered between November 2013 and October 2017.



The following graph displays the actual number of cases assessed within each crime type and the resulting Panel opinions at their meetings between November 2013 and October 2017.



7.1 Good practice

The following example of good practice was identified as a result of the Panel's work this quarter:

- The work undertaken by Youth Bureaus is thorough in order to support young people to address their offending behaviour.
- Generally, the Panel was satisfied with the rationale noted within the majority of case files, which resulted in the appropriate disposal outcome.

7.2 Areas for improvement

A number of areas for improvement have been identified as a result of the Panel's work this quarter:

- There is a need for greater public awareness and education surrounding firearms laws.
- Further work is required to ensure officers are aware of how to correctly dispose of cases of these nature.
- Panel Members noted concern that lesser forms of disposal were utilised when the suspect didn't fully admit to the original crime.
- The Panel continues to find a number of cases where the 'ACPO Adult Gravity Matrix' completion is inconsistent with policy. This will be addressed through the "Sergeant's Seminars" scheduled to be undertaken from January to April 2018.

8.0 Future Panel focus

On recommendation of the OPCC, Members agreed to consider out of court disposals relating to public order incidents at the next meeting of the Out of Court Disposal Panel.



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POLICE AND CRIME
COMMISSIONER

**Police and Crime
Commissioner for Dyfed-Powys**

**Scrutiny Panel
Dip Sampling Exercise**

Review of 2017/18 Quarter 2 (Aug-Oct 2017)

Professional Standards Department Complaint Cases

Force Communication Centre Welsh Language Calls

Stop and Search Records

Panel Members' Findings & Feedback

November 2017

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1.0 Overview

At the third meeting of the Commissioner's Quality Assurance Panel held on 9th November 2017, Members reviewed a random selection of closed Professional Standards Department (PSD) case files and Welsh language calls made to the Force Communication Centre.

Stop and Search records were reviewed by the Scrutiny Panel for the first time since the responsibility transferred from the Independent Advisory Group (see [Commissioner's decision](#) of 01/11/17). The Panel considered 10 calls, 10 complaint files, and 10 Stop and Search records in total.

Welsh speaking Members attended a separate meeting on 9th October prior to the full Scrutiny Panel meeting in order to review Welsh language calls made to the Force Communication Centre. Calls were played to Members via the meeting room's speaker system with Members noting any observations during the playback. The group also had the opportunity to collectively discuss any queries, with notes being taken by Office of the Police and Crime Commissioner (OPCC) staff.

During the first session of the full Panel meeting, Members had the opportunity to discuss any feedback from the previous meeting with the relevant department leads. Members then worked in pairs to consider whether Professional Standards Department complaints cases were handled in a timely manner and discuss their view of the files. Members' feedback was collected through template observation forms. OPCC officers were available throughout the exercise to answer any questions and provide clarification where needed.

Panel Members reviewed Stop and Search records by openly discussing as a group. OPCC officers noted the discussion and any notes written by the Panel Members were given to the OPCC staff to assist with coordinating this report.

Following the meeting, Panel Members' findings were discussed with department leads in detail. Departments were then provided with the opportunity to formally respond to the Panel's observations. These responses are included within this report.

2.0 Action Summary

ACTION SUMMARY FROM MEETING 09/11/2017		
Action N°	Action Summary	Action Owner
1	PSD to consider how transfer of dissatisfactions from PSB to formal complaint are managed to reduce time delay for complainant	PSD
2	FCC supervisor to undertake review of call queried by Panel Members	FCC
3	FCC to clarify if the correspondence sent to the caller following a Welsh language call is sent through the medium of Welsh	FCC
4	Members to receive training regarding ICAT remit	OPCC
5	Panel Members to receive training on Stop and Search protocol	OPCC
6	OPCC and Force to consider how to raise public awareness that individuals have the right to receive a copy of their Stop and Search record	OPCC
7	Force to clarify how repeat searches are recorded and monitored	Force
8	Next performance report to include comparison of positive seizure rate based on both ethnicity and age	OPCC

3.0 Background, Purpose and Methodology

The background and purpose of the Panel along with how the dip sampling is carried out and what the Panel is asked to consider is detailed in the Quality Assurance Panel handbook, which is available on the [PCC's website](#).

4.0 Approval by Panel

All Panel Members have been provided with a copy of this report for comment and have confirmed that it fully represents the views expressed by the Panel during the dip sampling exercise dated 9th November 2017.

5.0 Complaints and Dissatisfaction Handling – update since previous session

Prior to reviewing the new cases, Panel Members met with representatives of the Public Service Bureau and Professional Standards Department (PSD) to discuss any outstanding issues and comment on progress that had been made since the last meeting.

The Commissioner's Public Engagement Manager provided an update on the current performance of the Public Service Bureau (PSB). It was evident that positive changes had taken place since the previous meeting. The department had experienced a drastic improvement in the timely resolution of cases, which resulted in the backlog of cases being cleared. This was attributed to automated weekly performance reports being sent to the Chief Inspectors which helped to ensure the officers dealing with cases were held accountable for the progress of the resolution.

The Complaints & Misconduct Officer from PSD reported an update to the Panel Members on the department's timeliness performance. At the time of the Scrutiny Panel meeting in November 2017, figures suggested that swifter resolutions were being achieved. The average number of working days taken to locally resolve an allegation had reduced from 129 to 74 working days in the last year, only slightly higher than the national average of 70 working days. Further improvements have been made and the most recent bulletin published by the Independent Office for Police Conduct (IOPC) showed the resolution figure as 66 working days (below the national average of 71). Panel Members were also informed of future legislative changes to be made to the complaint handling process. In preparation for the changes, it had been agreed that the PSB transfer from the Commissioner's office to the PSD department, with the Commissioner becoming the route of appeal.

5.1 Closed Professional Standards Department Complaint Cases

The Panel reviewed 10 closed cases from the Professional Standards Department (PSD). Whilst the overall timeliness of case handling was improving, it is recognised further improvements could be made to improve Dyfed-Powys' performance and standing in the National tables published quarterly by the IOPC. It had therefore been agreed between the OPCC and PSD that Members would concentrate on the timeliness of complaint handling on this occasion. Case timeliness is assessed by counting the number of days taken from the date the complaint is recorded to the date of closure. The cases considered by the Panel had been randomly selected to include a variety of timescales from less than 30 days, 31 to 90 days and over 90 days.

5.2 Best practice

Panel Members highlighted the following areas they considered to be best practice:

- Four cases were identified to have been dealt with to the complainant's satisfaction and in an appropriate and timely manner.
- It was noted in one case rather than giving a countdown to the end appeal date, the letter was clearer by providing a specific deadline to the complainant.
- Panel Members would like to specifically compliment one of the Senior Professional Standards Managers on the effort that had gone into writing detailed resolution and response letters to complainants.

5.2.1 Professional Standards Department comments

- PSD welcomes this positive feedback. This will be shared with relevant officers/staff.
- The Department's policy is to give outcome letters that specify appeal deadline dates (and not just the number of days in which to appeal). The Department will ensure that a consistent approach is taken in future.
- The Department is committed to providing quality letters to complainants that enable them to fully understand the outcome. It is important to highlight that whilst outcome letters will be reviewed by the Senior Manager, these are in most complaint cases drafted by other officers and staff within the Department (e.g. administrative staff, investigators and other supervisors). Therefore, whilst Mr Lemon may make changes to the draft letters, it would not be appropriate for Mr Lemon to accept the credit for the content and quality of the letters as this is very much the result of a collective effort. This feedback is positively received and will be shared with officers and staff in the Department.

5.3 Areas for learning

Panel Members highlighted some areas of learning:

- Whilst the outcome of the majority of complaint cases was positive, it was felt that they could have been addressed in a more time efficient way from the start in order to progress the complaint process quicker. For example, delays were seen in the initial recording of cases whereby a complaint

may have been received by the Force up to 11 days before it was recorded on the PSD system as a complaint case.

- There was a feeling amongst the Panel that cases could have been closed sooner. There appeared to be significant periods of inactivity in some cases which could have resulted in a prolonged resolution.
- Two cases had been received in the Public Service Bureau prior to being recorded on the PSD system. Panel Members felt this delay affected the timeliness of the complaints process. The Panel suggested that a more efficient working link is forged between both departments to assist a smooth transition for the complainant.

Action 1

PSD to consider how transfer of dissatisfactions from PSB to formal complaint are managed to reduce time delay for complainant

5.3.1 Professional Standards Department comments

- The Department is required to record complaint cases within 10 working days and has effective and efficient processes in place to do this. The latest IPCC figures (April 2017 – September 2017) show that Dyfed-Powys PSD recorded 89% of complaint cases within 10 working days. This is much higher than the national average of 81%. In relation to the specific complaint case in question, this was received by PSD on 29th June 2017. The Senior Manager made a recording decision on 10th July 2017, and an acknowledgement letter went to the complainant on the same day. Therefore, this complaint was recorded on Centurion (and a letter sent to the complainant) within 8 working days, so comfortably within the 10 day timeframe. It is accepted that on occasion, some complaint cases will be recorded outside of the 10 day limit due to, for example, high workloads and demands on resources. However, these cases are few and far between which is reflected in the 89% figure referred to above.
- The Department is committed to dealing with complaint cases in a timely manner. As highlighted above, improvements have been made (particularly in relation to Local Resolutions) but the Department accepts that there is further work to be done.
- It is worth noting that responsibility for the Public Service Bureau function passed over to the Professional Standards Department on 1st January 2018. This decision was taken jointly by the Chief Constable and the Police and Crime Commissioner. Over the coming months the PSB function will be embedded into the Professional Standards Department so that the 'front end' of the complaints system sits entirely with the Force, and the

appeals/scrutiny function sits with both the PCC and the IOPC. This will not only make the transition between dissatisfaction and complaints a lot quicker and smoother, it will make the whole complaints process easier to understand for both complainants and practitioners with clear lines of responsibility. PSD will continue to update the Panel in respect of key developments in this business area.

5.4 Queries raised

Panel Members raised a number of issues during the session which required further clarification:

- Panel Members queried whether there should be a system of priority given to complaints depending on their severity and stage in the process.
- Members suggested a chronological tracking method would be useful in order to follow the steps taken through the life of the complaint.

5.4.1 Professional Standards Department comments

- More serious complaints (and internal conduct matters) are prioritised by the Department. For example, gross misconduct cases (where there is a possibility that an officer may face criminal charges and/or be dismissed at a Misconduct Hearing) are always dealt with as a priority. As highlighted above, the Department is also committed to resolving complaints as quickly as possible. To that end, decisions around priority of lower level cases are sometimes prioritised on the basis of timeliness. All live complaint and internal conduct matter cases are discussed weekly at the Department's Senior Management Team meeting where priorities are agreed.
- Centurion has a feature called 'progress log' which details the steps taken in respect of each complaint case. There is also a documents section on each case which has all documentation relating to the complaint case (complaint recording forms, letters, e-mails, reports etc). Therefore, there is sufficient information/facilities available on Centurion to navigate the path of a complaint case.

6.0 Force Communication Centre Welsh Language Calls

The Panel reviewed 10 Welsh language calls received by the Force Communication Centre. There were nine calls received via 101 and one via 999.

6.1 Best Practice

Panel Members highlighted the following areas they considered to be best practice:

- The majority of calls reviewed were to the Panel Members satisfaction by effectively offering a full Welsh language service.
- Good practice was displayed by call handlers by their attentiveness when establishing caller's needs and relevant details. In one of the reviewed calls, the call handler effectively determined risk factors of the reported issue.
- Call handlers were sympathetic when needed and recognised the severity of reported incidents and checked if there was police assistance available nearby.
- Callers were given appropriate advice on the next steps following a call reporting an incident such as how to get back in contact with more information regarding the reported issue and that correspondence will be sent to the caller through text including a reference number.

6.2 Areas for learning

Panel Members highlighted some areas of learning:

- Panel Members felt that in one case the caller's expectations for further action on the reported incident were raised by the Call Handler as there was no indication during the call as to how the incident would be resolved.
- There is a need to ensure that the personal details entered into the system are correct as one call record displayed the wrong date of birth.
- Panel Members observed from one call recording that the Call Handler forgot that they were on the Welsh line and answered in English to which the caller had to request the handler to speak Welsh.

6.3 Queries Raised

Panel Members raised a number of issues during the session which required further clarification:

- Panel Members requested a review by the FCC supervisor on how one call in particular was handled.

Action 2

FCC supervisor to undertake review of call queried by Panel Members

- Panel Members queried whether the correspondence sent to the caller following a Welsh Language Call is also sent through the medium of Welsh.

Action 3

FCC to clarify if the correspondence sent to the caller following a Welsh language call is sent through the medium of Welsh

- Panel Members noted references to ICAT (Incident and Crime Allocation Team) on STORM records and were unsure of what their involvement was. It was therefore suggested that Panel Members receive a briefing on the ICAT remit.

Action 4

Members to receive training regarding ICAT remit

6.3.1 Force Communication Centre Comments

- The call has been reviewed by a welsh speaking call handling supervisor. It is felt that the call taker had excellent rapport with caller who was a Welsh speaker from North Wales. All information is recorded. The caller is kept on the line for longer than required while the call taker looked for nearest response vehicle and then advised the caller that unfortunately this is quite some distance away. The caller's DOB and e-mail address for future reference and ease of contact. The caller is advised that what he is reporting will be treated as a 'hate crime' and dealt with accordingly. A STORM ref no is provided and the caller is advised recontact us should he come across the family again. The call was taken well with empathy.
- Any formal Police correspondence would be sent in both English and Welsh.

7.0 Stop and Search Records

The Panel collectively reviewed 10 Stop and Search reports conducted by the Force. The Panel's objective was to consider whether Stop and Searches being undertaken were based on reasonable grounds for suspicion.

7.1 Best practice

Panel Members highlighted a number of areas they considered to be best practice:

- Six of the Stop and Search cases reviewed by the Panel were considered to have displayed reasonable grounds to warrant the Search.
- One Stop and Search record in particular displayed reasonable grounds as the officers were concerned for the safety and wellbeing of the individual in question.

7.2 Areas for learning

Panel Members highlighted the following areas of learning:

- Members observed that the outcome wasn't noted on the majority of records. Panel Members suggested that even if there is no further action taken following the Stop and Search, an outcome should be recorded on the record.
- There is a need to ensure that recorded information is correctly completed as there were clerical errors on many cases. For example, the personal description of one individual was detailed under the 'Location' section and also spelling or typing errors were common. Panel Members questioned whether such errors undermine the validity and authority of a record.
- Some records were observed as having poor descriptions as they were too brief, lacked personal information or a reason code. One record did not include the searched individual's name. Insufficient detail on some cases meant that Members felt unable to make a judgement on the appropriateness of the stop.
- Panel Members felt that one search was conducted due to the fact that an officer was aware that the individual in question had recently been arrested and was a known drug user. Members felt this appeared to contradict Stop and Search guidelines which states that "Known Criminal" is not to be used as a ground for search".

7.2.1 Stop and Search Team comments

- Some outcomes may not be known at the time of completion of the record and this information is therefore not always visible on the record downloaded for scrutiny by the Panel. There are however IT systems in place that are able to link stop and search records to the custody system, and subsequent outcomes. For example, if a person is arrested – whether the final outcome was “no further action”, charge, summons etc. This information is collated and the relevant data made available to officers and supervisors for the monitoring and scrutiny of the use of the power via the Qlick View database.
- Following receipt of the Scrutiny Panel feedback a meeting has been convened by the force with IT Services to explore what further information may be made visible on the actual records for the purpose of scrutiny by the Panel. IT Services have been tasked to review and make any required amendments to match wording displayed on the form to data category titles that are in line with Home Office wording, and may facilitate those scrutinising the records. Also to assist the panel to understand what the outcome was where known. This work has been requested for completion by 12/02/18.
- Any errors on completion of the forms should be identified by Supervisors reviewing the forms, and any action to address concerns with the search or completion of the form documented on the form. Following receipt of this Scrutiny Panel feedback a meeting has been convened by the force with IT Services to request amendments to back office systems to enable the stop and search records downloaded for review by panel members to include information populated in supervisor boxes, so that they can see if any such issues have already been identified by supervisors and addressed. Also to include comments from Inspectors, supervising the effectiveness of the Sergeant supervision from dip samples that they are required to complete bi-monthly.
- The documenting of information in the incorrect box, or spelling mistakes will not in the majority of circumstances undermine the validity and authority of the record. Although it is good practice to have the form completed without any such errors, and officers will be provided feedback accordingly, cognisance should be given to the conditions that officers are completing these documents – out on the street, in all sorts of weather and hours of darkness, and often at a time of conflicting demands. This should not be used in any way as a justification for poor administration. However, it can often be a reason contributing to grammatical errors, and occasional examples of this are expected. The Police and Criminal Evidence Act requires that when a search takes place that does not result

in the person being arrested and taken to a police station, the record must be made of the search on the spot, unless it is not practicable, in which case it may be made as soon as practicable after the search is completed.

- Feedback in relation to the records highlighted by Members will be sent to BCU Commanders for review and consideration for any further action as deemed appropriate.
- In relation to the completion of the forms there is no requirement to record the name, address and date of birth of the person searched or the person in charge of a vehicle which is searched. The person is under no obligation to provide this information and they should not be asked to provide it for the purpose of completing the record.
- Copies of the search records scrutinised, and comments from the Members have been obtained from the OPCC and will be forwarded to respective BCU Commanders for review and response in relation to specific feedback and comments raised. Further updates will follow to advise Members on any actions taken accordingly.

7.3 Queries raised

Panel members raised a number of issues during the session which required further clarification:

- There was debate amongst Panel Members surrounding powers to warrant pulling a vehicle over to issue a Stop and Search. This resulted in Members requesting an input to better understand procedures.
- 'Gender of Officers Present' was not completed on any of the reviewed records and one report showed a female had been searched by a male officer. Members subsequently queried the procedure for conducting searches of the opposite sex.

Action 5

Panel Members to receive training on Stop and Search protocol

- Panel Members queried the 'Search Power Used' in record 4 as it was felt it did not accurately reflect the described grounds for the search.
- Queries were raised amongst Members over the 'Reason Code for being searched' in record 6 as they felt it didn't correctly correspond with the description given in the 'Reason Grounds for Stop/Search'.

- Panel Members questioned if people were being offered a copy of the record of their search, as many of the records stated that a copy had not been requested. Members queried if the public are aware that they are entitled to a record of their search.

Action 6

OPCC and Force to consider how to raise public awareness that individuals have the right to receive a copy of their Stop and Search record

- Panel Members queried how it may be identified whether individuals have been subject to previous searches. They felt it would be useful to be able to monitor whether individuals were subject to Stop and Search on numerous occasions.

Action 7

Force to clarify how repeat searches are recorded and monitored

- Panel Members requested performance data to be broken down to compare age and ethnicity with the positive seizure rate.

Action 8

Next performance report to include comparison of positive seizure rate based on both ethnicity and age

7.3.1 Stop and Search Team comments

- Training inputs have previously been provided to Independent Advisory Group Members on Stop and Search by the force Learning and Development department. This will be arranged for new Members now forming part of the newly formed scrutiny group. This will include a full explanation of powers for police officers to stop road traffic vehicles under Section 163 of the Road Traffic Act 1988 as well as the relevant legislation covering the stop and search powers, the College of Policing APP guidance on Stop and Search and also an overview of the Home Office Best Use of Stop and Search requirements, to which the force are signed up. It is recognised that panel members need to have a good knowledge and understanding to effectively scrutinise the police use of this power, and full support will be given to provide them with the relevant training.
- The electronic stop and search form is designed to capture data on gender for those category of searches which directs the same gender to be

conducting the search or present at the time of the search. "Any search involving the removal of more than an outer coat, jacket or gloves, headgear or footwear, or any other item concealing identity, may only be made by an officer of the same sex as the person searched and may not be made in the presence of anyone of the opposite sex unless the person being searched specifically requests it".

- Existing force guidance directs that all officers must inform persons searched that they are entitled to a copy of the search, and also to explain how to make a complaint about the search if they wish to do so. They are also required to issue the person searched with a receipt, which contains further information on their rights in relation to stop and search, their entitlement to a copy of the search how to obtain a copy if they so wish, and information on how and where they may make a complaint.
- Following receipt of this feedback from Panel Members the force has convened a meeting with IT Services to consider whether an additional box may be added to the electronic stop and search form, to require officers to stipulate on the form whether this advice was given and whether a receipt was issued. This would facilitate the force's ability to more effectively supervise whether this requirement has been met. It was agreed that this could be accommodated, but would need to be submitted on a change request to the external provider for the force Mobile Devices, and would be scheduled into existing work programmes. An anticipated date when this change request may be made will be provided in due course.
- The Police and Criminal Evidence Act directs that when this power is used and a search record completed, "there is no requirement to record the name, address and date of birth of the person searched or the person in charge of the vehicle which is searched. The person is under no obligation to provide this information and they should not be asked to provide it for the purpose of completing the record". Therefore, it is not possible to effectively monitor repeat searches on the same person.
- The force has a performance management framework for stop and search and detailed requirements for the production of a force profile. This will be requested from Information Intelligence Department to be available to present to the next meeting of the Panel Members. Information on the content of the profile is detailed within the Stop and Search Performance Management Framework and will include analysis of data to demonstrate legitimacy concerning use of the power with respect to age, ethnicity and also type of search (to include JOG – Jacket, outercoat and gloves; More thorough search – eg removal of a t-shirt; EIP – exposure of intimate parts).



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POLICE AND CRIME
COMMISSIONER

REPORT / SUMMARY DECISION SHEET

PURPOSE: COMMISSIONER DECISION

Timing: Routine

Title: Budget Requirement, Council Tax and Precept Requirements

Category of Decision / Business Area Impact: Finance

Executive Summary:

In relation to each financial year, the Commissioner is required to set out the determinations regarding Budget Requirement, Council Tax and Precept requirements in accordance with Sections 43, 44, 47 and 48 of the Local Government Finance Act 1992.

The Commissioner has paid due regard to the points raised in the Police and Crime Panel report and also responses to the public consultation. The issued precept is unchanged from that originally proposed to the Police and Crime Panel.

The attached determinations are supported by:

- the Commissioner's report to the Police and Crime Panel meeting on the 26th January 2018;
- the Police and Crime Panel's report on the precept following that meeting; and
- the report of the Chief Financial Officer under section 25 of the Local Government Act 2003.

The final police settlement was received on the 31st of January 2018 and was unchanged from the provisional settlement previously announced.

Recommendation:

The Police and Crime Commissioner is asked to approve the attached Budget and Council Tax Requisite statutory determinations and calculations.

Police and Crime Commissioner for Dyfed-Powys

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Nolan Principles for Conduct in Public Life. The enclosed report and the statutory determinations and statutory determinations and calculations set out within have my approval.

Signature:

Date:

Council Tax Requisite Calculation – A 5% Council Tax rise at Band D

1. Budget Requirement 2018/19

£99.100 million is the Police and Crime Commissioner for Dyfed Powys' Budget Requirement for the year, calculated as follows in accordance with section 43 of the Local Government Finance Act 1992.

	£m	£m
Gross Revenue Expenditure		113.039
Contribution From Balances		-2.279
TOTAL GROSS EXPENDITURE		110.760
Other Income		-11.660
NET EXPENDITURE		99.100
Contribution to Balances		0
Net Budget Requirement		99.100
Net Budget to be met from:		
Police Grant	36.212	
National Non-Domestic Rates	8.823	
Revenue Support Grant	4.278	
BALANCE TO BE MET FROM COUNCIL TAX		49.787

Note	£m
Notional Council Tax requirement (from WG)	22.759
Revenue balances are anticipated at:	4.052

2. Council Tax Base for 2018/19 at Band D equivalent number of properties

Unitary Authority Area	Equivalent Number of Band D Properties
Carmarthenshire	72,153.24
Ceredigion	31,683.05
Pembrokeshire	56,103.15
Powys	61,768.85
Total	221,708.29

3. Collection Fund Balances

The Police and Crime Commissioner for Dyfed Powys will not share in annual surpluses and deficits on the Collection Fund.

4. Calculation of Council Tax

$$\text{Calculation of Council Tax Formula} = \frac{A - (B1+B2+B3)}{C}$$

Key to above: A = Budget Requirement
 B1 = Revenue Support Grant
 B2 = National Non-Domestic Rates
 B3 = Police Grant
 C = Total Council Tax Base

$$\frac{\pounds 99,100,372 - (4,278,107 + 8,822,725 + 36,211,813)}{221,708.29}$$

THEREFORE, the Basic Amount of Tax for the Police and Crime Commissioner for Dyfed Powys area amounts to £224.56 (rounded to nearest penny)

5. Council Tax Per Property Band

Property Band	Weighting	Council tax £
A	6/9ths	149.71
B	7/9ths	174.66
C	8/9ths	199.61
D	9/9ths	224.56
E	11/9ths	274.46
F	13/9ths	324.36
G	15/9ths	374.27
H	18/9ths	449.12
I	21/9ths	523.97

N.B. Tax Calculation = Weighting x Band D Value i.e. Band D = £224.56

6. Police and Crime Commissioner for Dyfed Powys' Precept 2015/16

Unitary Authority	Tax Base	Tax per Band D Property	Precept due
		£	£
Carmarthenshire	72,153.24	224.56	16,202,732
Ceredigion	31,683.05	224.56	7,114,746
Pembrokeshire	56,103.15	224.56	12,598,523
Powys	61,768.85	224.56	13,870,813
Total	221,708.29		49,786,814

Appendix A
2018/19 Precept Report

Appendix B
Letter from Police & Crime Panel

Local Government Act 2003 – “Section 25” Chief Financial Officer Statement

Section 25 of the Local Government Act 2003 requires the Police and Crime Commissioner (PCC) to have regard to a report from the Chief Financial officer when he is considering his budget and council tax precept. The following is a report on the robustness of the estimates and the adequacy of the reserves allowed for in the budget proposals, so the PCC will have authoritative advice available to him when he sets the budget and council tax precept.

The PCC decides every year how much he is going to raise from council tax. The decision is based on a budget that sets out estimates of the planned spend. Because the decision on council tax is made before the year begins and it cannot be increased during the year, consideration has to be given to the risks and uncertainties that might force more to be spent on the service than planned. Allowance is made for these risks by:

- making prudent allowance in the estimates for each of the services; and
- ensuring that there are adequate reserves to draw on if estimates turn out to be insufficient.

The PCC held a seminar with members of the Police and Crime Panel (PCP), Joint Audit Committee and Wales Audit Office on the 6th December 2017. The Force had the opportunity to present the operational challenges that they now face and the PCC discussed the financial challenges as he saw them.

On the 19th December 2019, the Home Office published provisional 2018/19 Police Grant allocations which were followed on the same day by the allocations of Revenue Support Grant and National Non Domestic Rates from the Welsh Government. The draft settlement resulted in a freeze in core government funding in cash terms.

The settlement was for one year but with the stated intention that the settlement for 2019/20 will also broadly be a cash flat settlement dependent on progress against efficiency milestones. A review of the formula that allocates funding across police services in England and Wales is unlikely to be revisited until the next spending review.

The budget for 2018/19 and medium term financial plan to 2023/24 have been compiled, taking into account inflation and known commitments. The medium term financial plan incorporates cash flat central grant settlements to 2020/21 and a reduction of 4% in central grant from 2012/22 onwards to reflect a possible change in the funding formula at that point.

The PCC, in setting the precept, was mindful of the level of funding requested by the Chief Constable and also took into account responses received from the public consultation.

Of particular concern is the level of capital grant received from the Home Office. £318k will be received for 2018/19 which is dwarfed by the planned capital expenditure over the next few years. The annual programme will run at approximately £7.5m annually until 2021/2022 before dropping to an average of about £3.0m per year beyond that. Although the PCC currently holds significant reserves, these (apart from a general reserve and modest contingency) will be

fully depleted by the end of 2019/20. In addition, external borrowing is planned from 2019/20 onwards.

The PCC presented the proposed precept to the PCP on the 26th January 2018. The PCC provided full details of his proposal of an increase of 5.0% in the council tax precept. This precept increase matches the forward plan that he presented to the PCP a year ago. At this meeting the PCP voted to endorse the PCC's proposal for a council tax precept increase of 5.0% for 2018/19.

On the 31st January 2018 the PCC received notification of the final police settlement for 2018/19. The final settlement remains unchanged from the provisional settlement.

The General Reserve balance is to reduce slightly to £4.052m in 2018/19. This balance equates to 4.1% of the net revenue budget. This reduction reflects the greater certainty in central funding for 2019/20 and our understanding that the review of the funding formula is unlikely to occur until the next spending review.

As Chief Financial Officer, I am satisfied that there has been a thorough and robust budget process and that due allowance has been made in relation to the matters mentioned above. In my opinion there are no major omissions to draw to the PCC's attention and I believe that my responsibilities under Section 25 of the Local Government Act 2003 have now been discharged.

A handwritten signature in black ink, appearing to read 'J Woods'.

Jayne Woods
Chief Finance Officer
9th February 2018

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COMMISSIONER**

**Police and Crime
Commissioner for Dyfed-Powys**

2018/19 Precept and Budget

January 2018

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Executive Summary

One of my key responsibilities as your Police and Crime Commissioner is to set the precept each year. In doing so, I take into account a number of different factors including the Chief Constable's future resourcing requirement, the level of reserves, feedback from residents of Dyfed-Powys and future plans for investment in infrastructure.

The draft settlement of £49.313m announced on the 19th December 2017 has resulted in a freeze in the core government funding in cash terms compared with 2017/18.

In 2017/18 I increased the council tax precept by 6.9%. This resulted in a council tax precept in Dyfed-Powys of £213.87 for an average band D property. This compared with £218.24 in South Wales, £228.84 in Gwent and £249.21 in North Wales.

Useable reserves currently amount to £27.233m¹, split between earmarked revenue reserves, capital reserves and a general reserve. Useable reserves are predicted to reduce to £5.318m by 2020/21.

In 2017/18 two unforeseeable events have taken place – a non-consolidated pay award for Police Officers plus a significant investigation into a fatal fire at Llangammarch Wells. These were not budgeted for and will be funded from reserves. Other than these events, although it has been a challenging year, financial performance has been in line with the budgets set at the start of the year.

I therefore submit for scrutiny by the Dyfed-Powys Police and Crime Panel a police precept of £49.788m. Central and local funding combined will therefore amount to £99.100m (a 2.57% increase on funding levels in 2017/18).

An average band D property will pay £224.56. This band D tax will be at a level that is 5.0% (£10.63) higher than in 2017/18.

This level of funding will protect the number of Police Officers in the Force. Officer numbers at the start of 2018/19 are predicted to be 1,203 with leavers and planned recruitment intakes allowing officer numbers to average at the establishment level of 1,172. This level of funding will also provide further focus on addressing weaknesses identified by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). During the year, I'm pleased to report that the Force has been graded as "Good" in the most recent HMICFRS report on Legitimacy and Leadership and I am confident that the Force will continue to make positive progress over the coming year.

¹ As at 31st March 2017

I expect to receive notification of the final settlement for 2018/19 in February 2018. I will notify the Panel of any changes to the provisional settlement once I receive them.

1. Introduction

- 1.1 The statutory arrangements established under the Police Reform and Social Responsibility Act impose a tight timescale of the 1st of February 2018 for me to present my initial precept proposal for 2018/19 to the Dyfed-Powys Police and Crime Panel following the announcement of the provisional settlement on the 19th of December 2017. Since last summer, I have had regular discussions with the Chief Constable about the current and future financial position of the Force. I have held a number of meetings to consider the budget for 2018/19, culminating in a Finance Seminar that was held on the 6th of December 2017 at which my plans for the precept for 2018/19 were discussed.
- 1.2 In order to fulfil my responsibilities as Police and Crime Commissioner (PCC), I have consulted with the public. I have also consulted with the Chief Constable (CC) and have discussed in detail his plans for staffing levels, police services and future investment needs in agreeing the Force's budget for 2018/19 and in order to determine the police precept.
- 1.3 Funding for the police service was not mentioned in the 2017 Autumn Statement however the Minister for Policing and the Fire Service's letter and statement both state the Home Office's intention to offer greater certainty on plans for 2019/20. Their intention is to maintain a broadly flat settlement but this is dependent on progress against a number of efficiency milestones to be agreed in the New Year.
- 1.4 Last year, significant work was undertaken on reviewing the funding formula however, this work ceased on the announcement of a snap election and it is unlikely that this work will be revisited until the next spending review. Whilst certainty of future funding is very much welcomed, there will remain uncertainty until a new funding formula is introduced. The last (unimplemented) review of the funding formula (redistribution of policing funds between forces) saw Dyfed-Powys lose close to £8m in funding.
- 1.5 The medium term financial plan therefore incorporates a reduction of 4% in central grant from 2021/22 onwards to reflect a potential change in formula and the impact that it might have on Dyfed-Powys.
- 1.6 I am also very supportive of the service improvements that the Chief Constable is implementing. These will help deliver services in line with

the wishes of the public of Dyfed-Powys and also support the priorities that I set out in my Police and Crime Plan. Many of these improvements will deliver recommendations made by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) and I'm pleased to report that the Force has been graded as "Good" in the most recent HMICRFS report on Legitimacy and Leadership. This is the first "Good" rating that the Force has received.

- 1.7 This report aims to provide Dyfed-Powys Police and Crime Panel Members with the information necessary to scrutinise my initial precept decision and the inherent budget position for 2018/19 upon which I have already consulted the public and the Chief Constable.
- 1.8 Appendix A contains the report of the Police and Crime Commissioner's Chief Finance Officer on reserves and budgetary risk.
- 1.9 Appendix B provides the medium term financial plan to 2023/24.

2. Funding – Provisional Settlement 2018/19

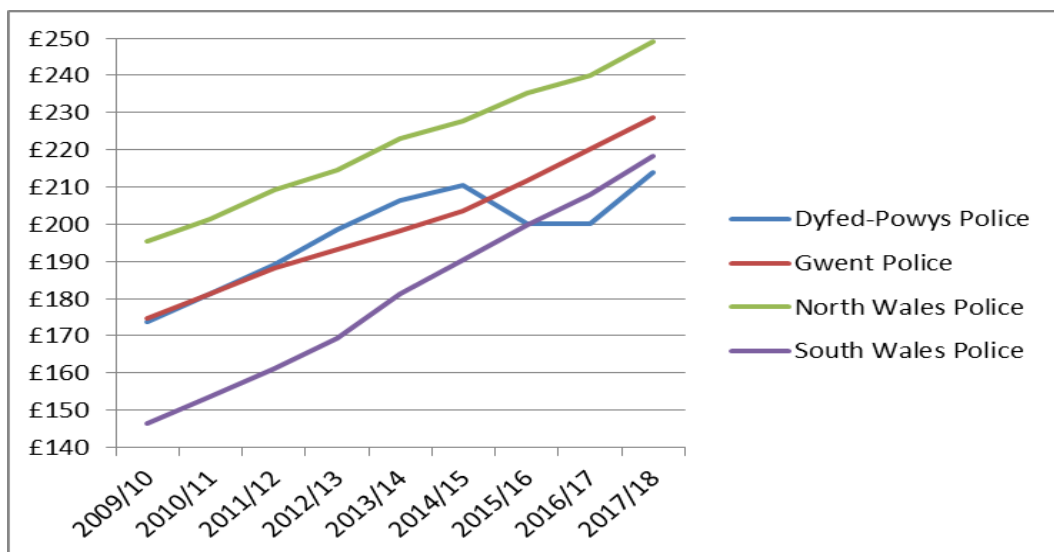
- 2.1 On the 19th December 2017, the provisional 2018/19 police finance settlement was announced in an oral statement by the Minister for Policing and the Fire Service, The Rt Hon Nick Hurd MP. This was followed by a written ministerial statement shortly after and the Welsh Government's provisional 2018/19 settlement for Welsh PCCs.
- 2.2 The Minister's statement announced:
- Flat cash grant funding (i.e. the same allocations as in 2017/18);
 - £450m additional funding for the service – this includes £130m additional reallocations, £147m which is predicated on PCCs applying a £12 precept increase, £50m additional Counter Terrorism funding and £123m of "new money";
 - A one year settlement only but with the stated intention that the settlement for 2019/20 will also broadly be a cash flat settlement dependent on progress against efficiency milestones.
- 2.3 The settlement has resulted in an allocation of £49.313m of core grant in 2018/19, the same as the cash allocation in 2017/18.
- 2.4 Police Officer Pay – The Minister's letter to PCCs and Chief Constables includes a reference to the police officer pay settlement. It is the Minister's view that the funding he has announced together with procurement efficiencies as well as those identified in the HMICFRS efficiency report will enable PCCs to make appropriate provision for the likely cost increases next year within their financial plans. This includes both the remaining costs of the additional 1% non-consolidated element of the 2017 pay award as well as the likely costs of the 2018 pay award. The Minister goes on to say that it is for police leaders to make proposals in relation to the 2018 pay award, reflecting what is affordable and fair to officers and taxpayers.
- 2.5 Future Settlements – The Minister's letter and statement both state the Home Office's intention to offer greater certainty on plans for 2019/20. Their intention is to maintain a broadly flat settlement with the same precept flexibility but this is dependent on progress against a number of efficiency milestones to be agreed in the New Year. The police Formula review is unlikely to be revisited until the next spending review.
- 2.6 Reallocations – In 2018/19 the top-slices/reallocations total £945m, £133m higher than 2017/18 (£812m).

- 2.7 Police Transformation Fund – This was first set up in 2016/17 and was worth £76.4m. In 2017/18 that amount rose to £175m but included the innovation fund. In 2018/19 it had been expected that the value would have risen again to nearer £300m. However, the Minister’s announcement states that the transformation fund will remain the same, in cash terms, as 2017/18 at £175m and £130m will be set aside for digital technology and special grants. Future allocation from the Police Transformation Fund will be commissioned work rather than bids. Approximately £50m is already committed to previous bids spanning more than one year.
- 2.8 Emergency Service Network (ESN) – This is a nationally run programme to replace the Airwave radio communication system. The 2016/17 settlement is believed to have included the Police share of £1bn funding for ESN although it was not separately identifiable. Forces will continue to pay for Airwave until the transition to ESN has occurred. During the transition, and once it is in place, PCCs will then need to pay local ESN costs, including data and connection charges, devices and installation as well as control room upgrades. However, since 2016/17 the ESN project has fallen an estimated 15 months behind schedule. This delay means that forces may need to extend their Airwave contracts, which is likely to have associated costs, in addition to the delayed savings from ESN. The estimated cost of a 12 month delay to the service is approximately £400m across England and Wales. It is not yet clear how these additional costs will be met and by whom.
- 2.9 Counter Terrorism – Counter Terrorism funding is negotiated separately to the police settlement. The national Counter Terrorism funding has been announced and is set to increase by £50m which is a 7% increase on last year. It is not yet known whether this additional funding is revenue or capital, however, it is expected to be primarily distributed to Counter Terrorism Units.
- 2.10 Overall, the Police Capital Grants have reduced from £82m in 2016/17 to £77.2m in 2017/18 and to £75.2m in 2018/19. Police Capital grant allocations remain unchanged from 2017/18. Nationally, £1m and £13.1m have been earmarked for Special Grant Capital and Police Live Services, respectively. £15.2m is also available for the National Police Air Service. The 2018/19 Dyfed-Powys provisional capital allocation remains at £0.318m, the same as the allocation for 2017/18.
- 2.11 Victim’s funding comes from the Ministry of Justice (MoJ). In 2017/18 we received £605k of funding and the provisional settlement for 2018/19 is £600k.

3. Police Precept 2018/19

3.1 On 6th December 2017, I held a finance seminar and invited members of the Police and Crime Panel, Joint Audit Committee and Wales Audit Office to attend. The purpose of the event was to allow the force to present a summary of the operational environment that they work within and the impact that this has on their demand levels and therefore resource requirements for 2018/19 and beyond. The seminar also covered the steps taken so far in preparing the 2018/19 budget and the draft position, including budget assumptions, savings and investments was covered in the seminar.

3.2 I considered police council tax levels throughout Wales:



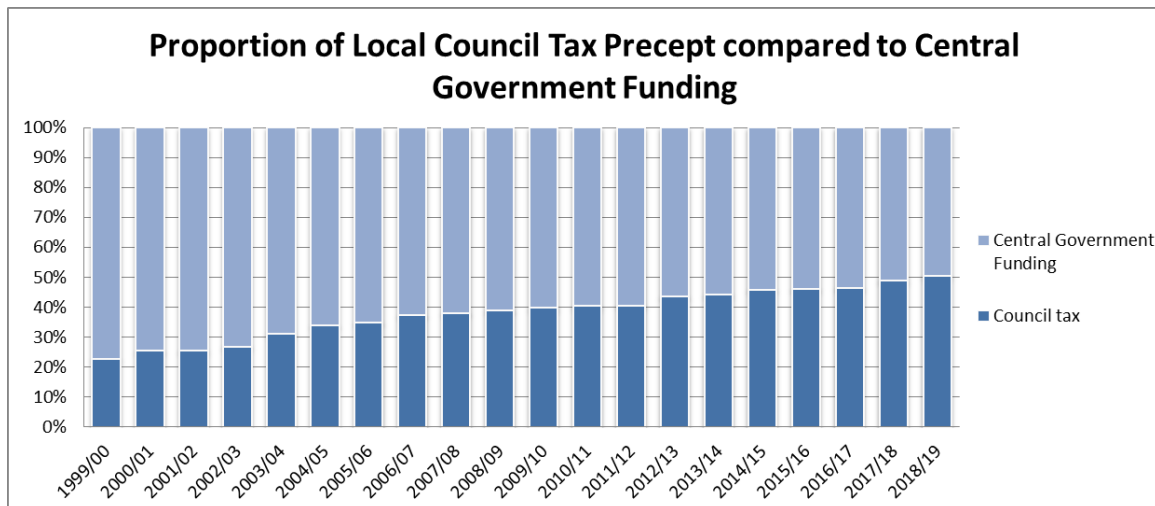
3.3 I have also consulted with the public on the level of the precept that I will set for 2018/19. The public consultation was run between 24th November and 15th December 2017 and 217 responses were received.

3.4 In response to the first question "In terms of your policing contribution, would you be prepared in 2018/19 to pay more / pay less or pay about the same as 2017/18", 51.6% of respondents indicated that they would be prepared to pay more, 28.4% responded that they would like to pay about the same as 2017/18 and 20.0% indicated that they would like to pay less.

3.5 In response to the second question "Taking into consideration your response to question 1, please tick next to your preferred change in police precept for 2018/19 (compared with 2017/18)", the preferred option chosen was a precept rise of 5%, followed by a precept rise of 1% and then a precept rise of 3%. Half of all respondents chose one of these three options.

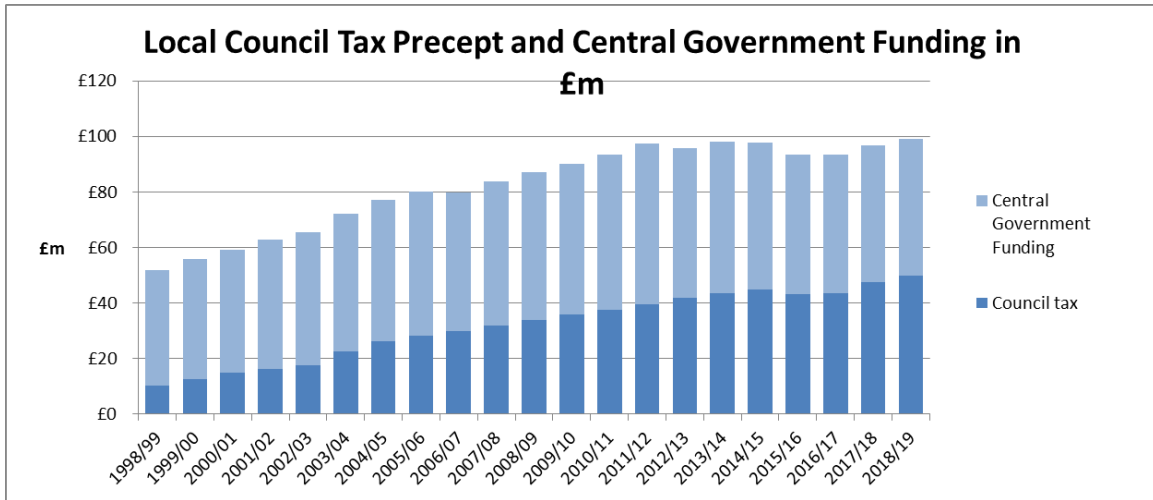
- 3.6 In response to the third question "If you are prepared to pay more, which areas of policing should receive more funding in 2018/19", 21% voted for neighbourhood policing, 12% chose protecting the vulnerable, 11% voted for child protection and a further 11% chose rural policing. These priorities are consistent with my Police and Crime Plan priorities published in March 2017.
- 3.7 In response to the fourth and final question "If you want to pay less, which areas of policing should receive less funding in 2018/19" 27% of respondents chose estates, 22% chose youth diversionary projects and 14% voted for road safety.
- 3.8 In deciding on a police precept for 2018/19, I have also considered the current financial position of the organisation and our future plans.
- 3.9 2017/18 has been a challenging year in terms of finances. Two significant unforeseeable events have occurred:
- Police Officers have received a 1% pay award plus an additional 1% non-consolidated pay award applicable from the 1st September 2017. The non-consolidated element had not been foreseen and will amount to approximately £320k in relation to Police Officers for the 2017/18 financial year. Negotiations are still ongoing in relation to police staff pay. Should they receive the same award, the non-consolidated element will cost approximately £120k to the organisation. At the time of writing this paper, it is assumed that a total of £448k will be drawn from reserves to cover this event;
 - The Force has had to deal with a significant and complex fire investigation at a remote property near Llangammarch Wells. Costs of £560k have already been committed to date in relation to this operation (Operation Heath). The operation is ongoing and therefore the final cost that is covered by a reserves transfer is likely to rise further before the end of the 2017/18 financial year.
- 3.10 Through discussions with the Chief Constable, I have agreed that the financial impact of both the non-consolidated element of the pay award and the cost of Operation Heath will be funded from the general reserve. Aside from these two issues, the Force is operating broadly in line with their budget in the current financial year.
- 3.11 The organisation has a reasonable level of reserves but also has significant future plans for some much needed investment in the estate and also further investment in technology. As finances become tighter and budgets are set with very little spare capacity to deal with unexpected events, I expect us to utilise the General Reserve more often. The investment in infrastructure and greater use of the General Reserve will result in the overall level of reserves reducing significantly over the medium term.

- 3.12 In addition, the capital grant available to me has reduced significantly over recent years and, at its current level of about £300k per annum, it is wholly insufficient to fund the necessary capital investment that I need to make. This puts further pressure on both revenue budgets and reserves. In order to ensure that I have the means to support future capital investment, I plan to make revenue contributions to capital from 2019/20 onwards.
- 3.13 There has been much discussion and significant work carried out nationally to review and create a new model to distribute funds across police forces in England and Wales. We now understand that a new formula will not be introduced until the next spending review. The last, unimplemented formula review saw us receive some £8m less in funding and, whilst we cannot be certain of the outcome of a future review, for planning purposes, I have built in a reduction of 4% in central grant from 2021/22 onwards to reflect the potential reduction in grant that might occur.
- 3.14 The medium term financial plan is discussed in more detail in Appendix B.
- 3.15 The following graph shows how the proportion of income that Dyfed Powys receives from central sources compared with local sources has changed over time:

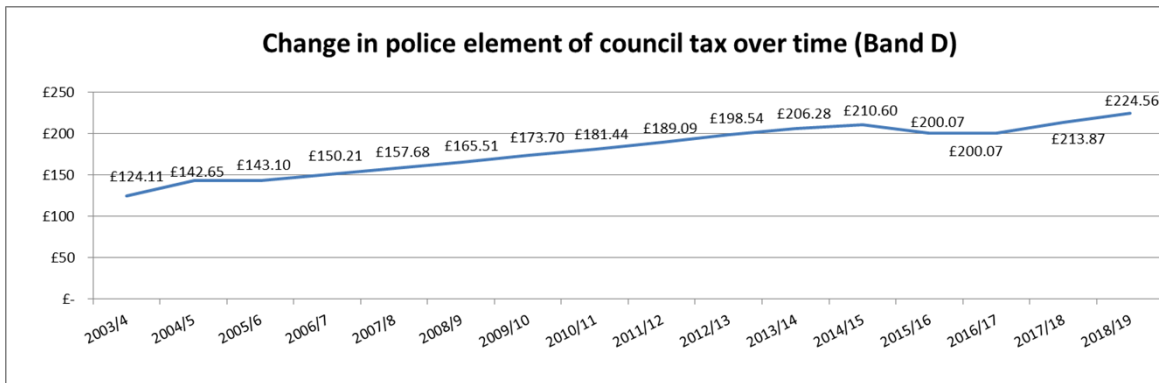


- 3.16 Historically, central funding provided the vast majority of Dyfed-Powys’ funding. However, the proportion received from central sources has slowly decreased over time and in 2018/19, for the first time, local funding (at £49.788m) will be greater than central funding (£49.303m).

3.17 The following graph shows (in £m) the amount of funding that Dyfed Powys has received from both local and central sources over time:



3.18 The following graph shows how the council tax precept has changed over time in Dyfed Powys:



3.19 The proposed increase in the council tax precept will result in an average Band D property paying £224.56 in 2018/19.

4. Draft Budget for 2018/19

- 4.1 The overall result of the provisional settlement and proposed precept is a total funding increase of £2.484m in 2018/19 compared with 2017/18 as shown in the table below.

Table 1: Total Funding for 2018/19 (Provisional)

Description	2017/18	2018/19	Change	
	£M	£M	£M	%
Core Police Grant	27.714	27.714	-0.000	-0.0
Add Rule 1 + Floor Funding	8.729	8.498	-0.231	-2.6
Welsh Government	12.870	13.101	+0.231	-1.8
Central Funding	49.313	49.313	-0.000	0.0
Council Tax Base (Band D)	221,177	221,708		
Council Tax at Band D (£)	213.87	224.56		
Precept	47.303	49.787	2.484	5.25
Total Funding	96.616	99.100	2.484	2.57

- 4.2 This has result in the following balanced budget being prepared for 2018/19:

Table 2: Draft Revenue Budget for 2018/19

	2017/18	2018/19
	£M	£M
OPCC and Commissioning	1.977	1.993
Estates	3.170	3.736
Force (net of reserve movements)	91.469	93.371
Total	96.616	99.100

- 4.3 Other than the Commissioner's Director of Estates role, the estates function that is responsible for the day to day running of the Commissioner's estate has previously formed part of the Force, coming under the direct control of the Chief Constable. After the budgets had been set last year, the estates function transferred to the Commissioner's office. For 2018/19, a small budget relating to premises costs still remains under the Force budget but the vast majority of costs relating to the estate now form part of the budget of the Commissioner.
- 4.4 A full breakdown of the proposed expenditure for 2018/19 (through to 2023/24) is provided in Appendix B.

- 4.5 In preparing the budget for 2018/19, the following inflationary factors were applied to the 2017/18 budget:

Table 3: Budget Assumptions for 2018/19 (compared with 2017/18)

Budget Assumptions (%)	2017/18	2018/19
Police Officers	1.00%	2.29% *
Police Staff	1.00%	2.29% *
Inflation	1.00%	2.50%
Premises Fuel	1.00%	2.50%
Vehicle Fuel	1.00%	2.50%
Grants	0.00%	0.00%
Income	1.00%	2.50%
Capital Financing	0.00%	0.00%
Pension	0.00%	3.00%

* The 2.29% inflation covers a 2% pay award for officers and staff from September 2018 and also funds half of the 1% non-consolidated September 2017 pay award beyond September 2018. Should the non-consolidated element continue, the remaining half will be funded through in-year efficiency savings.

- 4.6 In addition to inflationary pressures in 2018/19, the following additional cost pressures have been identified for 2018/19:
- Forensic medical contract – the existing contract needs to be re-tendered and, through work already carried out with potential bidders, we have identified that the cost of the new contract is likely to be £325k more expensive next year than the current provision;
 - Mobile data revenue licences – the previous contract for mobile data included a capital charge that covered licences, however, the new contract that is in place is different in its format and there is now a requirement to pay for licences as an annual recurring revenue cost. This increases revenue costs by £180k per annum;
 - Rates increases – Rates for buildings in the PCC’s estate increased by £270k in 2017/18. The rates figures were not available at the time the budget was set last year and therefore this increase was absorbed in-year through one-off savings, however, the increase is now budgeted for in 2018/19;

4.7 The Chief Constable, after an extensive period of discussion and consultation, approved the following growth bids amounting to £469k:

- Investigations – Further resource is required to effectively deal with investigations within the Force. This includes resource for the Digital Cyber Crime Unit, the Financial Crime Team and CID at a cost of £222k in 2018/19;
- Learning and Development – The College of Policing is introducing a new police qualification and there is a shift towards all police officers attaining a policing honours degree in the future. To achieve this new standard, more training will be delivered to those choosing to achieve their qualification whilst working as an apprentice for Dyfed-Powys Police. A budget of £48k has been introduced in 2018/19 to fund the necessary resources to support the introduction of the new apprenticeship scheme. In addition, £31k has been budgeted to fund a Health & Safety (H&S) trainer to carry out critical H&S training across the Force;
- Firearms – PCSOs are currently involved in carrying out checks to aid with the processing of firearm applications. In order to release PCSOs to focus on their frontline duties, approval has been granted to employ the equivalent of 3.3 FTE staff members to process firearm applications and renewals at a cost of £74k in 2018/19;
- Modern Apprentices – The chief officer team are supporting the employment of modern apprentices and plan to recruit five apprentices from July 2018. The cost in 2018/19 will be £44k;
- Vetting – the vetting department are currently working through a significant back-log of vetting renewals for serving police officers and staff. This has been highlighted as an area for improvement by internal audit report and by HMICFRS and, as a result, further resource has been allocated to this function. The cost for 2018/19 will be £25k;
- CCTV – a provision of £16k has been made towards the running costs of CCTV in 2018/19.

4.8 I have also chosen to support a custody triage project in Haverfordwest. This will run as a pilot for 12 months with its performance data analysed to determine whether there is merit in rolling it out across the whole of Dyfed-Powys. This triage is based on a model successfully introduced in Durham. I have allocated £100k to fund this pilot.

- 4.9 I also plan to commission further work in relation to youth offending and community safety and have also increased these budgets accordingly. These increases are partially funded by savings that I will make on existing commissioned services. In total, I plan to invest £139k more on commissioned services than in 2017/18 in support of the priorities that I set out in my Police and Crime Plan.
- 4.10 Day to day responsibility for the estate transferred to me during 2017/18. Having fully reviewed the budgets and financial out-turn of the estates function over the last three years, I believe that it is necessary to increase the estates budget to reflect the amount of work that needs to be carried out to effectively maintain the estate. In particular, I will be investing more to ensure that legislative compliance is achieved consistently across the whole estate and I plan to increase the maintenance regime in relation to critical infrastructure.
- 4.8 In addition to the investments above, the outline budget for 2018/19 includes annual recurring cost reductions of £1.925m within the force as summarised below:

Table 4: Cost Reduction Summary for 2018/19

		Expected Savings 2018/19
		£'000
Workforce	Workforce modernisation	-109
Workforce	Removal of temporary staff positions	-99
Workforce	Sergeant review	-55
Workforce	Reduction in director roles	-180
Pay/allowances	NI changes and allowance reductions	-125
Procurement	Savings through collaboration	-307
Collaboration	National Police Air Service charge reduction	-230
Estates	Student Accommodation	-111
ICT	Digital policing, fleet telematics, WAN	-210
Commercialisation	Income generation	-207
Other	Other	-292
		1,925

5. Reserves

5.1 The opening and closing position for reserves during 2017/18 is shown in the table below.

Table 5: Reserve Balances during 2017/18

	Balance as at 1 st April 2017	Net Movement in year	Balance as at 31 st March 2018
	Actual	Estimated	Estimated
	£M	£M	£M
Earmarked Revenue Reserves	6.672	-2.552	4.120
Capital Reserves	16.061	-4.408	11.653
General Reserve	4.500	-0.448	4.052
Total	27.233	-7.408	19.825

5.2 The table below provides detail on how our plans anticipate spending of reserves over the coming years.

Table 6: Use of Reserves

	18/19	19/20	20/21	21/22	22/23	23/24	Total
	£M	£M	£M	£M	£M	£M	£M
Use of Reserves							
Revenue Reserves (contribution to revenue budget)	2.240	1.042	0.450	0	0	0	3.732
Capital Reserves	7.556	3.218	0	0	0	0	10.774
Total use of Reserves	9.796	4.260	0.450	0	0	0	14.506
Balance at year end	10.028	5.768	5.318	5.318	5.318	5.318	

- 5.3 The contribution to revenue budget line in the table above appears as the result of the previous PCC's decision to reduce the council tax precept for 2015/16 by 5% and to use reserves to fund an element of the revenue budgets for 2015/16 to 2018/19. There is significant pressure on the 2018/19 revenue budget and therefore a decision has been made to draw the remaining reserve not just from 2018/19 but over the next 3 years with the last planned contribution from reserves in relation to this decision now to be made in 2020/21.
- 5.4 At the end of 2023/24, the general reserve is expected to remain at £4.052m with total reserves amounting to £5.318m.

6. Capital

- 6.1 Well maintained and managed assets play a vital role in the delivery of efficient policing services. Therefore it makes sense to plan how these assets will be maintained and managed. The draft capital programme for 2018/19 is shown below:

Table 7: Draft Capital Programme for 2018/19 to 2023/24

Capital Programme	18/19	19/20	20/21	21/22	22/23	23/24	Total
	£M	£M		£M			£M
Land and Buildings	5.684	4.650	3.350	2.350	0.550	0.350	16.934
Vehicles (Including Boat)	0.953	0.962	1.095	1.050	1.050	1.050	6.160
IT and Other Strategic Spending	3.260	2.343	2.193	2.191	1.406	1.666	13.059
Capital Expenditure	9.897	7.955	6.638	5.591	3.006	3.066	36.153
Grant Funding	-0.318	-0.318	-0.318	-0.318	-0.318	-0.318	-1.908
Borrowing	0	-3.881	-5.295	-3.748	-0.663	-0.223	-13.810
Capital Receipts	-2.000	-0.025	-0.025	-0.025	-0.025	-0.025	-2.125
NPAS Capital Credit	-0.023	0	0	0	0	0	-0.023
Contribution from Revenue Account	0	-0.513	-1.000	-1.500	-2.000	-2.500	-7.513
Capital Reserve	-7.556	-3.218	0	0	0	0	-10.774
Capital Financing	-9.897	-7.955	-6.638	-5.591	-3.006	-3.066	36.153

Appendix A – Report of the Chief Finance Officer

1. Balances, Provisions and Reserves

- 1.1 In accordance with the “Financial Management Code of Practice” (FMCoP) the PCC has considered the role of reserves when compiling the medium term financial plan and annual budget. The PCC holds the responsibility for ensuring the adequacy of reserves each year so that unexpected demand led pressures on the budget can be met without adverse impact on the achievement of the key priorities.
- 1.2 The FMCoP requires the PCC to establish a policy on reserves (including how they might be used by the Chief Constable) in consultation with the Chief Constable (CC). This Section of the report sets out the PCC’s decisions on reserves so that these can be communicated clearly to local taxpayers thereby promoting accountability.
- 1.3 Within the existing reserves policy and associated governance arrangements, the Chief Finance Officer is accountable for:
 - Ensuring that advice is provided on the levels of reserves and balances in line with good practice guidance;
 - To report at the time the budget is considered and the precept set, on the robustness of the budget estimates and the adequacy of financial reserves, as required by s25 of the Local Government Act 2003, and in line with CIPFA guidance.
- 1.4 There are also a range of safeguards in place that militate against the PCC over-committing financially. These include:
 - The balanced budget requirement;
 - Chief finance officers’ Local Government Finance Act 1988 Section 114 powers which requires the Chief Finance Officer to report to the PCC if there is or is likely to be unlawful expenditure or an unbalanced budget; and
 - The external auditor’s responsibility to review and report on financial standing includes a review of the level of reserves taking into account their knowledge of the organisations performance over a period of time. However, it is not the responsibility of auditors to prescribe the optimum or minimum level of reserves for individual organisations.

2. Statement on Reserves

The level of general reserve and any movements on the fund

- 2.1 Legislation and other guidance require that a general reserve is maintained. Whilst CIPFA does not stipulate a minimum or optimal level of general reserve, its general guidance is to establish a reserve representing *“resources set aside for purposes such as general contingencies and cash flow management.”*
- 2.2 CIPFA’s “Guidance Note on Local Authority Reserves and Balances” states that a General Reserve is required to act as *“ a working balance to help cushion the impact of uneven cash flows and avoid unnecessary temporary borrowing – this forms part of general reserves”*. A General Reserve is also required to act as *“a contingency to cushion the impact of unexpected events or emergencies – this also forms part of general reserves.”*
- 2.3 Maintaining a General Reserve ensures compliance with the Local Government Finance Act 1992 for Local Authorities to *“have regard to the level of reserves needed for meeting estimated future expenditure when calculating the budget requirement.”*
- 2.4 The PCC’s policy on reserves states that *“Setting the level of earmarked and general reserves is just one of several related decisions in the formulation of the Medium Term financial Plan (MTFP) and the budget for a particular year. Account should be taken of the key financial assumptions underpinning the budget alongside a consideration of the organisation’s financial management arrangements.”*
- 2.5 For the last few years the general reserve has remained at £4.5m however, now that the central settlement appears to be a two year settlement and the introduction of a new funding formula has been delayed until the next spending review, the level of the general reserve has been reduced to reflect the slightly lower risk now being faced by the organisation. The general reserve for 2018/19 will be £4.052m which equates to 4.1% of the 2018/19 net revenue budget. The following three factors have been considered in determining the appropriate level of general reserve:

A. Overall financial position and adequacy of financial control

- 2.6 In setting the level of the general reserve it is important to bear in mind Dyfed Powys Police's overall financial position and the adequacy of financial controls in operation. The overall financial position has been considered by the PCC as part of the budget process and, whilst secure, is keenly affected by the threat of future government funding reductions which must be borne in mind.
- 2.7 It is also important to remember the context of the Medium Term Financial Strategy (MTFS) so that the PCC continues to comply with CIPFA's "Guidance Note on Local Authority Reserves and Balances" which suggests that "*Advice should be given on the adequacy of reserves over the lifetime of the medium term financial plan*".

B. Risk exposure and risk assessment

- 2.8 Formulation of reserve levels must be considered in the context of risk if we are to comply with CIPFA's guidelines which state that "*in order to assess the adequacy of unallocated general reserves...take account of the strategic, operational and financial risks facing the authority.*"
- 2.9 Whilst risk exposure and mitigation of that risk may not necessarily drive a material increase in spending, it will influence the level of general reserves year by year.
- 2.10 Four key risks are currently relevant to the level of general reserves now and in the future, which are outlined below.
- Economic instability – the risk that worsening economic conditions, real terms reductions in levels of government grant and the increased resource requirements will have a significant effect on already stretched financial resources. This will result in a restriction on operational activity and developments over the next four years and beyond, for example, curbing the ability to offer the level of community policing that the public is expecting unless a bigger draw on reserves is authorised;
 - External Risks – such as Brexit and global financial markets have been taken into account in setting reserves;
 - Operational major incidents and nationally and locally managed capital schemes – the likelihood and impact of a major incident that could occur within the Force area and risks attached to significant capital schemes has been considered in determining an appropriate level of reserves;
 - Council Tax – keeping council tax under control remains a priority for the Government.

C. Public Opinion

- 2.11 The public's acceptance of the precept is partly reliant on the understanding that the precept is spent on policing and that only a reasonable and prudent amount of any over-funding is being stored away as a general reserve. Conversely, when unforeseen expenditure arises, it is likely that the public would expect that the PCC would have sufficient resources to cover the expense without recourse to overspend.

The adequacy of the general reserves and an estimate of provisions in respect of the forthcoming financial year and the PCC's and CC's medium term financial strategy

- 2.12 Based on the above it is suggested that the level of general reserve is reduced to £4.052m which represents 4.1% of the proposed 2018/19 net revenue budget. It is suggested that this balance is retained at this level until there is greater certainty as to the timing and impact of a formula change and other financial pressures in future years.

The annual review of earmarked reserves including estimates of the year end balances

- 2.13 Earmarked reserves are held as a means of building up funds to meet known or predicted requirements. The main earmarked revenue reserves held by the PCC have been subject to review as part of the 2018/19 budget setting process.
- 2.14 At the beginning of 2017/18, earmarked revenue reserves amounted to £6.671m and the balance at the end of the financial year is expected to be about £4.120m. The year-end balance reflects the position after the PCC uses £2.552m of revenue reserves as a contribution towards the revenue budget. During the 2017/18 budget setting process, it was planned that £1.991m would be drawn from reserves and, in addition, a further £0.561 is now predicted to be drawn to fund the ongoing operation into the fire at Llangammarch Wells (Operation Heath).
- 2.15 Capital reserves (including capital receipts reserve and unapplied capital grants) at the beginning of 2017/18 stood at £16.129m.
- 2.16 Our current draft capital programme requires total funding of £36.153m over six years with £9.897m being spent in 2018/19. For the current capital programme to be fully financed over the next six year, the whole of the capital reserve will be depleted by the end of 2019/20. In

addition, it is foreseen that external borrowing of £13.811m will be needed over the same period. The majority of this borrowing will fund the building of a new custody facility for Carmarthenshire and provide a solution to the ageing police facility in Brecon. The cost of these two capital projects are currently expected to be in the region of £13m.

Jayne Woods – PCC’s Chief Finance Officer

3. Budgetary Risk

- 3.1 Section 25 of the Local Government Act 2003 requires that the Chief Finance Officer reports to the PCC, at the time the budget is being set, on the risks and uncertainties that might require more to be spent on the service than planned. Allowance is made for these risks by:
- making prudent allowance in the estimates; and in addition
 - ensuring that there are adequate reserves to draw on if the service estimates turn out to be insufficient.
- 3.2 It is important that the PCC takes responsibility for ensuring that budgetary risk has been minimised when the budget is set. The level of budgetary risk must be formally considered by the PCC informed by the advice and judgement of his Chief Finance Officer.
- 3.3 The proposed budget for 2018/19 reflects the identified and quantifiable risks. However it has not been possible to incorporate the following risks:
- Amendments to the final government grant notification from the provisional figures included in this report or for future years;
 - Unforeseeable changes in government policy;
 - Impact of pension scheme reviews on employer contribution rates.
- 3.4 To enable the PCC to reach his decision, his Chief Finance Officer has performed a risk assessment of material items of revenue and capital budgets which is included in the following pages. The risk analysis has been performed on the various budget headings and assessed based on the percentage of the net revenue budget and known factors which could influence levels of actual expenditure or income.

Table 8: Risk Assessment of Material Budgets

Budget area	% of net costs	Risk level	Identified Risk	Mitigating factor
Police Officer Salary Costs	54%	High	<p>Overtime incurred on major incidents/operations/investigations is not controlled and monitored and therefore exceeds the budget.</p> <p>Allowances paid for bonus payments, etc could exceed budget.</p> <p>The number of officers in post increases above the approved funded establishment.</p> <p>Future pay awards and the continuation (or otherwise) of the 1% non-consolidated 2017 award are uncertain.</p>	<p>Finance representation on gold groups and other operational investigation groups now occurs as a matter of course. This enables overtime and other costs to be closely monitored and reported to each meeting.</p> <p>The establishment is monitored continually as part of budgetary control process. A Budget Monitoring Procedure is in place with the budget being reported regularly to Chief Officer Group.</p> <p>HR has a recruitment plan for the year ahead based on the projected number of police officer retirements, leavers and transferees. The required intake of probationers are planned and allocated accordingly.</p> <p>In year financial performance is discussed regularly by the PCC and CC at Policing Board and within dedicated Finance Seminars. Financial matters are also covered at the Police Accountability Board, the Joint Assets Board and Finance and by the Procurement Group.</p>

Budget area		% of net costs	Risk level	Identified Risk	Mitigating factor
Police Staff Salary Costs (including PCSO's)		27%	High	<p>The number of staff in post increases above the approved funded establishment.</p> <p>Projects requiring staff involvement out of normal working hours are accurately costed for additional costs such as overtime etc.</p> <p>The 2017/18 pay award has not yet been agreed and significant uncertainty surrounds this and future pay awards.</p>	<p>The establishment is monitored continually as part of budgetary control process. A Gateway process is being established to monitor and control the establishment on a strategic basis. A Budget Control Procedure is in place.</p> <p>Professional payroll and human resources staff will be engaged in establishing staff entitlement for additional hours.</p> <p>In year financial performance is discussed regularly by the PCC and CC at Policing Board and within dedicated Finance Seminars. Financial matters are also covered at the Police Accountability Board, the Joint Assets Board and Finance and by the Procurement Group.</p>
Police Officer Pensions		12.5%	Medium	<p>There is a risk of future increased contributions that we must bear. Also, changes in the way certain elements such as injury payments are treated pose a risk.</p>	<p>Linked to police officer salary costs above.</p> <p>Ability to amend recruitment profiles during the year.</p>

Budget area	% of net costs	Risk level	Identified Risk	Mitigating factor
Indirect Staff Costs	0.9%	Medium	<p>These might increase above budget.</p> <p>Uncertainty exists around the new police recruitment process linked with the Police Education Qualification Framework (PEQF) requirement from March 2019.</p>	<p>Training budgets have been set to reflect operationally critical requirements. Budgets are monitored on a monthly basis and a Training Prioritisation Group considers training priorities before training is delivered.</p> <p>The PCC and CC discuss and monitor PEQF and training requirements at Policing Board.</p>
Premises Costs	3%	Medium	<p>Further investment may be needed on premises in the future if we are to avoid a further large capital programme to bring buildings back to an acceptable and safe working environment for staff and officers.</p> <p>Fluctuations in electricity and gas prices may continue as contracts are renegotiated.</p>	<p>The capital programme is considered as part of Medium Term Financial Strategy and annual budget setting process.</p> <p>Procurement involves the finance department in discussions regarding contracts.</p> <p>Robust budget monitoring procedures are in place and adhered to.</p> <p>The Estates Group that brings together key staff within the PCC's office and from the Force meet monthly to discuss estates matters including finances. These are also discussed at the Joint Assets Board that is regularly chaired by the PCC.</p>

Budget area	% of net costs	Risk level	Identified Risk	Mitigating factor
Transport Costs	2%	Medium	<p>An increase in the fleet size could occur without an adequate increase in running costs.</p> <p>The vote to leave Europe may lead to increased fuel costs in the future.</p>	<p>The capital programme is considered as part of Medium Term Financial Strategy and annual budget setting process.</p> <p>The Strategic Vehicle Group meets to discuss the vehicle fleet – group is chaired by the Director of Finance.</p> <p>Fuel prices are monitored and their impact regularly assessed through the robust budget monitoring procedures that are in place.</p> <p>Telematics data is allowing the Force to monitor vehicle usage and optimise the size of the fleet.</p> <p>The Joint Assets Board receives a monthly update on matters relating to the fleet including vehicle and fuel usage.</p>

Budget area	% of net costs	Risk level	Identified Risk	Mitigating factor
Supplies and Services and Commissioning	10%	Medium	Non purchase orders could result in over spends against the budget.	<p>Purchase orders are processed with a built in budget check for high value items.</p> <p>The Procurement Department ensure that the procurement of goods and services are made in accordance with Financial Regulations and Procedures.</p> <p>Robust budget monitoring procedures are in place and adhered to.</p> <p>PCC's commissioned services are authorised by the Director of Commissioning.</p>
Agency & Contracted Services	2%	Low	Not material	Not material
Capital Financing	0.2%	Low	Not material	Not material

Budget area	% of net costs	Risk level	Identified Risk	Mitigating factor
Specific Grant	-7%	High	<p>Grants should be utilised in accordance with the terms and conditions of grant.</p> <p>Grant providers may cease payments of grant with minimal notice.</p>	<p>A grant register records all grants due.</p> <p>Posts funded by grants should be recruited on a temporary basis for the duration of the grant.</p> <p>All terms of grant are authorised by the Chief Financial Officer.</p> <p>All Establishment Amendment forms are authorised by the Director of Finance and Head of Human Resources.</p> <p>PCC Commissioned services are authorised by the Director of Commissioning after consultation with the Chief Finance Officer.</p>
Other Income	-6%	Low	Not material	Not material
Use of Reserves	-2%	Medium	<p>Reserves should not be utilised to fund recurring expenditure.</p> <p>Unexpected demand led pressures on budgets can be met without an adverse impact.</p>	<p>The Force has no operational Reserves other than limited virement opportunities. Regular monitoring of the financial position occurs through the forces' Chief Officer Group (COG).</p>

Budget area	% of net costs	Risk level	Identified Risk	Mitigating factor
Capital	N/A	High	The size, high cost and complexity of capital projects increases the risk of exceeding budgets, time overruns and not achieving the objectives of the original business case.	The capital programme is approved and monitored by the PCC and discussed at monthly Joint Assets Board meetings. Capital investment is also discussed at dedicated Finance Seminars led by the PCC. Chief Officers receive regular reports and monitor progress with capital projects at COG. Governance arrangements are in place covering all major projects for the force.

Jayne Woods – PCC’s Chief Finance Officer

Appendix B – Medium Term Financial Plan

1. Future Funding

- 1.1 Considerable uncertainty has existed over future financial settlements for some time. The Home Secretary's letter written on the day of the 2015 Spending Review stated that the settlement for policing, including funding for counter terrorism, will be reduced by 1.3% in real terms over four years. Taking into account local income, the settlement will protect police spending in real terms over the Spending Review period. This news was better than expected as previously, non-protected departments were expected to see reductions in the region of 27% over three years.
- 1.2 However, in December 2016, the Minister for Policing and the Fire Service announced a flat rate reduction in grant funding of 1.4% in cash terms for all forces for 2017/18. This provisional settlement was slightly worse than predicted as an average increase in the council tax bases had been estimated by the Home Office before calculating the resulting decrease in funding.
- 1.3 The settlement for 2018/19 was announced on the 19th December 2017 by the Rt Hon Nick Hurd MP. We were allocated a flat cash grant (i.e. the same allocations as in 2017/18). In addition, the Minister announced that we would receive a broadly flat cash settlement for 2019/20 also depending on progress on efficiency milestones to be agreed in the New Year.
- 1.4 Last year, year on year reductions of 1.4% in central grant had been modelled and used as the most likely scenario (this matched the cash decrease received in 2017/18 compared with 2016/17). However, given the provisional settlement for 2018/19 and announcement in relation to 2019/20, cash flat settlements have now been forecast up to and including 2020/21.
- 1.5 It is likely that a new funding formula will now not be introduced until the next spending review. The impact of the last (unimplemented) review was a £7.9m loss in grant to Dyfed-Powys. Therefore, with this in mind, the medium term financial plan also incorporates a reduction of 4% in central grant from 2021/22 onwards.

1.6 The current medium term funding position is shown below:

Table 9: Total Funding for 2018/19 to 2023/24

	18/19	19/20	20/21	21/22	22/23	23/24
	£M	£M	£M	£M	£M	£M
Central Grants	49.313	49.313	49.313	47.340	45.446	43.629
Council Tax Precept	49.788	52.695	55.773	59.030	62.477	66.126
Total Funding	99.100	102.008	105.085	106.370	107.923	109.754
Change against prior year (£M)	+2.484	+2.908	+3.077	+1.285	+1.553	+1.831
% Change	+2.57%	+2.93%	+3.02%	+1.22%	+1.46%	+1.70%

1.7 The detailed calculations supporting the figures in the table above are included in the penultimate table below.

2. Unavoidable Cost Pressures

2.1 It is expected over the period that pay and price inflation will exert an upward pressure on the costs of providing policing services over the period and the following assumptions have been made in relation to these:

Table 10: Inflation Assumptions for 2018/19 to 2023/24

Budget Assumptions (%)	18/19	19/20	20/21	21/22	22/23	23/24
Police Officers	2.29%	2.20%	2.00%	2.00%	2.00%	2.00%
Police Staff	2.29%	2.20%	2.00%	2.00%	2.00%	2.00%
Inflation	2.50%	2.00%	2.00%	2.00%	2.00%	2.00%
Premises Fuel	2.50%	2.00%	2.00%	2.00%	2.00%	2.00%
Vehicle Fuel	2.50%	2.00%	2.00%	2.00%	2.00%	2.00%
Grants	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Income	2.50%	2.00%	2.00%	2.00%	2.00%	2.00%
Capital Financing	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pension	3.00%	2.00%	2.00%	2.00%	2.00%	2.00%

- 2.2 In addition to these increases in base costs, a savings plan has been developed that is due to deliver savings amounting to £5.080m over the next six years. These savings are detailed in the table below:

Table 11: Cost Reduction Summary for 2018/19 to 2023/24

Cost Reductions	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Workforce modernisation	-109	-100	-100	-100	-100	-100	-609
Removal of temporary staff positions	-99	-167	0	0	0	0	-266
Sergeant review	-55	0	0	0	0	0	-55
Reduction in director roles	-180	0	0	0	0	0	-180
NI changes and allowance reductions	-125	-82	-52	-54	-70	-70	-453
Procurement Savings	-307	-200	-200	-200	-200	-200	-1,307
National Police Air Service charge reduction	-230	0	0	0	0	0	-230
Student Accommodation	-111	0	0	0	0	0	-111
Digital policing, fleet telematics, WAN	-210	-215	-215	-325	-175	-175	-1,315
Income generation	-207	0	0	0	0	0	-207
Estates	0	-250	-75	0	0	0	-325
Other	-292	0	+270	0	0	0	-22
	-1,925	-1,014	-372	-679	-545	-545	5,080

- 2.3 The impact of applying the funding assumptions, upward cost pressures and identified savings are summarised below. Above and beyond the identified savings, there remains a savings gap from 2019/20 onwards:

Table 12: Savings gap for 2018/19 to 2023/24

	18/19	19/20	20/21	21/22	22/23	23/24
	£M	£M	£M	£M	£M	£M
Net Costs of Policing	99.100	102.806	106.450	109.508	112.316	115.134
Central Funding and Local Precept	-99.100	-102.008	-105.085	-106.370	-107.923	-109.754
Total savings gap (cumulative)	0	0.798	1.365	3.139	4.393	5.380

3. Conclusion and Further Work required

- 3.1 Despite the future uncertainty of funding it is prudent for plans to be developed to meet a reduction in funding in future years. This work is underway.
- 3.2 Whilst the impact of different funding scenarios can be calculated relatively easily, the Chief Constable is currently working out the detail of the operating models that will be implemented should these various scenarios occur. Should a new funding formula result in a significant reduction in the level of central funding received, this would have a significant impact on police services with some very difficult decisions having to be made.
- 3.3 Work is currently being undertaken on an all-Wales basis to assess the level of potential savings that could be delivered through collaboration. This work is in its infancy but should begin to identify and deliver savings over the next 12 months.
- 3.4 Further discussions about the future will take place during 2018/19 to ensure that the organisation continues to work more efficiently whilst providing effective policing services to the public.

Table 13: High Level Financial Model for 2017/18 to 2023/24

High Level Financial Model 2017/18 to 2023/24

	Baseline	Assumptions						Projected Financing Available					
	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Central Grants		DRAFT	EST	EST	EST	EST	EST						
Allocation of Police Core Settlement	-27,714	0.0%	0.0%	0.0%	-4.0%	-4.0%	-4.0%	-27,714	-27,714	-27,714	-26,605	-25,541	-24,520
Floor Funding	-8,729	-2.6%	0.0%	0.0%	-4.0%	-4.0%	-4.0%	-8,498	-8,498	-8,498	-8,158	-7,832	-7,518
Revenue Support Grant	-3,935	8.3%	0.0%	0.0%	-4.0%	-4.0%	-4.0%	-4,261	-4,261	-4,261	-4,091	-3,927	-3,770
National Non Domestic Rates	-8,935	-1.1%	0.0%	0.0%	-4.0%	-4.0%	-4.0%	-8,840	-8,840	-8,840	-8,486	-8,147	-7,821
	-49,313							-49,313	-49,313	-49,313	-47,340	-45,447	-43,629
	-1.4%							0.0%	0.0%	0.0%	-4.0%	-4.0%	-4.0%
Council Tax Precept													
Base	221,176.14	0.24%	0.80%	0.80%	0.80%	0.80%	0.80%	221,708	223,482	225,270	227,072	228,889	230,720
Rate at Band D	213.87	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	224.56	235.79	247.58	260	273	287
Projected Precept	-47,303							-49,787	-52,695	-55,772	-59,029	-62,477	-66,125
Total Financing	-96,616							-99,100	-102,008	-105,085	-106,370	-107,924	-109,754
								2.6%	2.9%	3.0%	1.2%	1.5%	1.7%
<i>% Funded by Council Tax</i>	49%							50%	52%	53%	55%	58%	60%

Taxbase	Taxbase at Band D		
	2017/18	2018/19	Change
Carmarthenshire	71,598.56	72,153.24	0.77%
Ceredigion	31,893.64	31,683.05	-0.66%
Pembrokeshire	55,919.65	56,103.15	0.33%
Powys	61,764.29	61,768.85	0.01%
	221,176.14	221,708.29	0.24%

Collection	Collection		
	2017/18	2018/19	Change
	97.50%	97.50%	0.00%
	98.50%	98.50%	0.00%
	98.00%	98.00%	0.00%
	98.50%	98.50%	0.00%

Table 14: Revenue Account for 2017/18 to 2023/24

	Allocated Budget	Proposed Budget	Financial Outlook				
	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Budget for OPCC and Commissioning							
Staff Costs	695	685	700	714	728	743	758
OPCC Non-pay	336	336	343	350	357	364	371
Research and Community Projects	153	0	0	0	0	0	0
Commissioning Staff	83	95	97	99	101	103	105
Commissioning Non-pay	710	877	895	912	931	949	968
Estates Staff	575	720	736	751	766	781	796
Estates Non-pay	2,595	3,016	2,833	2,825	2,893	2,963	3,036
Total OPCC, Commissioning and Estates	5,147	5,729	5,604	5,651	5,776	5,903	6,034
Budget for Chief Constable and Staff under Direction and Control of Chief Constable							
Employees							
Police Officers	52,211	53,346	54,264	55,688	56,881	58,287	59,710
Police Staff	21,341	21,910	22,621	23,236	23,862	24,500	25,150
PCSO's	4,811	4,920	5,028	5,129	5,232	5,336	5,443
Police Pensions (net)	12,062	12,404	12,674	12,928	13,186	13,450	13,719
Indirect Staff Costs	744	845	862	879	897	915	933
Total Employee Costs	91,169	93,423	95,450	97,859	100,058	102,487	104,954
Running Expenses							
Premises Costs	301	309	315	321	328	334	341
Transport Costs	1,870	1,865	1,862	1,858	1,896	1,933	1,972
Supplies & Services	9,137	9,455	9,628	9,439	9,092	8,891	8,687
Agency & Contracted Services	2,103	2,022	2,063	2,104	2,146	2,189	2,233
Total Running Expenses	13,411	13,651	13,868	13,722	13,461	13,348	13,232
Capital Financing Costs	378	236	858	1,754	2,458	2,983	3,483
Total Expenditure	104,958	107,310	110,176	113,335	115,976	118,818	121,670
Financed By:							
Income							
Specific Grants	-5,858	-5,920	-5,972	-6,026	-6,081	-6,136	-6,193
Other Income	-5,640	-5,740	-5,919	-6,020	-6,124	-6,229	-6,337
Total Income	-11,498	-11,659	-11,891	-12,046	-12,205	-12,366	-12,530
Net Costs - Force	93,460	95,651	98,284	101,289	103,772	106,452	109,140
<i>% Change</i>		2.3%	2.8%	3.1%	2.5%	2.6%	2.5%
Contribution From Reserves							
Use of / Contribution to Reserves	-1,991	-2,279	-1,081	-489	-39	-39	-39
	-1,991	-2,279	-1,081	-489	-39	-39	-39
Net Costs - Force	91,468	93,371	97,203	100,799	103,733	106,413	109,100
Total Costs for OPCC and Force	96,616	99,100	102,806	106,450	109,508	112,316	115,134
Net Cost of Policing To be	96,616	99,100	102,806	106,450	109,508	112,316	115,134

Table 14 continued:

Grants and Precepts		-1.40%	0.0%	0.0%	0.0%	-4.0%	-4.0%	-4.0%
16	Police Grant	-27,724	-27,724	-27,724	-27,724	-26,615	-25,550	-24,528
	Floor Funding	-8,874	-8,874	-8,874	-8,874	-8,519	-8,178	-7,851
17	NNDR	-8,161	-8,161	-8,161	-8,161	-7,835	-7,521	-7,221
18	RSG	-4,554	-4,554	-4,554	-4,554	-4,371	-4,197	-4,029
Total External Support		-49,313	-49,313	-49,313	-49,313	-47,340	-45,446	-43,629
19	Precepts on Billing Authorities	-47,303	-49,788	-52,695	-55,773	-59,030	-62,477	-66,126
TOTAL RESOURCES		-96,616	-99,100	-102,008	-105,085	-106,370	-107,923	-109,754
	Deficit / Unidentified Savings	-0	0	799	1,365	3,138	4,393	5,380
Taxbase		221,177	221,708	223,482	225,270	227,072	228,889	230,720
COUNCIL TAX LEVEL		£ 213.87	£ 224.56	£ 235.79	£ 247.58	£ 259.96	£ 272.96	£ 286.61
Council Tax Increase		6.9%	5.0%	5.0%	5.0%	5.0%	5.0%	5.0%
Taxbase @ Band D		2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	Carmarthenshire	71,599	72,153	72,730	73,312	73,899	74,490	75,086
	Ceredigion	31,894	31,683	31,937	32,192	32,450	32,709	32,971
	Pembrokeshire	55,921	56,103	56,552	57,004	57,460	57,920	58,383
	Powys	61,764	61,769	62,263	62,761	63,263	63,769	64,279
	Taxbase	221,177	221,708	223,482	225,270	227,072	228,889	230,720
		2.1%	0.24%	0.80%	0.80%	0.80%	0.80%	0.80%

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**PANEL HEDDLU A
THROSEDDU DYFED-POWYS**

**DYFED-POWYS POLICE
AND CRIME PANEL**

Cyng. Alun Lloyd-Jones Cadeirydd
Panel Heddlu A Throsedd Dyfed-Powys
D/O Adran y Prif Weithredwr
Neuadd y Sir, Caerfyrddin, Sir Gar, SA31 1JP.

Cllr. Alun Lloyd-Jones Chair
Dyfed Powys Police and Crime Panel
C/O Chief Executive's Department
County Hall, Carmarthen, Carmarthenshire, SA31 1JP

Dyddiad/Date: 29 Ionawr 2018

**Mr Dafydd Llewelyn,
Comisiynydd yr Heddlu a Throsedd,
Heddlu Dyfed-Powys,
Pencadlys yr Heddlu,
Llangynnwr,
Caerfyrddin.**

Annwyl Gomisiynydd,

Ynghylch: Adolygiad o braesept arfaethedig yr heddlu ar gyfer blwyddyn ariannol 2018-2019

Ysgrifennaf atoch er mwyn cadarnhau bod Panel Heddlu a Throsedd Dyfed-Powys, yn unol â gofynion Atodlen 5 Deddf Diwygio'r Heddlu a Chyfrifoldeb Cymdeithasol 2011, wedi adolygu eich praesept arfaethedig ar gyfer y flwyddyn ariannol uchod yn ei gyfarfod ar 26 Ionawr 2018.

A fyddech cystal â derbyn y llythyr hwn fel adroddiad y Panel mewn perthynas â'r adolygiad hwnnw.

Fel y gwychoch, yr oedd y Panel yn cefnogi'r praesept arfaethedig yn llwyr ac ni wnaed unrhyw argymhellion eraill o ganlyniad i'r adolygiad.

Hoffwn achub ar y cyfle hwn i ddiolch i chi, a'r swyddogion cyllid o'ch swyddfa a'r llu, am y wybodaeth gynhwysfawr a roddwyd yn y seminar ym mis Rhagfyr 2017, ac yng nghyfarfod y Panel ddydd Gwener diwethaf.

Yn gywir

Alun Lloyd Jones

Dear Commissioner,

Re: Review of proposed police precept for 2018-2019 financial year.

I write to confirm that in accordance with the requirements of Schedule 5 of the Police Reform and Social Responsibility Act 2011 the Dyfed-Powys Police and Crime Panel reviewed your proposed precept for the above financial year at its meeting on the 26th January 2018.

Please therefore accept this letter as the report of the Panel in respect of that review.

As you are aware the Panel was unanimous in its support of the proposed precept and made no other recommendations as a result of the review.

I would like to take this opportunity to thank you, and the finance officers from both your office and the force, for the comprehensive information provided at both the seminar in December 2017 and the Panel meeting last Friday.

Yours sincerely



Alun Lloyd Jones

DYFED-POWYS POLICE AND CRIME PANEL 18th May 2018

PANEL EXPENDITURE 2018-2017

Recommendations / key decisions required:

To note the Panel expenditure during the previous financial year

Reasons:

The Panel is required to publish details of expenditure incurred in performing its functions

Report Author:

Robert Edgecombe

Designation:

Legal Services Manager

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EXECUTIVE SUMMARY
DYFED – POWYS POLICE AND CRIME PANEL
18th May 2018

PANEL EXPENDITURE 2017-2018

The Police Reform and Social Responsibility Act 2011 requires Police and Crime Panels to publish details of expenditure incurred during the financial year. Details for 2017-2018 are set out below;

<u>Members Expenses</u> Includes attendance allowance and travel/subsistence	£15,374.80
<u>Host Authority Officer Costs</u> Includes: Legal/Support Officer, Democratic Services, Translation, Media/Marketing Team & Payroll	£30,066.95
<u>Miscellaneous Costs</u> Includes: Training, Refreshments, Mailing & ICO registration	£3,232.15
TOTAL	£48,673.90

DETAILED REPORT ATTACHED ?

NO

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW

Title of Document	File Ref No	Locations that the papers are available for public inspection
Host Authority File	LS-0511/27	County Hall, Carmarthen

DYFED-POWYS POLICE AND CRIME PANEL 18th May 2018

DRAFT PANEL BUDGET FOR 2018-2019

Recommendations / key decisions required:

To note the draft budget

Reasons:

When planning Panel activities, Panel members are reminded that the Panel must remain within the overall value of the grant received from the Home Office.

Report Author:

Robert Edgecombe

Designation:

Legal Services Manager

Tel No.

01267 224018

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EXECUTIVE SUMMARY
DYFED – POWYS POLICE AND CRIME PANEL
18th May 2018

DRAFT PANEL BUDGET FOR 2018-2019

The operation of the Police and Crime Panel is funded via a grant received from the Home Office. The grant for 2018-2019 is expected to be £71,000. To assist the Panel in planning its activities for the forthcoming year it is recommended that the following draft budget be adopted;

<u>Members Expenses</u> Includes attendance and travel/subsistence. Based on all Panel members attending 5 full meetings a year plus 4 training/briefing sessions	£30,000.00
<u>Host Authority Costs</u> Includes Legal/Support Officer, Payroll. Media/Marketing, Translations, Democratic Services and Webcasting.	£34,000.00
<u>Training Costs</u> Includes Police Governance Conference, Annual Police and Crime Panel Conference And Annual Panel Training day.	£4,000.00
<u>Miscellaneous Expenses</u> Includes refreshments and subscriptions Based on tea/coffee and lunch being provided at All Panel meetings.	£3,000.00
TOTAL	£71,000.00

DETAILED REPORT ATTACHED ?

NO

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