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**FRIDAY, 11 JULY 2025**

**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 THE **CHAMBER - CEREDIGION COUNTY COUNCIL, COUNTY HALL, PENMORFA, ABERAERON AT 10.30 AM, ON FRIDAY, 18TH JULY, 2025** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

*Wendy Walters*

**CHIEF EXECUTIVE**

<b>Democratic Officer:</b>	<b>Daniel Hall-Jones</b>
<b>Telephone (Direct Line):</b>	<b>01267 224910</b>
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Wendy Walters Prif Weithredwr, *Chief Executive*,  
Neuadd y Sir, Caerfyrddin. SA31 1JP  
*County Hall, Carmarthen. SA31 1JP*

<p><b>DYFED POWYS POLICE &amp; CRIME PANEL</b> <b>14 MEMBERS</b></p>
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**CARMARTHENSHIRE COUNTY COUNCIL - 3 MEMBERS**

- |    |            |                |
|----|------------|----------------|
| 1. | COUNCILLOR | KEN HOWELL     |
| 2. | COUNCILLOR | KAREN DAVIES   |
| 3. | COUNCILLOR | MICHAEL THOMAS |

**CEREDIGION COUNTY COUNCIL - 3 MEMBERS**

- |    |            |                 |
|----|------------|-----------------|
| 1. | COUNCILLOR | KEITH EVANS     |
| 2. | COUNCILLOR | WYN THOMAS      |
| 3. | COUNCILLOR | ELIZABETH EVANS |

**PEMBROKESHIRE COUNTY COUNCIL - 3 MEMBERS**

- |    |            |                 |
|----|------------|-----------------|
| 1. | COUNCILLOR | JONATHAN GRIMES |
| 2. | COUNCILLOR | SIMON HANCOCK   |
| 3. | COUNCILLOR | SIMON WRIGHT    |

**POWYS COUNTY COUNCIL - 3 MEMBERS**

- |    |            |                |
|----|------------|----------------|
| 1. | COUNCILLOR | LIZ RIJENBERG  |
| 2. | COUNCILLOR | LES GEORGE     |
| 3. | COUNCILLOR | WILLIAM POWELL |

**CO-OPTED INDEPENDENT MEMBERS - 2 MEMBERS**

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

# **A G E N D A**

- 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 29TH APRIL 2025** 5 - 14
- 4. MATTERS ARISING FROM THE MINUTES (IF ANY)**
- 5. QUESTIONS ON NOTICE FROM PANEL MEMBERS TO THE COMMISSIONER**
  - 5.1 QUESTION FROM PROFESSOR IAN ROFFE**

A BBC News story on 31 May 2025 highlighted a sharp rise in domestic burglaries in Dyfed Powys, for the year ending December 2024. In your role of PCC, what actions are you taking to re-assure the public and ensure that the Chief Constable has put in place appropriate measures to address such criminality?
  - 5.2 QUESTION FROM COUNCILLOR LES GEORGE**

In March of this year, the Home Office announced it would make additional funding available in the fight against Rural and Wildlife crime. Will Dyfed-Powys be entitled to any of this funding and, if not, how will it benefit the fight against rural crime in the force area.
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## DYFED POWYS POLICE AND CRIME PANEL

**TUESDAY, 29 APRIL 2025**

**PRESENT:** Professor Ian Roffe (Independent Member) (Chair)

**Carmarthenshire County Council Members:**

Cllr. K. Davies and Cllr. M. Thomas

**Ceredigion County Council Members:**

Cllr. E. Evans and Cllr. K. Evans

**Pembrokeshire County Council Members:**

Cllr. J. Grimes and Cllr. S. Wright

**Powys County Council Members:**

Cllr. W. Powell

**Independent Member:**

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 Executive

Mrs N. Davies – Chief Finance Officer

**Also Present:**

R. Edgecombe, Legal Services Manager

J. Owen, Democratic Services Officer

D. Hall-Jones, Assistant Democratic Services Officer

**County Hall - Llandrindod Wells, Powys - Llandrindod Wells, Powys - 10.30 am - 12.20 pm**

**1. APOLOGIES FOR ABSENCE AND PERSONAL MATTERS**

Apologies for absence were received from Councillor Ken Howell (Carmarthenshire County Council), Councillor Wyn Thomas (Ceredigion County Council), Councillor Les George (Powys County Council), Councillor Liz Rijnenberg (Powys County Council) and Councillor Simon Hancock (Pembrokeshire County Council).

**2. DECLARATIONS OF INTEREST**

Member	Agenda Item No	Interest
Cllr S. Wright	All items	Family member is a serving Police Officer within Dyfed Powys

Note: These minutes are subject to confirmation at the next meeting.

		Police Force. Member is also a retired police officer and a current member of the National Association of Retired Police Officers.
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**3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE 14TH FEBRUARY 2025**

**RESOLVED** that the minutes of the meeting of the Dyfed-Powys Police and Crime Panel held on the 14<sup>th</sup> February 2025 be signed as a correct record.

**4. MATTERS ARISING FROM THE MINUTES (IF ANY)**

No matters arising from the minutes of the meeting were raised.

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

**5.1. QUESTION FROM COUNCILLOR KAREN DAVIES**

5.1 - Question from Councillor Karen Davies

On page 9 of the Police and Crime Plan, under the heading of ‘Sustainability’ you set out your commitments to –

- Reduce carbon footprint
- Support ecological resilience
- Support decarbonisation projects and
- Encourage partnership working to respond to the climate emergency.

How do you propose to fulfil these commitments? Does this include sourcing electricity and gas outside the national framework? What, in relation to these commitments, would success look like?

**Response from the Police and Crime Commissioner**

- In relation to partnership working, the force is a member of the All Wales Sustainability and Decarbonisation Committee and recently undertook a TIA Sustainability Audit.
- As a non-devolved body, when initiatives are launched by Welsh Government, the benefits of those are unclear and requires the force to make a case to be considered part of those activities.

Note: These minutes are subject to confirmation at the next meeting.

- The force works with other emergency services to tackle climate change through the National Police Estates Group and its Environment and Sustainability Group. The force also employs a dedicated Sustainability and Decarbonisation Officer and interacts with County Councils through the various networks under the Public Services Board.
- A recent example of working on solutions with emergency services, including the Ambulance Trust and the Fire Service, and unitary authorities relates to the electric vehicle charging infrastructure that is needed across Mid and West Wales, which is being endeavoured towards. The aim of partnership working is to reduce individual cost implications.
- In terms of the specifics of reducing carbon footprint, have endeavoured over recent years to get a baseline for that position and seen small changes to working practices, such as working remotely and working from home using digital technology.
- The Office of the Police and Crime Commissioner has significantly reduced its floor space at Police Headquarters to reduce its footprint and enable an increase in the footprint of other partner agencies. The Welsh Ambulance Trust now works at Police Headquarters and occupies a full floor at one building at headquarters, which has served a purpose in carbon reduction due to needing to drive less frequently to and from work and meetings.
- To work on the baseline, building energy efficiency improvements have been completed to reduce the carbon footprint throughout the force's buildings. An example would be putting solar panels up on stations and have seen the investments in question at Cardigan Police Station, for example, and trying to identify the quantum value of that saving from a cost avoidance more than cost reduction point of view due to energy price increases over the last 5 to 10 years.
- Looking to develop a wider solar farm at Police Headquarters. There are planning implications to this and infrastructure issues relating to linking to the National Grid, which all need to be taken into consideration.
- Although uncertain of the specific up-to-date figure, it was noted that the energy bill for Police Headquarters was in the region of £500,000 every year. Cost at this level is due to the 24-hour nature of the service provided at Police Headquarters, but also the energy used by resources including IT Infrastructure, namely servers and the air conditioning that ensures that servers are held at certain temperatures.
- In terms of ecological resilience, projects have been developed, such as the HQ Solar Farm, but also when projects are created, an ecology

Note: These minutes are subject to confirmation at the next meeting.

assessment is undertaken at that time. Wildlife boxes at various locations across the estate have also been installed.

- In addition to the electric vehicles and HQ Solar Farm decarbonisation projects, LED lighting has also been introduced, which has had a significant impact on reducing carbon footprint.
- In terms of what success would look like, it would be to ultimately protect communities and the commitment to net zero to ensure reduction in carbon footprint and protect ecology as well. For example, when building the new custody provision in Carmarthenshire at Dafen, a proportion of the site needed the ability for the ecology disrupted by the new build to be relocated. Ultimately, the aim is that everything done has a minimal impact on the environment.

## **5.2. QUESTION FROM COUNCILLOR SIMON WRIGHT**

### **5.2 - Question from Councillor Simon Wright**

Priority 2 (Supporting Safe Communities by Preventing Harm) in your current Police and Crime Plan places emphasis on ensuring that “Policing services are visible and accessible, meeting the needs of the urban and rural communities they serve.”

To facilitate this, is there a case to be made for the powers currently held by PCSOs in Dyfed-Powys to be increased to the maximum allowed under section 38 of the Police Reform Act 2002, thereby enabling them to provide greater support to the over stretched Warranted officers they work alongside.

### **Response from the Police and Crime Commissioner**

- The question is a recurring one often raised to the Chief Constable on whether the force would benefit from the extension of powers for Police Community Support Officers (PCSOs) or whether to reduce PCSO numbers and change them in effect to full warranted Police Constables.
- There is complexity in relation to how PCSOs are funded in Wales, as the force gets a specific additional grant from Welsh Government. Welsh Government do not stipulate any requirements for those roles, but if seeking to reduce the numbers of PCSOs and increase Police Constables, it would, in effect, reduce the grant available to the force from Welsh Government.
- PCSOs have a specific role to undertake that is different to warranted officers, and want to ensure, as set out in the Police and Crime Plan, that it is retained as a cornerstone for policing in Dyfed Powys through strong

Note: These minutes are subject to confirmation at the next meeting.

Neighbourhood Policing and Prevention teams that have a blend of warranted Police Officers, led by Sergeants and supported also by a Police Constable alongside the Neighbourhood Policing Team and PCSOs. These resources are now in place across the whole of the force.

- Things have changed slightly over recent months through the Neighbourhood Pledge brought in by the current UK Government. It is expected that the force's Neighbourhood Policing Guarantee response will see additional warranted Police Officers/Police Constables coming back into both response roles and the Neighbourhood Policing Team.
- In a note provided by the Strategic Lead for Prevention, a significant uplift in warranted Police Officers working in Neighbourhood Policing Teams is expected over the next 12 months as a result of the Government funding guarantee, which negates the need to increase PCSO powers.
- Expanding PCSO powers or using a similar model to where PCSOs work in an investigative role, as used in North Wales, would reduce their public visibility as they would be working on investigative opportunities in office spaces.
- Upcoming investments by the force over the next twelve-month period in increasing Police staff roles likely to see officers being moved away from 'administrative functions' as a description to go back into the visible front-line response and the Neighbourhood Policing and Prevention Teams.
- Providing additional powers to PCSOs would diminish their ability to undertake the crime prevention and visible presence role they need to undertake. Per the recent review of the Neighbourhood Policing and Prevention Teams across the force, increased emphasis is now placed on crime prevention and trying to work in a problem-solving approach.

A series of follow-up questions related to the Commissioner's response to item 5.2 was raised by the Panel, which the Commissioner responded to accordingly.

## **6. DECISIONS MADE BY THE POLICE AND CRIME COMMISSIONER**

[NOTE: Councillor S. Wright having earlier declared an interest in this matter, remained in the meeting during its consideration and voted].

The Panel considered a report on decisions the Commissioner made between the 1st of February and the 31st of March 2025.

Section 28 (6) of the Police Reform and Social Responsibility Act 2011 requires all decisions and actions undertaken by the Commissioner to be reviewed in alignment with the discharge of his functions, with reports and recommendations related to those decisions and actions to be made as considered appropriate by the Panel to the Commissioner.

Note: These minutes are subject to confirmation at the next meeting.

The following questions or concerns were raised by the Panel:

- Reference was made to the decision made regarding the uplift for substance misuse funding Dyfed. The Commissioner, in response to the queries raised, stated that the Dyfed Drug and Alcohol Service (DDAS) funding had been increased by 15% with a view to provide a more proactive service as well as enabling closer cooperation with Neighbourhood Policing and Prevention Teams. It was reported that the success of the service was reported through Area Planning Boards and measured on a case load basis. Some actions undertaken by the service had proven successful, as supported by measures including drug-related deaths in the Dyfed Powys area being lower than comparative areas. The Commissioner, not having the detailed information to hand offered to circulate a summary of performance data to Members following the meeting.
- In relation to a statement raised regarding 'Prevention and Engagement Services for Children', the Commissioner agreed to provide an update on the future progress and the success of the pilot schemes rolled out in May 2025 for the service.
- Due to not having access to the information during the meeting, the Commissioner advised that a written response was to be provided to the Panel following the meeting regarding a question on the single tender award for 'Storage and Archiving Images (Forensics) - CSI Hubs and SSQ HQ'.
- In relation to how the Joint Corporate Governance Framework is managed, the Commissioner noted that the Office of the Police and Crime Commissioner's Monitoring Officer was responsible for the Framework's management, which forms the rules of engagement between the Commissioner, the Commissioner's office and Dyfed Powys Police and was reviewed annually to ensure fitness for purpose.

**RESOLVED that the report be received.**

## **7. POLICING PROTOCOL - PERFORMANCE REPORT**

[NOTE: Councillor S. Wright having earlier declared an interest in this matter, remained in the meeting during its consideration and voted].

The Panel reviewed a performance report in relation to the Policing Protocol Order for Quarter 4 of the 2024-25 financial year.

It was reported that over the last quarter, the performance of many actions, including the funding of the capital programme, the medium-term financial plan and the police precept, had moved from Amber to Green.

The following questions or concerns were raised:

Note: These minutes are subject to confirmation at the next meeting.

- A question was raised about the details of the Joint Strategic Equality Plan. It was advised that a copy of the plan could be provided to Panel members, which is supported by a detailed action plan that set out to ensure progress against the plan's multiple priorities. Specific reference was made to the plan's focus on embedding the Single Equality Duty into the activities and responsibilities of all individuals working on the plan.
- In response to a question on queries of correspondence regarding vetting, the Commissioner highlighted that vetting processes had become more complex due to increased social media elements and home visits and that more roles required vetting through the DBS system. As in receipt of representations on discontent with the system's timeliness, the Commissioner assured the Panel that improvement activities were being undertaken to help improve the process.

**RESOLVED that the report be noted.**

## **8. OPCC BUSINESS PLAN - PROGRESS REPORT**

[NOTE: Councillor S. Wright having earlier declared an interest in this matter, remained in the meeting during its consideration and voted].

The Panel received the progress report of the Office of the Police and Crime Commissioner's (OPCC) Business Plan for Quarter 4 of the 2024-25 financial year. The report outlined the progress made in delivering the requirements of the business plan in alignment with the priorities in the Police and Crime Plan.

The report detailed that the actions varied in performance, as some had been completed and others still in progress. The Commissioner alluded to the uncompleted 'Domestic Homicide Review' action, as the force was no longer part of the pilot scheme.

It was noted that several developments had been made during Q4 through governance changes, including changes related to commissioning services to reflect a more focused approach to the Strategic Performance Board.

The following questions or concerns were raised by the Panel:

- A question was raised about what is being done to support local retailers regarding shoplifting. The Commissioner noted they had met with a retail consortium and their various groups and engaged with retailers in town centres to understand their concerns. Reference was also made to the use of a portfolio approach and the police force's CCTV infrastructure of approximately 160 cameras across 26 towns to help monitor such issues.
- The Commissioner expressed agreement with a point raised about the role of PCSOs in helping reduce crime in town centres, as the Police force

Note: These minutes are subject to confirmation at the next meeting.

was susceptible to these types of incidents despite only marginally accounting towards overall crime numbers.

**RESOLVED that the report be noted.**

**9. PROPOSED CHANGES TO THE OPCC BUSINESS PLAN**

[NOTE: Councillor S. Wright having earlier declared an interest in this matter, remained in the meeting during its consideration and voted].

The panel received a detailed report outlining proposed changes to the OPCC Business Plan to reflect the Commissioner's new Police and Crime Plan. The report documents the specific changes to the Business Plan and the OPCC's approach to its implementation.

The report outlined that the OPCC would move towards a longer-term plan in alignment with the Commissioner's Police and Crime Plan. It was highlighted that longer-term planning through a multi-year focus approach would help the Commissioner to adapt their responsiveness to current and future aspirations.

A question was raised on the possibility of integrating the plan's proposed longer-term planning approach into operational elements of the Police force and regarding the turnover of senior and middle-manager police officers. The Commissioner noted the intention to involve others within the plan and its delivery and acknowledged that the turnover and length of service for officers was a prevalent issue within the force and policing in general.

**RESOLVED that the report be noted.**

**10. POLICE AND CRIME PANEL ANNUAL REPORT**

[NOTE: Councillor S. Wright having earlier declared an interest in this matter, remained in the meeting during its consideration and voted].

The Panel considered the 2024-2025 Annual Report for the Dyfed Powys Police and Crime Panel published in accordance with grant conditions applied to its funding received from the Home Office. The report outlines the Panel's activities during 2024-2025 and its priorities for 2025-2026.

The Chair, on behalf of the Panel, thanked Mr Robert Edgecombe for preparing the report and for his support throughout the year.

**RESOLVED that the annual report be received.**

Note: These minutes are subject to confirmation at the next meeting.



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**CHAIR**

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**DATE**

Note: These minutes are subject to confirmation at the next meeting.

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## DYFED POWYS POLICE AND CRIME PANEL

18/07/2025

**Subject**

ANNUAL REPORT OF THE POLICE AND CRIME COMMISSIONER

**Purpose:**

To review the Annual Report of the Police and Crime Commissioner.

**Recommendations / key decisions required:**

To review the Annual Report and make such recommendations as are considered appropriate.

**Reasons:**

The Police Reform and Social Responsibility Act 2011 places a statutory duty upon the Panel to carry out this function.

Cabinet Decision Required

Not applicable

Council Decision Required

Not applicable

CABINET MEMBER PORTFOLIO HOLDER:- Not applicable

Report Author:

Robert Edgecombe

Designations:

Panel Support Officer

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**EXECUTIVE SUMMARY  
DYFED-POWYS POLICE AND CRIME PANEL  
18/07/2025**

**ANNUAL REPORT OF THE POLICE AND CRIME COMMISSIONER**

Police Reform and Social Responsibility Act 2011 requires the Panel to receive and review the annual report of the Police and Crime Commissioner each year.

The Commissioner's annual report for 2024-2025 is attached for consideration 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:**

<b>Title of Document</b>	<b>File Ref No.</b>	<b>Locations that the papers are available for public inspection</b>
Host Authority Files	PACP-104	County Hall Carmarthen

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Comisiynydd Heddlu a Throseddu  
Dyfed-Powys  
Police and Crime Commissioner

# Annual Report 2024-25



This document is also  
available in Welsh.



# Contents



# Foreword by Police and Crime Commissioner

Throughout 2024-2025, with support from my Office I have achieved significant progress in strengthening our policing services and enhancing community safety across the Dyfed-Powys area. It was an honour to be re-elected as your Police and Crime Commissioner, reaffirming my ongoing commitment to serving our communities and representing your voices effectively.

A major highlight this year was launching my new Police and Crime Plan, which outlines clear, responsive, and community-focused priorities to guide our work. The priorities and delivery outlined in this report continue to reflect and build upon the commitments made in my 2021-2025 Plan.

Additionally, taking on the role of Chair of Policing in Wales has allowed me to influence and drive collaboration across the Welsh police service, ensuring a coordinated and effective approach to policing challenges.

I am particularly proud of our continued progress in supporting victims of crime. This year, we welcomed

an innovative pilot with Paladin National Stalking Advocacy Service, enhancing our response to stalking offences, and strengthened our victim services through a new partnership with Dyfed-Powys Victim Support. These initiatives demonstrate our commitment to safeguarding vulnerable individuals and delivering compassionate, responsive services to those in need.

My sincere gratitude goes to all officers, staff, volunteers, and partners whose hard work, dedication, and professionalism underpin our successes. Your collective efforts have significantly contributed to making our communities a safer, inclusive and supportive place to live, work, and visit.

Thank you all for your continued support—Diolch yn fawr iawn.



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





# Year in Brief



## April 2024

- I secured Anti-Social Behaviour (ASB) Hotspot funding from the Home Office to support targeted interventions.
- I also reaffirmed my commitment to funding Schools Officers following cuts to Welsh Government funding.



## May 2024

- I was re-elected as your Police and Crime Commissioner for a fourth term, continuing my work to improve safety and build trust in local policing.
- I also attended the Urdd Eisteddfod, where my team and I engaged with visitors of all ages to raise awareness of our work and services.



## October 2024

- I opened the Anti-Slavery Wales Conference in Aberystwyth, supporting efforts to raise awareness of modern slavery and exploitation.
- I also worked with His Majesty's Prison and Probation Service (HMPPS) to jointly invest in housing support through the Integrated Offender Management scheme.



## November 2024

- I marked White Ribbon Day by joining awareness walks in Cardigan and Carmarthen, showing my continued commitment to ending violence against women and girls.
- I also launched a new victim support service in partnership with Victim Support, ensuring continued access to independent support for victims of crime.



## June 2024

- I became Chair of Policing in Wales, a role that allows me to represent our region and influence national policing discussions.
- I also celebrated Volunteers Week by visiting our Independent Custody Visitors (ICV) and Animal Welfare Visitor schemes in Pembrey and Dafen Custody Suite.



## July 2024

- At the Royal Welsh Show, I launched the Police and Crime Plan consultation and had valuable conversations on rural safety and wellbeing.
- I also attended the Brake charity reception in support of our pilot for road victim advocacy.



## December 2024

- I launched a public consultation on the 2025/2026 policing budget to hear views on local funding priorities.
- I also held a community engagement day in Lampeter, which included an open surgery and a public meeting with residents.



## January 2025

- I met the new Animal Welfare Scheme Volunteers during their induction at the Pembrey Dog Section, where they received training alongside Dyfed-Powys Police dog handlers and the Dogs Trust.
- I also visited Pembrokeshire College and the Milford Haven Neighbourhood Policing and Prevention Teams (NPPT) during a local engagement day.



## August 2024

- I launched our joint 2024–2028 Strategic Equality Plan, alongside Dyfed-Powys Police, setting out our shared commitment to promoting diversity and inclusivity.
- I also met with members of the public during the Pembrokeshire Show, where Youth Ambassadors also joined for a day of engagement.



## September 2024

- My Youth Ambassadors held me to account for the first time in a Policing Board session with the Chief Constable.
- I also officially opened the new Carmarthen Women's Centre, offering vital support services to women in need.



## February 2025

- I officially launched the Police and Crime Plan for 2025–2029, setting out my vision and priorities for the years ahead.
- I spent a day in Carmarthen engaging with local partners including media company, Barod CIC and Swansea City AFC Foundation's Premier League Kicks Llanelli group.



## March 2025

- I hosted my 9th annual St David's Day Conference on Evidence-Based Policing, bringing partners together to explore evidence-based policing.
- I also supported the launch of the Family Court Pathfinder project to support families navigating the justice system.



# Progress Against Police and Crime Plan Priorities

This report reflects delivery against the priorities set out in my 2021-2025 Police and Crime Plan. That Plan guided my work throughout the year focusing on safeguarding victims, preventing harm, and ensuring an effective justice system.

These priorities were developed through engagement with residents, partners and stakeholders, and have provided a strong foundation for driving improvements and community safety. The ethos of these priorities remains in my 2025-2029 Police and Crime Plan.



## Priority 1: Victims are Supported



Supporting victims of crime has remained a key priority throughout my 2021-2025 Police and Crime Plan. Over the past year, my Office and I have worked to improve access to services, raise awareness of victims' needs and ensure that those affected by crime are treated with dignity, care and respect. Through new projects and training initiatives, we will continue to focus on making a meaningful difference to the lives of victims.

### Pathfinder project

The Family Court Pathfinder programme is a national initiative that has been developed following evidence that domestic abuse victims were being re-traumatised by the existing, adversarial system. The Harm Panel Report published by the Ministry of Justice in 2020 included recommendations to better support domestic abuse survivors by providing independent specialist support services.

Through this model the court will identify families' needs earlier and work with both adults and children, as well as external agencies such as local authorities, the police and schools, to better understand families' circumstances and help them reach a safe agreement without the need for multiple hearings.

The model aims to provide crucial support to children and families at an earlier point in proceedings and improve outcomes for children and vulnerable adults. It seeks to ensure that their voices are heard during court proceedings, while making the process safer and more accessible for survivors.

Feedback that I and my colleagues have received from the Mid and West Wales Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Survivor Panel demonstrates that this is an issue of concern for local victims, and I am pleased that the Pathfinder is being introduced to the Dyfed-Powys area. The Mid and West Wales contract was awarded to a consortium between Safer Merthyr Tydfil and Thrive Women's Aid, and I look forward to my Office being part of monitoring the outcomes delivered and the difference this will make for victims' experiences.

### Senedd Cross-Party Group on Violence Against Women and Girls

In 2024, I addressed the Senedd's Cross-Party Group on Violence Against Women and Girls (VAWG) to outline my priorities as Police and Crime Commissioner and reaffirm my commitment to tackling VAWG across the Dyfed-Powys region. The meeting provided an important opportunity to highlight the work being done locally to support victims, strengthen partnerships, and highlight efforts to improve local provision and strengthen multi-agency support for those affected by VAWG.





Paladin Stalking Advocate pilot

In September 2024, I funded a new pilot support service for high-risk stalking victims, delivered by the National Advocacy Organisation, Paladin. This important service has introduced two part-time Independent Stalking Advocacy Caseworkers who are now actively supporting victims across our area.

The pilot was developed in response to victim feedback and recommendations from a deep-dive review undertaken by my Office. It focuses on offering tailored support to victims of stalking and improving how agencies respond to these complex and traumatic experiences.

Since its launch, the pilot has supported 25 high risk stalking victims and delivered training to 40 professionals. Advocates have worked closely with Dyfed-Powys Police and multi-agency partners to



provide trauma-informed support, safety planning, and help victims navigate the criminal justice process.

To find out more about Paladin follow the QR code: [Dyfed-Powys Police & Crime Commissioner](#)



Anti-Slavery Wales 2024 conference

In October 2024, I was invited to speak at the Anti-Slavery Wales 2024 conference in Aberystwyth on behalf of all four Welsh Police and Crime Commissioners. This event brought together experts and practitioners from across Wales to explore collaborative approaches to identifying, supporting, and safeguarding victims of modern slavery and exploitation.

I spoke about the critical need for partnership working to identify and safeguard victims, highlighting how agencies must come together to respond effectively and compassionately to the harms caused by modern slavery and exploitation.



New Victim Support Service

In November 2024 I commissioned a new dedicated service delivered by Victim Support. This service replaces Goleudy as the commissioned provider for the Dyfed-Powys area, ensuring continued access to high-quality, independent support for those affected by crime, regardless of whether it has been reported to the police.

criminal justice system, the new service reflects our commitment to putting victims first. The service also offers for the first time, direct support for children and young people affected by crime.

Further details on the Dyfed-Powys Victim Service, can be found here: [Dyfed-powys - Victim Support](#)



This new provision ensures that victims across the Police service area can get support tailored to their needs. From immediate practical and emotional assistance to longer-term help navigating the





# Priority 2: Harm is Prevented

Preventing harm, whether through crime, road safety, or vulnerability, is at the heart of my Police and Crime Plan. This year, I have worked with partners across Wales and the UK to support early intervention, reduce risk, and make our communities safer.



## Serious Violence Duty

The Serious Violence Duty was introduced under legislation to help prevent and reduce serious violence across communities. The duty requires a multi-agency approach involving police, local authorities, healthcare providers and community organisations to collaborate on strategies to address the root causes of serious violence and implement effective interventions.

In the Dyfed-Powys area a regional partnership has been established to implement the Duty and to ensure that serious violence is tackled effectively. The partnership has developed a Serious Violence Strategy, informed by a comprehensive Strategic Needs Assessment, to guide interventions and resource allocation. To support these objectives, the Home Office has allocated almost £187m for the 2024/2025 financial year. This funding has facilitated various interventions, including:

- £1,036.01 for DA (Domestic Abuse) Survivor training for Officers
- £35,000.00 to the Swansea City AFC Foundation Premier League Kicks Project
- £2,798.79 INTACT Activity: Dyfed Powys Police Youth Intervention Service
- £24,500.00 to Montgomeryshire Family Crisis Centre
- £2,660.00 to Aeron Arts
- £19,440.00 to New Pathways Interview training and counselling support
- £11,800.00 to Calan DVS for Counselling support for DA victims

- £8,950.00 to BAWSO for Online training for professionals relating to DA/SV affecting ethnic minorities
- £4,500.00 to Builth Wells Event Safety Group
- £29,320.34 to Dyfed Powys Serious Violence Duty Co-Ordinator
- £13,464.88 Night Time Economy Analysis
- £1,781.66 DPP Project Vigilant
- £7,500.00 Ceredigion County Council – Young People Online Study

## Clear, Hold, Build

Clear, Hold, Build is a nationally supported approach to tackling serious organised crime, focused on disrupting criminal networks, stabilising communities and building long-term resistance.

In 2024, I worked closely with Dyfed-Powys Police as they developed their response to Clear, Hold, Build. I was pleased to support a regional conference bringing partners together to share learning and explore local implementation.

## Safer Streets funding

I am proud to have secured almost £355k across the Dyfed-Powys area. This investment has enabled a range of targeted measures aimed at making communities safer and reducing the fear of crime.

The funding has been used to deliver practical improvements such as enhanced home security for victims of domestic abuse, environmental upgrades including better lighting and alley gating and the distribution of property marking kits to deter theft and improve recovery rates. Through these initiatives, we are helping to create safer, stronger communities, while also supporting victims and reducing opportunities for crime.

## Anti-Social Behaviour (ASB) Hotspot funding

In April 2024, I secured nearly £1 million from the Home Office through the ASB Hotspot Response Fund to support targeted action on ASB across the Dyfed-Powys area. This funding aims to enhance local responses through targeted patrols, increased visibility and stronger community engagement in areas where concerns are highest.

Since its introduction, the funding has enabled:

- 19,109 hours of targeted patrols
- 16 key locations supported
- 1,643 incidents addressed

## Other initiatives

### Right Care Right Person (RCRP)

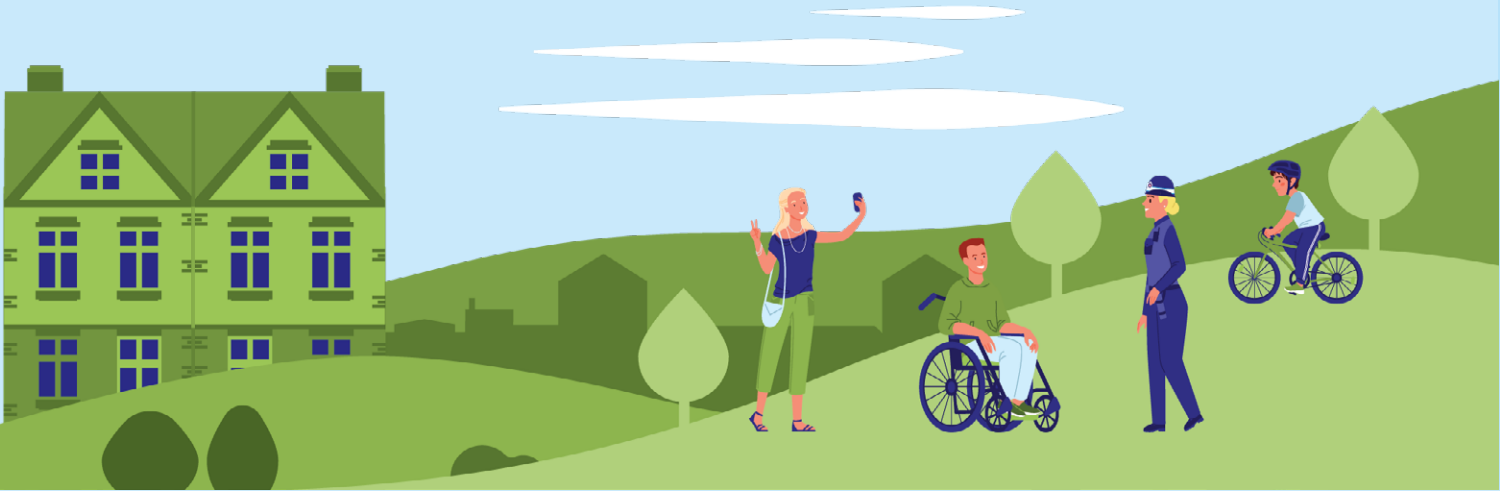
Right Care Right Person is a new, national approach to responding to individuals experiencing mental health crisis, designed to ensure that the most appropriate agency, not automatically the police, provides the right care at the right time. This approach focuses on partnership working between health services, police, local authorities, and the voluntary sector. This ensures that people in need are supported by trained professionals best placed to help.

As Police and Crime Commissioner, I have played an active role in overseeing the development and rollout of Right Care Right Person across the Dyfed-Powys Police area.

Since the introduction of the Right Care Right Person scheme, frontline staff have reported a positive shift in demand and a clearer focus on policing priorities. Calls relating to mental health or welfare concerns are now being appropriately referred to partner agencies better equipped to provide specialist support.

Stakeholder engagement has also been excellent, building on strong existing relationships with partners, across health, social care, and the third sector. My Office plays an active role in the multi-agency group that meets monthly to oversee this work. These meetings are a good opportunity to discuss specific cases, give examples of good practice, share learning and escalate any issues. Through these sessions strong relationships have been built, promoting an environment where partners feel confident in reaching out for support where necessary.

Together we are focussed on reducing harm, supporting people more effectively, and freeing up police time for crime prevention and investigation.





## Project Edward

In October 2024, I signed the national [Project Edward](#) pledge,

### Every Day Without A Road

**Death**, demonstrating my commitment to reducing fatalities and serious injuries on the roads of the Dyfed-Powys area.

The Pledge is part of a UK-wide initiative to promote safer roads by encouraging a culture of responsibility and awareness among all road users. In order to satisfy this pledge, I invited the Force to provide an update on their delivery plan to implement changes to road safety processes. I will continue to monitor this going forward to ensure that improvements are frequently identified and implemented. I have also met with members of the public to understand their specific road safety concerns. In some cases, I have lobbied for change on their behalf to ensure that both Welsh Government and the UK Government understand the issues relating to Dyfed-Powys residents.



## Children and Young People on the Margins inquiry

This year I contributed to an all-Wales response to the Senedd's inquiry into 'children on the margins'- children who go missing or are at risk of criminal exploitation. The inquiry, led by the Children and Young People and Education Committee, explored the scale and nature of these risks, examined existing policy and frontline practices, and looked at how we can better safeguard vulnerable children across Wales.

Through my role with Policing in Wales, I was proud to contribute to the collective response and support the inquiry's aims. Following this, I was appointed as the all-Wales lead for the Children and Young People portfolio, reflecting my ongoing commitment to improving support and outcomes for at-risk young people.

## Working with Youth Offending and Prevention Services

I remain committed to working closely with the youth justice services across the Dyfed-Powys region to support early intervention, prevention and restorative approaches. This year I continued to fund the Youth Justice Victim and Restorative Justice Project, which provides support to victims of youth crime and ensures their voice is heard at every stage of the justice process. By promoting restorative practices and tailored support for young people the work aims to repair harm, reduce reoffending and improve outcomes for both victims and communities.

To view a **Case Study** that provides an example of an early intervention, prevention and restorative approach scan the following QR code:

[Dyfed-Powys Police & Crime Commissioner](#)



## Dyfed-Powys Police Schools Service

As Police and Crime Commissioner, it is my statutory duty to safeguard children and young people and support their welfare. The safety and well-being of our children and young people is paramount, and the role of the School Police Officers has been vital in creating safe, supportive environments in our schools.



Following the withdrawal of Welsh Government funding for the Wales Police Schools Programme, I reaffirmed my commitment to maintaining and strengthening this vital service in the Dyfed-Powys area, by allocating funding from my Office to ensure that the Programme can continue.

As part of a refreshed Children and Young People's Service, this initiative represents my long-term vision to provide every child and young person across the Dyfed-Powys area, up to the age of 25, with access to positive, preventative support.

This service is designed to work within schools, colleges, and universities to deliver trauma-informed, anti-racist, gender responsive, and psychologically led early interventions. Through a whole system approach, officers support young people before issues escalate, helping to break cycles of vulnerability and reduce the risk of future offending.





## Priority 3: An Effective Criminal Justice System



A fair, efficient and effective criminal justice system is essential to building public confidence and delivering justice for victims and communities. Over the past year, I have worked closely with partners across policing, probation, courts, health and support services to assess delays, improve transparency and make sure victims and witnesses are supported throughout the process.

Through regular scrutiny, collaboration and investment, we continue to focus on improving outcomes and ensuring that every part of the system works in a way that is timely, trauma informed and responsive to local needs.

### Women's Centre

In September 2024, I was proud to open a new Women's Centre in Carmarthen, an important step in embedding a whole-system approach to female offending in the Dyfed-Powys area. The centre provides tailored support to women affected by the criminal justice system, with a focus on addressing the root causes of offending such as domestic abuse, mental health, substance misuse and housing insecurity.

The centre is part of a wider project focussing on how services for women can be strengthened across the region supporting rehabilitation, reducing offending and ensuring women receive the right support at the right time.

### Integrated Offender Management (IOM) Housing Pilot

The IOM team in Ceredigion identified stable accommodation as a critical need in breaking the cycle of reoffending. In response, I provided setup funding for a dedicated property to support individuals managed under the IOM programme. The aim is to offer a safe, stable environment while longer-term housing solutions are arranged.

The project is built on strong partnership between Dyfed-Powys Police, His Majesty's Prison and Probation Service, Barcud Housing Association, The Care Society and local authorities. Unlike traditional

multi-occupancy housing, this approach supports rehabilitation and reduces risk, by focusing on individual stability and tailored support.

### Local Criminal Justice Board (LCJB)

The LCJB brings together senior leaders from policing, courts, crown prosecution service, probation, youth justice and victim services to review performance and support a more joined-up delivery across the system.

In 2024-2025 the Board adopted two main priorities, victims and witnesses and people who offend.

Key highlights from the year include launching a new victim service, an online domestic abuse survivor workshop and the opening of the women's centre in Carmarthen.

The LCJB continues to provide a vital forum for collaboration and accountability, ensuring we collectively drive improvements in outcomes for victims, witnesses and communities.

More information regarding the work of the LCJB can be found in the annual newsletter which documents the key developments, achievements and partnership work across the criminal justice system locally. Scan the QR code to read the annual newsletter:

[lcjb-summary-2024-25.pdf](#)



Provision for perpetrators of Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

Historically, a number of separate programmes have been delivered to address the behaviour of perpetrators of domestic abuse across the Dyfed-Powys region. This year I undertook a regional commissioning exercise on behalf of the VAWDASV partnership to introduce a more coordinated and comprehensive model.

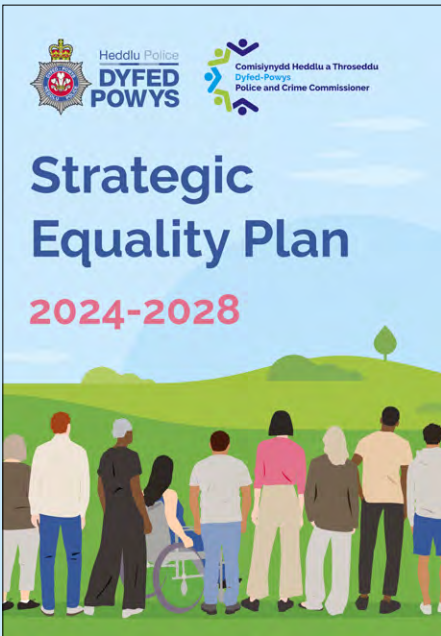
The new provision offers a single point of referral into multiple interventions, tailored to the type and level of risk posed by the perpetrator. The model enables individuals to move between programmes as their risk escalates or de-escalates, ensuring the right level of intervention is available at the right time. Crucially, all programmes also include support for partners and families to enhance safety and promote change. The consortium of providers, led by Threshold Domestic Abuse Service, will also deliver the newly implemented Cautioning and Relationship Abuse (CARA) programme, supporting earlier intervention for lower-risk cases as part of the out of court resolution framework.

Strategic Equality Plan

In 2024, my Office and Dyfed-Powys Police launched our 2024-2028 joint **Strategic Equality Plan**, setting out our shared commitment to promoting diversity, tackling discrimination and embedding fairness and inclusivity across all areas of policing.

The Plan outlines clear objectives to improve representation, enhance engagement with underrepresented communities and ensure services are accessible and responsive to the needs of everyone across the Dyfed-Powys area. A short video has been produced to highlight the key aims of the Plan. You can watch it here: <https://youtu.be/5l8Fop5iOs4?si=DkDvNurlfXTIdRBy>

We publish a joint annual Strategic Equality Plan Progress Report which summarises our activity and the progress made during 2024-25 against the objectives of the Plan. The 2024-2025 will be published on our website here: "Waiting for Report"



In addition to our own Equality Plan, we have also continued to actively support the Criminal Justice Board for Wales (CJBfW) Anti-Racism Action Plan. By working collaboratively with partners across Wales, we ensure that our activities align with both our own Equality Plan aims and objectives and those of CJBfW's Anti-racism Action Plan. The CJBfW publishes annual reports that outline the progress made: [Criminal Justice Board for Wales - GOV.UK](https://www.criminaljusticeboardforwales.gov.uk/)

We have also supported Dyfed-Powys Police to progress with actions from the national **Police Race Action Plan (PRAP)**, with a representative from my Office sitting on the Service's PRAP Working Group. In the last year, we were directly involved in the procurement process to commission an agency to deliver face-to-face mandatory anti-racism training to all staff and officers within Dyfed-Powys Police and my Office. No Boundaries Training & Consultancy began delivery in January, with the programme set to run for 18 months.

A Year in Numbers: 2024-2025

This year, my Office and I focused on increasing visibility, listening to communities and strengthening local engagement across the Dyfed-Powys area. Here is a snapshot of what we have achieved:

8 Community Engagement Days held across the police area

25 victims supported by the Paladin Stalking Advocacy Pilot

40 professionals trained as part of the Paladin pilot

64 complaint reviews completed

12 Policing Boards where I held the Chief Constable to account

5 Police and Crime Panel meetings where I was held to account

Social Media stats: 1,269 Posts (All networks)

Over 37K Website views

Over 1,600 responses to consultations

65 people attended 10 Police and Crime Plan Consultation focus groups

71 campaigns supported

Over £130m worth of grant funding secured

Over £2.3m of funding provided to our Commissioned Services

1,210 offenders diverted from the criminal justice system into support services

912 individuals referred into substance misuse services

Over 6,000 victims referred into support services

These numbers reflect just some of the ways we have worked to make policing more transparent, accessible and community-led over the past year.



# Commissioning of Services and Partnership Work

As Police and Crime Commissioner, I have a range of statutory responsibilities that shape how I work with partners to reduce crime, safeguard communities and improve outcomes across the Dyfed-Powys area. These include duties under community safety legislation to work together to tackle crime, anti-social behaviour, reoffending and substance misuse, as well as criminal justice obligations to help deliver an efficient and effective system for the public.

I also have a vital role in safeguarding, particularly in protecting children and young people and promoting their welfare. Through joint commissioning, partnership working and active engagement across the public and voluntary sectors my Office continues to support and strengthen services that keep people safe, support victims and tackle the root causes of harm.

## Commissioning of Services

### Recommissioning of Key Services

This year I launched recommissioning processes for three important services, to continue and strengthen support and prevention work across the Dyfed-Powys area.

The first of these was an independent debrief and mediation service for children and young people who have been reported as missing within the Dyfed-Powys Police area, which was commissioned for a further contract period. This service provides vital independent support to help understand why young people go missing, identify risks and connect them with the right services to keep them safe.

I have also recommissioned the Offender Diversion Scheme, a multi-agency initiative designed to tackle the root cause of offending at an early stage. The scheme engages individuals identified through custody or voluntary attendance, offering targeted support to address underlying issues and improve access to health and community services for those involved in low-level offences.

In addition, plans are in place to formally commission a road victim support service to support those bereaved by fatal road traffic collisions. This service will deliver across the Dyfed-Powys and South Wales police areas, ensuring consistency of support.

All three service contracts will commence in 2025.

Further details can be found on the Commissioned Services section of our website.

<https://www.dyfedpowys-pcc.org.uk/en/about-us/services-and-partnerships/>



### New Independent Sexual Violence Advisory (ISVA) service

From July 2024, New Pathways became the sole provider of criminal justice ISVA services across the Dyfed-Powys, South Wales and Gwent regions. This regional commissioning model was delivered under the Welsh Sexual Assault Services (WSAS) Programme, in partnership with all three Police and Crime Commissioners' Offices.

The updated service model ensures a consistent and trauma-informed approach across the region, helping survivors of sexual violence navigate the criminal justice system and access the support they need in a timely manner.

## Partnership Work

### Association of Police and Crime Commissioners (APCC) partnership work

This year, my Office contributed to an APCC working group that informed the national report 'Delivering Together: Multi Agency Partnerships for Safer Communities'. The



report highlights the vital role that Police and Crime Commissioners play in providing strategic oversight, convening local partners, and driving collaborative problem-solving to tackle crime and vulnerability.

Our involvement helped ensure that the experiences and learning from within the Dyfed-Powys Police area were reflected at a national level, reinforcing our commitment to partnership-led problem solving and evidence-based approaches.

From January 2025, a member of my team was seconded on a part-time basis to the APCC's Police Landscape Reform and Devolution team. Working with the APCC Policy Manager in the Police Liaison Unit and a National Police Chief's Council representative, the primary role is to provide insights and ensure sufficient regard is given to the status of Wales as a country in the context of the reforms announced by the Home Secretary towards the end of 2024.

The APCC's team is integrated into a wider Joint Police Reform Team, a collaboration of representatives from across policing, including the Home Office, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services, the College of Policing, the National Crime Agency and National Police Chiefs' Council. This Team is responsible for designing and driving the police reform vision, strategy and portfolio. My staff's involvement ensures continued engagement of Welsh stakeholders throughout the process as the programme of work develops.



## Wales Safer Communities Awards

In early 2025, the Nelson Trust, delivery partner of the Carmarthen Women's Centre, was commended at the [Wales Safer Communities Awards](#) in the 'Reducing Harm in the Criminal Justice System' category. The recognition highlights the centre's impact in providing trauma-informed, community-based support to women affected by the justice system.



I was proud to see our work acknowledged nationally, reflecting the value of strong local partnerships and targeted investment in whole-system approaches to female offending.



## Membership of Safeguarding Board

As part of my statutory responsibilities, I continue to represent the Dyfed-Powys OPCC as a member of the Mid and West Wales Safeguarding Board (CYSUR). This regional partnership, bring together health, social care, education, police and the third sector to promote best practice, safeguard children and all adults at risk and contribute to shared learning through reviews and strategic planning.

A key priority for CYSUR for 2024-2025 was to continue and complete work on leading the development of the Single Unified Safeguarding Review Learning and Development Framework. This resulted in the development of a comprehensive training and learning framework across Wales that will now incorporate and embrace multi-agency learning from Domestic Homicide and Mental Health Homicide Reviews, as well as Child and Adult Practice Reviews.

For more details of what we have achieved together during 2024-2025, as well as our plan for the next year, visit [Cysur | Our Annual Plans](#).



This year, I continued to support Police Collaboration Wales (PCW), which has expanded its role in managing shared resources, capabilities and risk across Welsh forces. PCW has delivered notable improvements in areas such as victim support for rape and sexual offences, mental health crisis response and frontline operational processes, demonstrating the value of collaborative policing for our communities. To read the report follow the QR code.



# Community Engagement Overview 2024-2025

Throughout 2024-2025 I remained committed to meaningful community engagement across the Dyfed-Powys Police area. Over the year, my Office and I held eight community engagement days, giving us the opportunity to meet directly with residents, community groups and local stakeholders to ensure their voices shaped policing priorities and practices.

I travelled approximately 3,600 miles across the area over the year and talked to hundreds of people. These visits were an essential part of maintaining transparency, listening to concerns and building trust across our communities.

One of our new approaches this year was the introduction of quarterly public meetings and community surgeries. These sessions created more opportunities for the public to meet me and my team, ask questions and raise issues directly with my Office.

Community engagement days in Carmarthen, Lampeter and Pembrokeshire were especially well-attended and valuable. These events stood out thanks to strong local interest and collaboration with local partners and they continue to inform the way we shape our work.

## Urdd Eisteddfod

In May my Office hosted a stall at the Urdd Eisteddfod, one of Europe's largest youth festivals celebrating Welsh language and culture. We spent the week engaging with visitors from across the community, discussing key topics such as youth safety, well-being and awareness of support services. It was a fantastic opportunity to talk with people of all ages about the work of my Office, promote available services and volunteering opportunities and show how we are making policing more accessible and inclusive for all.



## Royal Welsh Show

In July I attended the Royal Welsh Show alongside my team. It was a valuable platform to speak with rural communities and stakeholders about crime prevention, mental health support and rural policing. We also launched our Police and Crime Plan consultation at the event, giving the public a chance to shape policing priorities for the years ahead.

During the show I met with a range of partners and stakeholders, including the National Farmer's Union Cymru, the Farmer's Union of Wales, British Association for Shooting and Conservation, Young Farmers Cymru, Farming Fit and the Builth Wells Event Safety Group (BWESG). Additionally, I provided £4,500 in funding to BWESG to help produce and distribute awareness materials promoting community safety during the show. These conversations focused on issues such as rural crime prevention, community safety and inclusive access to services for those living and working in remote areas.



The event remains a key opportunity to raise awareness, build relationships and ensure the needs of our rural communities are heard.



### Pembrokeshire Show

In August I joined my team at the Pembrokeshire County Show, where we had important conversations with local residents about community safety, rural crime and policing visibility. The event gave us another opportunity to reinforce our presence and visibility in the community. Our Youth Ambassadors played a key role, helping to run the Office stall and engaging directly with members of the public. They met with stallholders, shared information about their roles as Youth Ambassadors and represented the voice of young people across the region.



### Youth Engagement

Engaging with young people has been a key focus this year. For the first time, my Youth Ambassadors held me to account in a dedicated Policing Board session following their 'Y Sgwrs' consultation in 2023-2024. I welcomed their direct questions and the opportunity to listen to the concerns raised by young people across the region.

I also led a youth-focused community engagement day in Carmarthenshire, with a focus on road safety, empowerment and building partnerships with local leaders.

Another highlight was seeing the Youth Ambassadors take part in a Stop and Search and Use of Force scrutiny panel along with a Dyfed-Powys Police officer. Their willingness to review redacted footage and provide thoughtful feedback was inspiring and demonstrated their growing role in transparency and police accountability.



### St David's Day Conference

In March 2025 I hosted my 9<sup>th</sup> annual St David's Day Conference on Evidence-Based Policing (EBP). This event brought together practitioners, researchers, and partners from across Wales and beyond to share innovation, best practice and insights into policing policy and practice.

The event was organised with the support of Dr Rhiannon Sandy, my Evidence-Based Policing Research Coordinator. The role, jointly funded between me and the University of Wales Trinity Saint David (UWTSD) has been instrumental in strengthening links between operational policing and academic research.

The conference provided a unique opportunity for policing professionals, key stakeholders and academic partners to come together and

discuss how research-driven approaches can improve policing outcomes, enhance decision-making and drive innovation. By embracing EBP, we can ensure that our work is informed by the best available evidence, ultimately leading to more effective, efficient and community-focused policing. I was joined by highly regarded national experts and academics as guest speakers, who shined a light on the opportunities and challenges in adopting EBP, as well as the work already underway to drive innovation in policing.

Together, we explored how we can further embed evidence-based approaches into everyday policing practice. The conference continues to play a key role in promoting collaboration, improving policy, and embedding evidence-led approaches across the service.





## Victim Engagement and Feedback

The Victim Engagement Forum continues to play an essential role in shaping how services are delivered to victims of crime. Made up of individuals with lived experience, the Forum provides valuable insight into what victims need and expect when navigating the criminal justice system.

This year, they contributed to several key developments. They helped shape a new engagement survey for victims of rape and serious sexual offences, offering feedback to ensure it captured the right information and promoted procedural fairness. They also supported the development of E-bit, a digital decision-making tool created to help officers assess how to deal with lower-level public order or assault cases after the initial investigation. Additionally, VEF members contributed to the Race Action Plan, supporting efforts to improve how Black victims of crime are supported and engaged with.

## Police and Crime Plan Consultation

Listening to the public was at the heart of our work to develop the 2025–2029 Police and Crime Plan. Over 900 people responded to our survey and we spoke with many more through in-person conversations and by sharing the consultation through a range of communication channels.

Key concerns raised during the consultation included visible policing, anti-social behaviour and better support for victims. These priorities are reflected in my new Police and Crime Plan.

## Engagement with Underrepresented Groups

Throughout the year, we worked hard to reach underrepresented communities. As part of the Police and Crime Plan consultation, we reached out to a wide range of community organisations and held a series of focus group sessions to gather feedback from underrepresented voices.

Beyond the consultation, we engaged directly through visits to places such as Milford Haven Mosque and Llanelli Deaf Club. These visits were about breaking down barriers and ensuring everyone across the Dyfed-Powys area has the chance to contribute their views on their policing services.



# Accountability and Scrutiny

## Volunteering:

Volunteers are a vital part of the work we do, and I am incredibly grateful to those who give their time and energy to help us improve how we work and how we serve the public. If you are interested in learning more about our volunteer schemes or would like to get involved, please visit our website. QR code.

## Independent Custody Visitors (ICV) Scheme

Our Independent Custody Visitors continue to play a vital role in ensuring detainees are treated fairly and appropriately in custody. We currently have 17 volunteers who make unannounced visits to police custody suites to check on the rights, entitlements and welfare of detainees.

## During 2024–2025:

- 130 ICV custody visits were carried out
- A total of 364 of adult detainees were in custody at the time of visits
- A total of 32 juvenile detainees were in custody at the time of visits
- 131 detainees were observed
- A total of 171 detainees were visited.

These visits help promote accountability and public confidence in how detainees are treated in custody. The dedication of our volunteers, who give their time freely, remains central to the continued success of the scheme. Their observations and feedback are used to identify good practice and address any issues or concerns promptly.







## Animal Welfare Visitors

I facilitate a volunteer-led Animal Welfare Scheme to provide independent oversight of police dog welfare in the Dyfed-Powys area. We currently have a total of 7 Animal Welfare Volunteers who regularly visit dog handlers to observe and report on the housing, training, transport and deployment of police dogs, helping ensure high standards and public confidence.

These inspections are guided by the five legally recognised welfare needs:

- for a suitable environment
- for a suitable diet

- to be able to exhibit normal behaviour patterns
- to be housed with, or apart from, other animals
- to be protected from pain, suffering, injury and disease

In 2024–2025 our volunteers conducted 39 visits, with no significant concerns raised. I was also pleased to welcome five new volunteers to the scheme during the year, who completed an induction day delivered in partnership with Dyfed-Powys Police and the Dogs Trust to prepare them for their roles.

## Quality Assurance Panel (QAP)

The Quality Assurance Panel (QAP) will scrutinise areas of Police contact with the public, for example, complaint cases, stop and search incidents and police handling of calls through the Communication Centre i.e. 101 and 999 calls. In 2024 the Panel held six meetings, leading to improvements such as in domestic abuse training and Use of Force reporting, enhanced data accuracy following the Service's transition to new systems and raised standards in officer professionalism. The Panel continues to provide constructive feedback that helps shape service delivery.



Panel meetings held throughout the year, reinforcing the Commissioner's commitment to independent oversight and continuous improvement.

In addition to the QAP's work, there were also three Out of Court Resolution Scrutiny Panel meetings and five Custody Independent Scrutiny

## Out of Court Resolution Scrutiny Panel

The Out of Court Resolution (OoCR) Scrutiny Panel provides independent oversight of how alternative disposals—such as cautions and community resolutions—are used across the Dyfed-Powys area.

Chaired by my Office, the Panel brings together partners from policing, courts, probation, youth justice and the Crown Prosecution Service to review cases, offer feedback and promote best practice. While it cannot change outcomes, the Panel's work helps strengthen accountability and learning.

In 2024–2025, the Panel reviewed 48 cases, covering offences such as drug possession, assault, hate crime and knife crime. It found 50% were dealt with appropriately, 29% were appropriate with reservations and 14% inappropriate. The Panel was unable to reach a conclusion on 7%.

Scan here to read the report: [Dyfed-Powys Police & Crime Commissioner](#)



A new governance structure is now in place to consider Panel findings, further embedding scrutiny and continuous improvement within Dyfed-Powys Police.

## Custody Independent Scrutiny Panel

The Custody Independent Scrutiny Panel provides an additional layer of accountability in how detainees are treated and how custody processes are applied. Volunteers review anonymised custody records and selected body-worn footage to assess the Use of Force, safeguarding considerations and compliance with policy and procedure.

The Panel compliments the work of the Independent Custody Visitors by focusing on broader patterns, transparency and learning opportunities. It ensures that the rights and welfare of detainees are continuously monitored and that any issues identified are fed back to the Service for improvements.

## Independent Advisory Group (IAG)

The IAG provide a valuable role of critical friend to Dyfed-Powys Police and my Office. IAG members are members of the public from a diverse range of backgrounds, interests and beliefs. They have

a commitment to working with the police and my Office to provide advice and support. They meet quarterly and they have had a busy year receiving information and discussing the following items:

- VAWG (Violence against Women and Girls)
- Right Care Right Person project
- Police Race Action Plan (PRAP)
- Positive Action Strategy
- Police and Crime Plan 2025– 2029
- Safeguarding of Medium Risk Domestic Abuse Pilot Scheme
- Hate Crime
- Op Soteria - a national project transforming how the police respond to rape and serious sexual offences
- Stop and Search & Use of Force Scrutiny
- Leadership and Management programme
- E-bit Crime Triage Algorithm tool presentation
- SelectDNA Personal Defence Spray

My Office has also conducted an independent review of the IAG and the activities in which they are involved. A report on the review was shared with IAG members and Dyfed-Powys Police, with our recommendations being reviewed for action and progression in 2025-26.

Thank you to each of our volunteers for your dedication, you play a crucial role in keeping our policing service accountable, compassionate and community focussed.





# Governance:

## Policing Board

The Policing Board remains one of my primary mechanisms for holding the Chief Constable to account for the efficient and effective running of Dyfed-Powys Police. Over the course of 2024-2025, 12 Policing Board meetings were held, offering a regular and structured forum to review performance, discuss key challenges and scrutinise delivery against the Police and Crime Plan.

These meetings are attended by senior officers and OPCC staff. A public record of proceedings is published online to promote transparency. Through this forum, I continue to monitor progress, challenge constructively and support improvements in policing on behalf of our communities.

## Police and Crime Panel

The Police and Crime Panel plays an important role in holding me to account as Police and Crime Commissioner, ensuring that I discharge my statutory responsibilities effectively.

The Panel is made up of elected councillors from the four local authorities within the policing area, alongside independent members who bring additional expertise and perspective.

The Panel plays an important role in scrutinising my decisions, holding me to account on performance and ensuring transparency in how policing services are delivered. While I am responsible for setting the policing precept and appointing the Chief Constable, the Panel has the statutory power to review, and in exceptional circumstances, veto these decisions.

In 2024-2025, the Panel met five times, with discussions covering a range of topics including police funding, performance and local priorities. Our relationship continues to be constructive and collaborative, supporting strong democratic accountability across the region.

## Joint Audit Committee (JAC)

[The Joint Audit Committee \(JAC\)](#), provides independent assurance on the governance, risk management and internal control arrangements of both the Office of the Police and Crime Commissioner and Dyfed-Powys Police.



Made up of external members with expertise in finance, audit and governance, the JAC meets regularly to review internal and external audit findings, monitor financial management and advise on issues such as risk and transparency. The Committee also scrutinises governance arrangements to support robust oversight and accountability.

## Complaints

My Office plays an important role in overseeing the police complaints process, which is undertaken through the Professional Standards Assurance Board on a quarterly basis. This helps ensure fairness, transparency and public confidence in how concerns about policing are handled.

As Police and Crime Commissioner, I have three key responsibilities in relation to complaints:

- ▶ Acting as the Appropriate Authority for complaints made against the Chief Constable
- ▶ Holding the Chief Constable to account for the overall effectiveness of the police complaints process
- ▶ Relevant Review Body for some police complaints

An annual report on complaints performance and accountability is available on our [website](#).



# Resources and Funding

## Financial context

The 2024-2025 policing budget was set in the context of significant cost pressures and increasing demand for services. My priority remained protecting frontline delivery and ensuring that Dyfed-Powys Police had the resources needed to keep our communities safe.

In 2023-2024, you shared your thoughts on police funding as part of the 2024-2025 precept consultation, and I listened. The 6.2% increased precept for 2024-2025 enabled us to:

- Strengthen the Police service's Communication Centre to improve the way 999 and 101 calls are handled, ensuring faster and more effective responses.
- Support PCSO numbers to maintain their vital presence in our communities, even in the face of reduced funding from the Welsh Government.
- Protect and sustain current service levels, ensuring we continue to meet the needs of the public.

The following table sets out a positive year end outturn position for 2024-2025, putting Dyfed-Powys Police in a stronger and more resilient position to deal with the array of future financial challenges, which are comprehensively set out within the Medium Term Financial Plan:

<https://www.dyfedpowys-pcc.org.uk/media/jcgp2eue/precept-and-medium-term-financial-plan-2025-26-eng.pdf>



Further information on financial matters for 2024-2025 can be found in the Mid-term Financial Plan on our website: [precept-and-medium-term-financial-plan-2025-26-eng.pdf](#)



## Commissioning Expenditure 2024-2025

The chart below provides a summary of commissioning by area of expenditure:

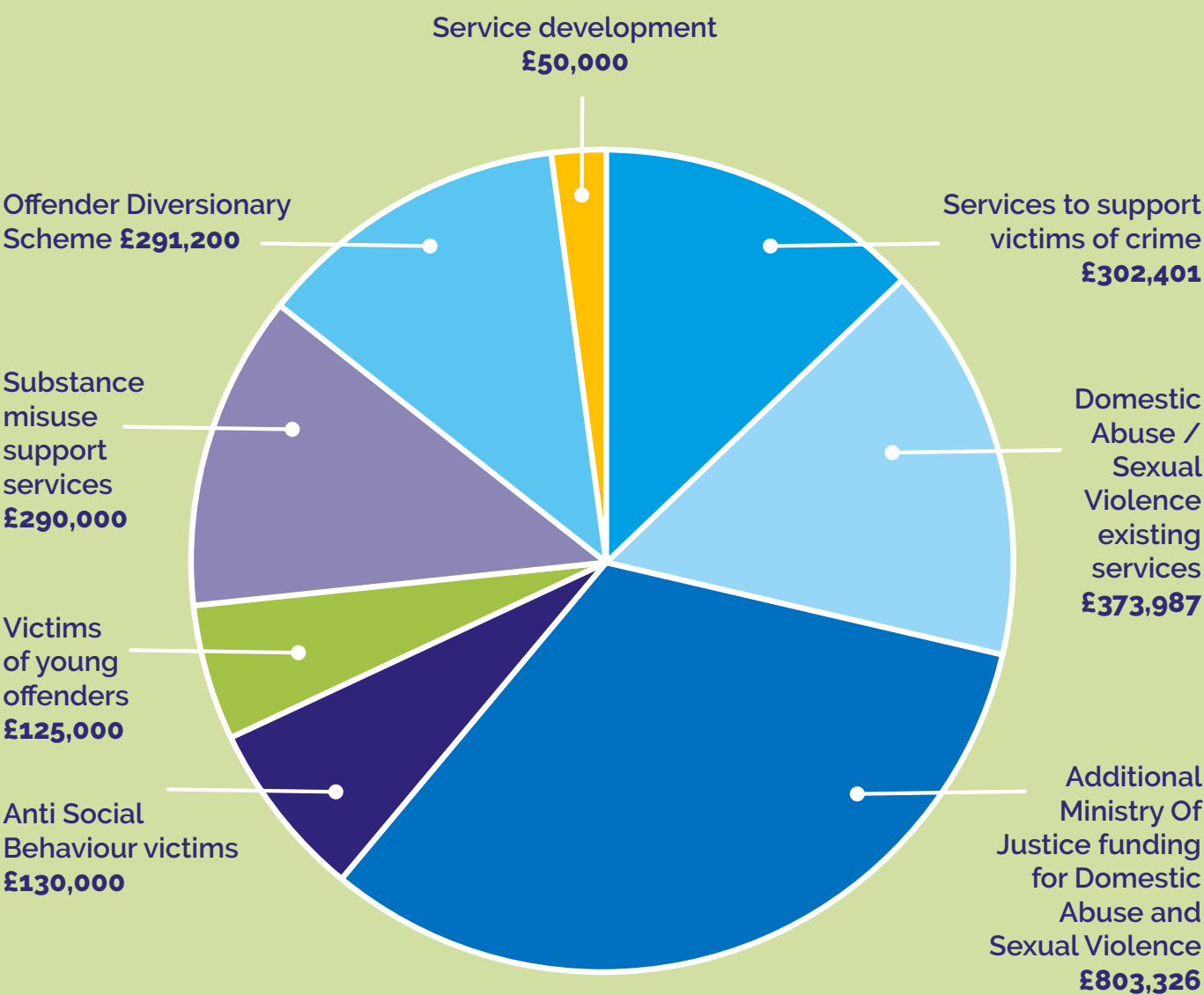
## Outlook for 2025-2026

As we move forward I remain committed to delivering strong, community focussed policing in the face of increasing demand and complex challenges. The year ahead will see continued delivery of the new Police and Crime Plan 2025-2029, with a focus on early intervention, supporting victims and improving trust and confidence in local policing.

To support this, I have set a policing budget of £153.303 million, supported by an 8.6% precept increase, equivalent to £2.39 more per month for the average Band D household. This investment will help maintain officer numbers, strengthen neighbourhood policing, and deliver improvements in areas such as rural crime, road safety and safeguarding.

Revenue Budget Summary	Original Budget	Revised Budget	Actual	(Positive for Savings)
2024-2025	£m	£m	£m	£m
Total Budget - Commissioner	2.8	2.8	2.7	0.1
Total Budget - Chief Constable	142.2	142.3	140.3	2.0
Movement in Reserves	-1.1	-1.3	0.9	-2.2
Net Spending After Transfer from/to Reserves	143.9	143.9	143.9	0.0

# Commissioning Budget 2024/25



# Strategic Policing Requirement

The Strategic Policing Requirement (SPR) sets out those threats which, in the Home Secretary's view, are the biggest threat to public safety and must be given due regard by PCCs when issuing or varying Police and Crime Plans. It supports me as well as the Chief Constable to plan, prepare and respond to these threats by clearly linking the local response to the national threats, highlighting the capabilities and partnerships that policing needs, to ensure it can fulfil its national responsibilities.

My Office considered the Strategic Policing Requirement (SPR) in development of the Police and Crime Plan. The Chief Constable is responsible for having due regard to both the Police and Crime Plan and the Strategic Policing Requirement when exercising their functions, and I hold the Chief Constable accountable for doing so through our governance framework. A representative from my Office attends Dyfed-Powys Police's quarterly SPR Group meetings, which provides strategic oversight of the expected collective capabilities. Each threat area is reported on, detailing the current capability and capacity and any risks which require escalation. I receive feedback direct from this attendance, and I follow up on any matters required through my Policing Board meetings, where I can directly hold the Chief Constable to account. One example relates to reported resourcing challenges in a number of threat areas, particularly in the Violence Against Women and Girls and Child Sexual Abuse areas. I subsequently received a written response assuring me of the activity underway to address the concerns.





## The 2023 SPR sets out seven identified national threats:

Below I outline the key threats and some of the various activities/established responses that my Office and I have undertaken this year in relation to the SPR. Some aspects such as Violence Against Women and Girls are detailed in the wider report.

**Threat:** Violence Against Women and Girls

See above

**Threat:** Terrorism

**Operational response:**

- Welsh counter terrorism unit (WECTU), local Special Branch.
- The OPCC receives pertinent local data via Community Safety Partnerships (CSPs).

**Threat:** Serious and Organised Crime

**Operational response:**

- National Crime Agency, Regional Organised Crime Unit (TARIAN).
- Local partnership responses are coordinated by CSPs. I meet quarterly with CSP managers where any concerns can be escalated.
- Serious Violence Duty Strategy, which has links to Serious and Organised Crime.

**Threat:** National Cyber Event

**Operational response:**

- The National Cyber Security Centre, National Crime Agency, Regional Cybercrime Unit (in Regional Organised Crime Unit), Dyfed-Powys Police cybercrime unit.
- I followed up with the Chief Constable via Policing Board on Dyfed-Powys Police's progress against the national cyber security inspection.

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**Threat:** Child Sexual Abuse

**Operational response:**

- Annual Dyfed-Powys Police problem profile review, regional thematic delivery group (in the Regional Organised Crime Unit), Protecting People Strategy with particular focus on child sexual abuse, exploitation and protection.
- Safeguarding concerns are managed in the partnership context through the Safeguarding Board, which the OPCC is active members of.
- I sought assurance regarding capability to address Artificial Intelligence-enabled images.
- A review of the intervention and prevention child-centred policing model is underway.
- All Wales Violence Against Women, Domestic Abuse and Sexual Violence Blueprint children and young people workstream is ongoing.

**Threat:** Public Disorder

**Operational response:**

- Appropriately trained bronze, silver, gold commanders, general response policing and Dogs Unit. Also see civil emergencies below.
- Community cohesion and civil disorder is considered at local CSPs.
- My Chief Executive is invited to attend Gold meetings as required during civil disorder.
- Insights from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services' rapid review of the policing of public disorder.

**Threat:** Civil Emergencies

**Operational response:**

- General response policing, Roads Policing and Specialist Operations department, Emergency and Operational Planning Dept.
- Partnership response is through the Local Resilience Forum, chaired by Dyfed-Powys Police.

Overall, I have good assurance that the Chief Officers have appropriate oversight of the capacity and capabilities in place to tackle these SPR threats and take action to address any risks as they emerge.

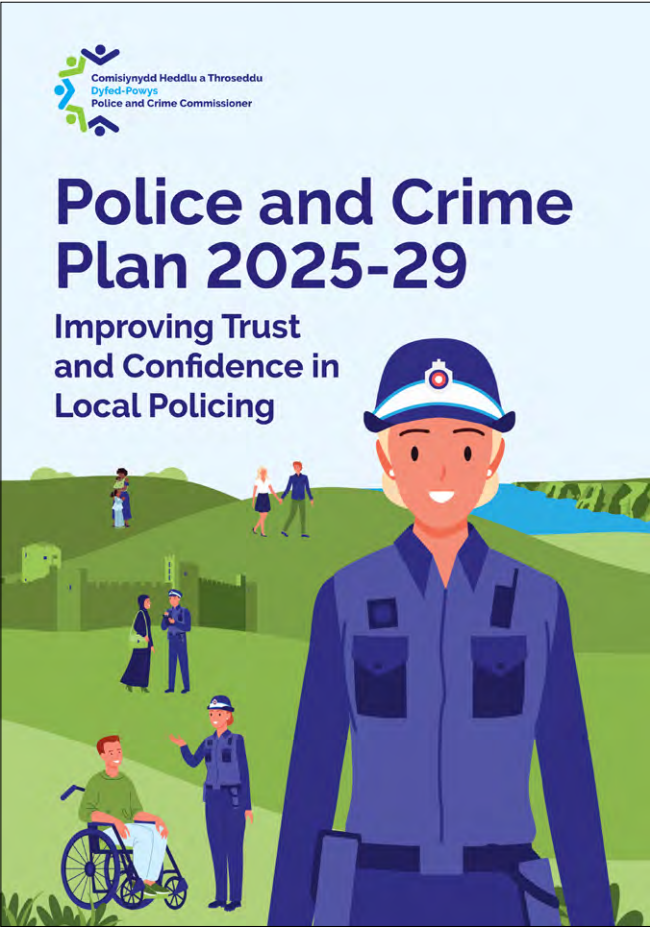
## Looking Ahead

### Delivery against my Police and Crime Plan

Launched in February 2025 following public consultation, the [Police and Crime Plan 2025-2029](#), sets out my vision and priorities for policing and community safety in the Dyfed-Powys area. It provides a clear framework for how I will work with Dyfed-Powys Police, partners and communities to prevent harm, support victims, deliver an effective criminal justice system, and most importantly, improve trust and confidence in local policing.



The Plan was shaped by the voices of local residents, professionals and community groups. It reflects our shared priorities and is designed to be flexible, responsive and grounded in evidence.



### New Governance Structure

Changes in governance structures made towards the end of 2024-2025 will continue to be developed, including the introduction of new mechanisms for scrutiny and oversight of Dyfed-Powys Police business. In addition to monthly Policing Board meetings, which sit at the heart of the governance structure, will be a Strategic Performance Board and a series of Select Committees.

The Select Committee is a small group consisting of myself and supporting staff from my Office, volunteers and key partner representatives that investigates a specific issue in detail or performs a specific scrutiny role. It will enable me to publicly hold the Chief Constable to account along with involvement of key partners, providers and stakeholders to provide evidence and information contributing to the scrutiny process. It will aim to allow providers to demonstrate their delivery of complementary services. The outcomes of inquiries run by the Committee will be public and may require a response from the Chief Constable and/or other partner agencies. The findings may also inform my investment decisions regarding service delivery.

This is an exciting development which will improve transparency and accountability.



**New Chief Constable Recruitment**

At the end of March 2025 Chief Constable Dr Richard Lewis informed me of his decision to retire from Policing after a 25-year career. I would like to express my sincere gratitude to Dr Lewis for his service and dedication to Dyfed-Powys Police over the years. His leadership has been instrumental in guiding the organisation through a period of significant change over the last three years, ensuring we continue to provide an effective and efficient policing service to the communities we serve. In the first quarter of 2025-2026, I will begin the process of appointing a new Chief Constable to build on the strong foundations that have been put in place by Dr Lewis.

**Police Landscape Review**

In her first major [speech at the annual conference](#) hosted by the National Police Chiefs' Council and Association of Police and Crime Commissioners, the Home Secretary set out her plans to deliver major policing reforms, including:



- a new Police Performance Unit to track national data on local performance and drive up standards
- a Neighbourhood Policing Guarantee to get policing back to basics and rebuild trust between local forces and the communities they serve
- a new National Centre of Policing to harness new technology and forensics, making sure policing is better equipped to meet the changing nature of crime

A White Paper detailing the proposed reforms is anticipated in the coming months. My Office will continue to contribute to ensuring sufficient regard is given to the status of Wales as a country through continued engagement and lobbying. Further detail can be found under the Association of Police and Crime Commissioners (APCC) partnership work section.








**Comisiynydd Heddlu a Throseddu**  
**Dyfed-Powys**  
**Police and Crime Commissioner**

**Contact the Commissioner**

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## DYFED POWYS POLICE AND CRIME PANEL

18/07/2025

**Subject**

PROGRESS REPORT ON POLICE AND CRIME PLAN PRIORITY 1

**Purpose:**

To receive the report and scrutinise the progress made.

**Recommendations / key decisions required:**

To receive the report and make such recommendations as are considered appropriate.

**Reasons:**

The Police Reform and Social Responsibility Act 2011 places a statutory duty upon the Panel to carry out this function.

Cabinet Decision Required

Not applicable

Council Decision Required

Not applicable

CABINET MEMBER PORTFOLIO HOLDER:-

Not applicable

Report Author:

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**EXECUTIVE SUMMARY**  
**DYFED-POWYS POLICE AND CRIME PANEL**  
**18/07/2025**

**PROGRESS REPORT ON POLICE AND CRIME PLAN PRIORITY 1**

The Panel has requested that the Police and Crime Commissioner provide it with reports regarding the progress made in delivering the priorities set out in the current Police and Crime Plan.

A copy of the progress report in relation to Priority 1 is attached to this report

**DETAILED REPORT ATTACHED?**

**YES**

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

<b>Title of Document</b>	<b>File Ref No.</b>	<b>Locations that the papers are available for public inspection</b>
Host Authority Files	PACP-104	County Hall Carmarthen

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## Briefing on progress against the Police and Crime Plan

<b>Purpose:</b>	To inform the Police and Crime Panel on progress made against priority 1 of the Police and Crime Plan
<b>Background of the Performance Framework development:</b>	
<ol style="list-style-type: none"> <li>1. The Police and Crime Commissioner's Police and Crime Plan for 2025-29 was published in January 2025.</li> <li>2. An underpinning comprehensive Performance Framework has been developed by the Commissioner's office, in consultation with Dyfed-Powys Police (DPP).</li> <li>3. The Framework sets out a series of metrics underneath each of the performance measures identified under each priority's "How will performance be measured?" section. An example of this can be seen in appendix 1.</li> <li>4. Following a revision of the Commissioner's governance arrangements, the quarterly Strategic Performance Board replaced Policing Accountability Board from November 2024. The meeting on 30<sup>th</sup> April 2025 was the first which used the Performance Framework. It focused on performance against priority one of the Police and Crime Plan.</li> <li>5. Every report features a set of 'core' data consisting of metrics from across all three priorities which are deemed to be of greatest significance for regular monitoring. Each meeting has a separate priority focus, as set out below: <ul style="list-style-type: none"> <li>April = Priority 1</li> <li>July = Annual roundup</li> <li>October = Priority 2</li> <li>January = Priority 3</li> </ul> </li> <li>6. The Commissioner's office has sought to ensure the entirety of the Plan is considered in detail over the duration of the term, whilst keeping the reporting burden to a minimum. As such, the Commissioner's office has agreed with DPP a schedule which allows time for adequate data capture, review and action before the Commissioner's scrutiny. This means that where possible, the Chief Constable's Force Performance Board meeting will occur as soon as possible after quarter end, followed by the Commissioner's Strategic Performance Board approximately two weeks later. The Commissioner's office will then provide an overarching report to the Police and Crime Panel at the next available Panel meeting. This rhythm ensures timely consideration of the most current datasets, encourages the re-use of reports as far as possible and provides opportunity for activity between escalation to provide additional information where required.</li> </ol>	





7. It is the Commissioner's intention that the annual roundup will provide a detailed view on the financial year compared to previous years. He wishes this to be a public facing, all-encompassing report which can be used to communicate to residents how DPP is performing. Work will be undertaken by the Commissioner's office in partnership with DPP following July's annual roundup Strategic Performance Board to deliver on this.

### Overview of priority 1 progress:

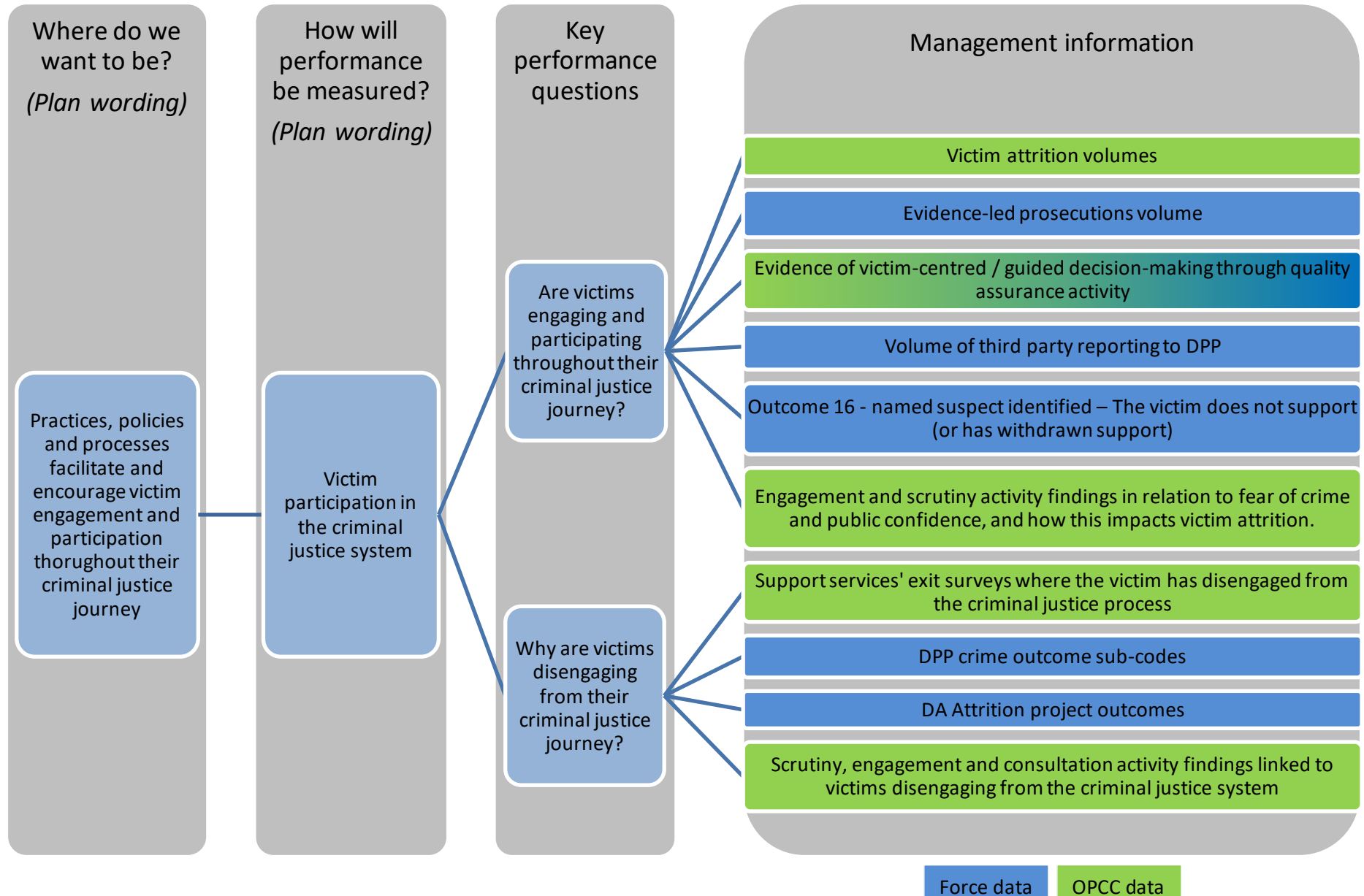
8. A comprehensive report was prepared by DPP for consideration by the PCC at the Strategic Performance Board meeting of 30<sup>th</sup> April 2025. It included data from the Commissioner's office, commissioned services and DPP. Attention was focussed on areas currently impacting service to the people of the Dyfed-Powys Police area, including:
- **Call handling**
    - The Commissioner sought an update on the shift pattern and staffing changes within the Force Communication Centre. He was assured that omnicompetence training was progressing, with the first cohort of staff trained in both dispatch and call handling having been deployed. It was anticipated that the benefits would be fully realised early in 2026.
    - 101 call abandonment had seen a significant improvement and was reported at 8%, under the national target of 10%.
    - Demand profiling had been undertaken to adequately prepare resources for the summer peak.
  - **Response**
    - The Commissioner highlighted the variance in immediate response times to domestic abuse related crimes, particularly in Ceredigion. The Chief Constable explained that work had already been commissioned to understand the variance.
  - **Crime volumes, outcomes and data integrity**
    - It was noted that the crime data integrity compliance rate had plateaued. The Commissioner asked how the Service intended to raise it into the target range (95%+). The Chief Constable explained the improvements made were through ongoing focus at daily management meetings. Work was underway to develop this further through recording crimes as the earliest point of contact.
  - **Domestic abuse, stalking and harassment and sexual offences**
    - Members discussed the volume of victims declining or withdrawing support, which was consistently over 40% each month.

- It was noted that stalking and harassment would be introduced into the E-Bit (crime triage and assessment) process towards the end of 2025.
- **Drug possession and trafficking**
  - The Commissioner was satisfied with the shift in possession outcomes from charge to community resolutions. This was in line with the updated DPP policy which encourages referrals to the out of court diversionary scheme. The Director of Commissioning and Partnerships stated there was a retention rate of 92% of individuals referred and a 63% improvement in dependency. It was highlighted that an academic evaluation of the effectiveness of the change in policy was planned for the autumn of 2025.
- **Shoplifting**
  - The Service had analysed a recent decrease in shoplifting crimes but identified no evident trend. Members discussed factors leading to individuals shoplifting and considered the impact of referrals into the Commissioner-funded diversionary scheme.
- **Anti-social behaviour**
  - Clarification was provided in relation to the decrease in recorded anti-social behaviour as a result of better crime identification at the initial point of contact.
- **Neighbourhood Policing Prevention Team (NPPT) engagement**
  - The Commissioner was interested to see the variety of regular community engagement activities expected of NPPTs. He also highlighted the importance of engaging town and community councils.
  - Members discussed further work required to understand the impact of these engagements, with the Commissioner committing to seek feed back from local elected representatives.
- **Victim engagement, complaints and victims' rights**
  - Compliance with the Victims' Code of Practice (VCoP) was discussed, specifically regarding the right to be referred to support services within 2 days of reporting a crime. The Service were currently unable to collate data evidencing this. Work is ongoing between OPCCs and Forces at an All-Wales level to improve VCoP monitoring.
  - Improvements were evident in relation to the recording of the voice of the child in investigations. This was seen as a positive development following previous Inspectorate feedback.

9. The Commissioner also considered progress against the National Policing Measures:
  - Reducing murder and other homicides
  - Reducing serious violence
  - Disrupting drugs supply and county line
  - Reducing neighbourhood crime, including burglary, robbery and theft offences
  - Improving satisfaction of victims, particularly focusing on domestic abuse victims
  - Tackling cyber crime
10. The Commissioner was assured that overall performance was improving and the DPP leadership team had good oversight of operational performance and delivery.
11. The complete reports have been attached to this briefing.

<b>Enclosures:</b>	  Public Report.docx National Measures April 25.pdf
<b>Prepared by:</b>	Claire Bryant, Head of Strategy and Policy 02/07/2025

## Appendix 1: Example of Performance Framework underpinning Police and Crime Plan



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## DYFED POWYS POLICE AND CRIME PANEL

18/07/2025

**Subject**

DECISIONS MADE BY THE POLICE AND CRIME COMMISSIONER

**Purpose:**

To review the decisions made by the Police and Crime Commissioner.

**Recommendations / key decisions required:**

To review the decisions made and make such recommendations as are considered appropriate.

**Reasons:**

The Police Reform and Social Responsibility Act 2011 places a statutory duty upon the Panel to carry out this function.

Cabinet Decision Required

Not applicable

Council Decision Required

Not applicable

CABINET MEMBER PORTFOLIO HOLDER:- Not applicable

Report Author:

Robert Edgecombe

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**EXECUTIVE SUMMARY  
DYFED-POWYS POLICE AND CRIME PANEL  
18/07/2025**

**DECISIONS MADE BY THE POLICE AND CRIME COMMISSIONER**

Section 28(6) of the Police Reform and Social Responsibility Act 2011 requires the Panel to

1. Review decisions made and actions taken by the Police and Crime Commissioner in connection with the discharge of his functions and
2. Make such reports and recommendations to the Commissioner in relation to those decisions and actions as the Panel considers appropriate.

The attached report sets out the Commissioner's decisions and actions since the last review was carried out.

**DETAILED REPORT ATTACHED?**

**YES**



**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

<b>Title of Document</b>	<b>File Ref No.</b>	<b>Locations that the papers are available for public inspection</b>
Host Authority Files	PACP-104	County Hall Carmarthen

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**Decisions made by the Commissioner (including those made at Policing Board) from the 1<sup>st</sup> of April to the 30<sup>th</sup> of June 2025**

Title & Summary	Date
<p><b>Victim-Survivor Advocate Network</b></p> <p>The Office of the Police and Crime Commissioner (OPCC) co-ordinates the Victim Engagement Forum (VEF) on behalf of the Local Criminal Justice Board (LCJB). The VEF is being rebranded as the Victim-Survivor Engagement Network following receipt of feedback regarding the use of the terms 'victim' and 'forum': Not all affected by crime see themselves as victims, and the term 'forum' was deemed misleading, alluding to a greater commitment than expected from members.</p> <p>The Victim-Survivor Engagement Network enables the OPCC to gather feedback from victims-survivors both in relation to their experiences and in terms of policies/processes/documents. Historically, this platform has not however enabled us to gather current and live-time feedback from victims-survivors. Therefore, it is proposed that a Victim-Survivor Advocate Network run alongside the Engagement Network.</p> <p>The OPCC will engage individuals in victim-survivor advocate roles across our commissioned services to gather current feedback which their service users share with them. This will include New Pathways, the Dal i Godi Consortium, Victim Support, and Paladin, with whom a Terms of Reference will be agreed. This approach will enable the OPCC to collate live-time feedback on areas of concern, and areas of best practice, highlighted by victims-survivors.</p> <p>On a quarterly basis, themes identified through both Networks will then be presented at the Victim and Witness Sub-Group of the LCJB, to senior representatives from criminal justice and support service organisations. This approach will give victims and survivors a voice at the LCJB, and result in improvement in victims' services.</p> <p>The PCC approved the recommendation that a Victim-Survivor Advocate Network is developed alongside the Victim-Survivor Engagement Network.</p>	<p align="right">14<sup>th</sup> January 2025</p>
<p><b>Select Committee</b></p> <p>The Police Reform and Social Responsibility Act 2011 established Police and Crime Commissioners (PCCs), who have a statutory duty and electoral mandate to hold the police to account on behalf of the public. The PCC will try and introduce an extra strand to his scrutiny and governance arrangements, i.e., how he holds the Chief Constable to account.</p>	<p align="right">28<sup>th</sup> January 2025</p>



Alongside his Policing Board and Strategic Performance Board, the PCC has established a Select Committee. This approach enables key stakeholders and members of the public to play an important part in the PCC's scrutiny activity; through sitting on the Select Committee, to partaking in engagement and scrutiny activity linked to the area under review.

The PCC intends to run three Select Committee reviews a year, and areas of focus will be linked to the priorities set out in the 2025-29 Police and Crime Plan.

The outcomes of each Select Committee review will be made public and may require a response from the CC or other partner agencies. The findings may also inform the PCC's investment decisions regarding service delivery.

Select Committee reviews allow the PCC to exercise his role in a transparent manner, through:

- Ensuring robust scrutiny and holding the CC to account;
- Ensuring the voice of victims and survivors are heard;
- Involving the public in local accountability;
- Working with community safety and criminal justice partners to ensure the wider criminal justice system is efficient and effective; and
- Publishing information to enable the public to assess the performance of the police service and partners.

The PCC approved the recommendation that the Select Committee is introduced alongside the PCC's Policing Board and Strategic Performance Board structure, as an additional level of scrutiny.

## **Framework for Road Victim Support**

1<sup>st</sup> April 2025

Following a two year pilot running until 31<sup>st</sup> March 2025, the PCC agreed to formally procure a Road Victim Support Service in partnership with South Wales OPCC and with the potential to develop in future into an All-Wales service model.

The service will provide emotional and practical support to individuals and families bereaved by fatal collisions, including specialist bereavement and trauma support. The service will ensure that specialist support is available for children.

The tender opportunity was advertised on Sell2Wales and through the Official Journal due to the framework value being over the tender threshold, therefore an FTS tender was required. 3 tender responses were submitted and received electronically through Etenderwales complying with procurement legislation. Following a compliant tender evaluation, Victim Support ranked first place, demonstrating that they offered the most economically advantageous and technically compliant service. This was also the

<p>result for the South Wales lot, meaning that a joint service will run across the 2 Force areas.</p> <p>The PCC approved the award of contract for the Road Victim Support Service to Victim Support for a period of 3 years with up to 2 annual extension periods. The total cost for the provision over the initial three-year period is £134,733.73. The cost of the service will be funded through the PCC's Innovation Fund.</p>	
<p><b>Direct Award-National Graduate Leadership Programme</b></p> <p>The National Graduate Leadership Programme trains and develops graduates to become leaders in neighbourhood policing. Participants are placed in some of the most challenging communities in England and Wales, getting to know the issues up close and developing innovative ideas and techniques to tackle the challenges residents are facing.</p> <p>This programme specifically identifies officers dedicated to the Neighbourhood Policing role and also fast tracks their deployment from training to operational duties.</p> <p>This programme enables the Force to open another door into joining Heddlu Dyfed Powys Police as an Officer, and is in line with recruitment aims i.e., increasing diversity and bolstering specialist Neighbourhood Policing Teams.</p> <p>The PCC approved the recommendation to award the contract for the provision of Graduate Leadership Programme to Police Now for a period of 12 months.</p> <p>The total cost for the provision is £50,000.</p>	<p>1<sup>st</sup> April 2025</p>
<p><b>Fly Mama</b></p> <p>Fly Mama is an evidence-based trauma-informed well-being platform that ensures women and birthing people receive professional guidance and support throughout their pregnancy and post-natal journey, including support should they experience any perinatal trauma or loss. The objective of the continued support programme with Dyfed-Powys Police is to continue to evidence the impact that support from Fly Mama has on participants' health and wellbeing and also use feedback of participants to improve the platform and usability.</p> <p>During 2024, the OPCC and Unison jointly funded a 12-month trial with Fly Mama to support those who are pregnant or post pregnancy. The total cost of the 12month trial was £2,500, with the cost split equally between the OPCC and Unison. The trial included:</p> <ul style="list-style-type: none"> <li>• Choice of bundles from Fly Mama full spectrum of support</li> <li>• 1 year's support for up to 50 participants</li> </ul>	<p>21<sup>st</sup> April 2025</p>

<ul style="list-style-type: none"> <li>• Participants will be asked to complete our outcome measures questionnaires before starting the program, at 6 months and after 1 year of access.</li> <li>• A personalised loading landing page created for the organisation.</li> </ul> <p>Following the completion of the 12-month trial, the OPCC and Unison will fund a 6-month extension to an enhanced contract with Fly Mama. (May-Nov 2025). The total cost of the extension is £2,500, with the cost to be split equally between the OPCC and Unison. This will enable the Force to evaluate current provision within the context of meeting Force requirements.</p>	
<p><b>Installation of Fire Suppression systems to IT Server Rooms at HQ</b></p> <p>The installation of Fire Suppression systems to IT server rooms within the Main Building and the Force Control Centre (FCC) at Police Headquarters.</p> <p>The tender exercise was undertaken via the South West Wales Regional Contractors Framework (SWWRCF) for Construction Services.</p> <p>The PCC approved the recommendation to award the contract for the provision of Fire Suppression Systems is awarded to R&amp;M Williams at a cost of £404,807.79</p>	28 <sup>th</sup> April 2025
<p><b>Robotic Process Automation Delivery</b></p> <p>The provision of Robotic Process Automation Delivery in relation to identified priority processes. The contract will be awarded through G-Cloud 14 Lot 3 Cloud Support.</p> <p>This engagement will be undertaken from May – November 2025 and comprises of :</p> <ul style="list-style-type: none"> <li>• 1x Senior Business Analyst will aim to complete process / opportunity analysis and documentation</li> <li>• 1x Senior Developer will aim to develop solutions, document, train and upskill internal resources</li> <li>• Delivery Lead will aim to manage engagement, provide alignment with National Programme where possible, and provide oversight, reporting etc.</li> </ul> <p>The PCC approved the recommendation to award the contract to Robiquity for supply of Blue Prism Robotic Process Automation Delivery - Phase 3 at a cost of £188,910.</p>	28 <sup>th</sup> April 2025
<p><b>Domestic Abuse Virtual Response Unit (DAVRU) External Evaluation</b></p>	6 <sup>th</sup> May 2025



<p>The evaluation will be undertaken by a research team at Bangor University and will focus on the victims' experience of the service, including accessibility in rural areas and for Welsh-speaking victims. The overall aim is to improve service delivery and better understand the (positive or negative) impact on victims using DAVRU. Funding was requested to support an academic evaluation of DAVRU which has now been rolled out across Dyfed-Powys.</p> <p>The evaluation is in line with the PCC's priorities of supporting victims, preventing harm, and supporting a more effective justice system. It also represents a collaboration with Bangor University to understand the benefits and disbenefits of a technology mediated police response to domestic abuse, with a particular focus on rurality.</p> <p>The PCC approved the recommendation to provide £15,000 to facilitate the evaluation from the Innovation Fund, which has been created to support projects and pilots not previously explored in Dyfed-Powys, and which do not require future funding commitments from the PCC.</p>	
<p><b>Forensic Services WSCC Extension and Increase</b></p>	<p>12<sup>th</sup> May 2025</p>
<p>Dyfed-Powys Police are the Host Force for the West and South Coast Forensic Procurement Consortium (WSCC). The Consortium's contracts are due to expire on 30 June 2025 and seeking to extend the contracts for 9 further months (for all Forces), prior to the implementation of a national contract.</p> <p>The PCC approved the recommendation to extend the contract for a further 9 months. The Consortium contracts to be awarded to the following suppliers for a total contract value increase of £2,558,818. Key Forensics, Eurofins, Cellmark and Socotec. Contract Value for Dyfed Powys Police 9-month period is £537,000.</p>	
<p><b>HMICFRS Report – Crime Investigations: an inspection into how effectively the police investigate crime</b></p>	<p>14<sup>th</sup> May 2025</p>
<p>The PCC approved the OPCC response to the HMICFRS Report- Crime Investigations: an inspection into how effectively the police investigate crime. To review the response please go to - <a href="https://www.dyfedpowys-pcc.org.uk/media/b5jp3hys/pcc-response-crime-investigations.pdf">link</a></p> <p><a href="https://www.dyfedpowys-pcc.org.uk/media/b5jp3hys/pcc-response-crime-investigations.pdf">https://www.dyfedpowys-pcc.org.uk/media/b5jp3hys/pcc-response-crime-investigations.pdf</a></p>	
<p><b>Brecon Police Station and Custody Project</b></p>	<p>21<sup>st</sup> May 2025</p>
<p>Policing Board approved the recommendation of the Strategic Estates Boards that a single site based on a Modular and Traditional build approach be taken at Ty Brecheiniog.</p>	

The Board agreed to the budget provision being increased to £8.994m through the utilisation of £0.5m of the contingency set aside within the existing capital programme.

The Board agreed the procurement approach and fees outlined in the report from WSP. The intention being to contract for 2 separate products with one lot focussing on the new build of the modular unit cells by a tier 2 contractor via a competitive tender managed by a specialist team within WSP and a second lot incorporating the refurbishment of the office and the building of the VMU via an existing framework.

### **Renewal of 'Pronto' Mobile Data Solutions**

2<sup>nd</sup> June 2025

Mobile data allows officers to undertake duties whilst out on patrol replacing the traditional pocket notebook and paper forms. With integration to Niche RMS and other back office systems there is no re-inputting of information providing a streamlined and efficient process.

The solution is now well embedded within the organisation and in order to take benefit from the investment and significant work in the solution, it is proposed that a seven-year contract is approved to cover the period June 2025 to June 2032.

The PCC approved the recommendation to award a contract for a seven-year period to Softcat as a Value Added Reseller who will directly contract with Motorola (previously known as Airwave Solutions) for the provision of 'Pronto' mobile solution under the Health Trust Europe COMIT3 framework. The total contract value is for £2,242,534.76.

### **Youth Offending Teams' Funding**

2<sup>nd</sup> June 2025

Further to decisions DL|222 and DL|254, funding has been requested from the Youth Offending Teams within Dyfed Powys for the period 2025/26 to 2027/28. Similar to previous funding awards, this request relates to supporting the Youth Offending Teams within Carmarthenshire, Ceredigion, Pembrokeshire and Powys with restorative justice activity.

The Regional Youth Justice Victim and Restorative Justice Project will provide support to victims and enable their voice to be heard at each stage of the Youth Justice System. The project ensures that restorative approaches are used in a way that would benefit the child, the victim and the wider community. Youth Justices link with partners including Dyfed-Powys Police and Local Authority departments (family support, children's services, youth services, education departments and community safety partnerships) as part of service delivery.

<p>This activity aligns with all three of the Police &amp; Crime Plan priorities.</p> <p>The PCC approved the recommendation to provide funding of £165,000 during year one (2025/26) and £125,000 during years 2 and 3 (2026/27 and 2027/28).</p> <p>Further consideration to be given to uplifting the budget for years 2 and 3 following the spending review during 2025/26.</p>	
<p><b>BRAKE</b></p> <p>Further to the decision log DL 318, the grant funding awarded in 2024/25 has been extended to 13th June 2025 to ensure continuation of service to bereaved families.</p> <p>The Dyfed Powys Independent Road Victim Advocate (IRVA) has been operational since April 2023 and now holds a caseload of families within Dyfed Powys who have been bereaved by road traffic collisions.</p> <p>The role plays a vital part in providing practical and emotional support to assist families in navigating the aftermath of traumatic incidents.</p> <p>From June 2025, this activity will continue in partnership with South Wales OPCC via a dedicated contract awarded to Victim Support – DL 366 refers.</p> <p>The PCC approved the recommendation to award additional funding of £9,018.05 from the same source as the original budget of this budget-Driver Retraining Fund.</p>	<p>2<sup>nd</sup> June 2025</p>
<p><b>Calon Tysul Funding</b></p> <p>Formed in 2017, Calon Tysul is a Charitable Incorporated Organisation, providing sports and leisure services. They support, inspire and encourage the residents of Llandysul and surrounding areas to take part in a wide range of social activities.</p> <p>The centre hosts vulnerable members including children, elderly and disabled users ensuring a safe space within the community.</p> <p>A programme of works is underway to introduce modern safeguarding and security measures to support the monitoring of the facilities both internally and externally. This will ensure the safety of both staff and vulnerable members of the community and protect them from harm.</p> <p>Calon Tysul have sought expert advice from policing partners on securing the most appropriate solutions and are seeking partial</p>	<p>2<sup>nd</sup> June 2025</p>



<p>funding from the Police &amp; Crime Commissioner to enable these recommendations to be realised.</p> <p>This meets the Police and Crime Plan priority of Preventing Harm.</p> <p>The PCC approved the recommendation to award £14,600 of funding from the Commissioner's Fund budget.</p>	
<p><b>Violence against women, domestic abuse and sexual violence (VAWDASV) Blueprint Funding</b></p> <p>During 2022/23, all Welsh PCC agreed to support the establishment of the pan Wales virtual, multi-agency team - VAWDASV Blueprint.</p> <p>The Welsh Government and Policing in Wales agreed to adopt a Blueprint approach to support delivery against the VAWSDASV National Strategy 2022 to 2026, which meant that devolved, non-devolved agencies, non-governmental organisations, specialist services and survivors could work together to coordinate actions and drive activities to deliver our shared priority of tackling VAWDASV.</p> <p>Each Welsh OPCC and Police Force provided a financial contribution from 2023/24 to 2024/25 to support the Welsh Government with developing the strategy and embedding the workstreams to tackle existing themes and emerging trends.</p> <p>Further funding is requested for the next 3 years to continue the transformational change programme coordinate multi-agency activity to deliver against the WG VAWDASV National Strategy</p> <p>The PCC approved the recommendation that a financial contribution of £40,000 be provided for 2025/26 only. This is funded from the Innovation Fund budget.</p> <p>Future years' financial contributions to be decided following the spending review announcements during 2025/26.</p>	<p>2<sup>nd</sup> June 2025</p>
<p><b>Police Unity Tour 2025</b></p> <p>The Policy Unity Tour is a charitable pedal cycle event that raises funds for UK Care of Police Survivors (COPS).</p> <p>The event increases awareness and honours police officers who have died in the line of duty. Police officers from around Wales and England cycle across the country to raise funds and are dedicated to helping the family of police officers who have lost their lives on duty. To date this event has raised in excess of £1 million, directly supporting the work of the charity and the families of fallen colleagues.</p>	<p>2<sup>nd</sup> June 2025</p>

In recent years, a number of serving officers from Dyfed Powys have tragically died and this charity has provided invaluable support to their families.

Each year, officers from Dyfed-Powys get involved in being part of the Tour and representing the Force in the fundraising event.

The PCC approved the recommendation to contribute £500.00 to the event from the Sale of Found property budget.

### **Brecon Pride Donation**

2<sup>nd</sup> June 2025

Brecon Pride 2025, on July 26<sup>th</sup> is a vibrant celebration of the LGBTQIA+ community, promoting inclusivity, diversity, and equality.

The event will unite local residents, allies, and organisations to celebrate LGBTQIA+ identities through activities, performances, and engagement.

Brecon Pride has a dedicated website providing resources, event details, and a direct link to the Dyfed Powys Police hate crime reporting portal.

In response to rising hate speech, this project is vital in fostering belonging, offering support, and encouraging hate crime reporting. Brecon Pride 2025 aims to create a safer, more inclusive community while strengthening ties between the LGBTQIA+ community and local authorities.

The event supports the Police and Crime Plan priority of Preventing Harm.

The PCC approved the recommendation to donate £500.00 to support the event activities. The funding is sourced from the Sale of Found Property budget.

### **Contribution to Wales LGBT+ Police Network AGM and Member Development Day**

10<sup>th</sup> June 2025

The annual Wales LGBT+ Police Network AGM and Member Development Day is hosted by different Welsh Police Forces each year. Dyfed-Powys Police host for the first time in 2025.

The event for the Wales LGBT+ Police Network allies and members across Wales is aimed at:

- Celebrating the hard work and dedication of the network.
- Celebrating our allies and members.
- Strengthening relationship between the Police and LGBT+ communities.
- Sharing best practice for inclusive policing.
- Providing training and awareness sessions.

- Addressing challenges faced by LGBT+ people in policing.

A comprehensive programme was prepared, with the Network requesting a financial contribution from the PCC towards the event.

The PCC approved the recommendation to contribute £500 towards the 2025 Wales LGBT+ Police Network AGM and Member Development Day.

### **2025 Force Awards**

10<sup>th</sup> June 2025

The Force Awards are held every 2 years and are a celebration of talent, offering individuals and teams the opportunity to be recognized and rewarded for their commitment, hard work, achievements, and success.

There are 20 awards including the Police and Crime Commissioner's Award which is to be awarded in recognition of exceptional partnership working.

The PCC approved the recommendation to contribute £300 towards the 2025 Force Awards.

### **Vetting of Independent Panel Members**

17<sup>th</sup> June 2025

The register and recruitment of Independent Panel Members is shared between all Welsh Forces. Any changes made to national documents are discussed regionally to adopt a consistent approach across Wales.

The 2024 authorised professional practice for vetting outlines that, "Independent legally qualified persons involved in misconduct hearings, and independent panel members, do not require vetting."

However, it should be noted that IPMs will have access to police material that will not be in the public domain. Vetting of IPMs will provide additional security for any potential risk and would strengthen their suitability should there be any objection to their appointment.

The PCC approved the recommendation to continue with vetting of Independent Panel Members to strengthen their suitability for the role.

### **Op Scotney Cannabis Farming Documentary with Channel 4**

17<sup>th</sup> June 2025

Dragonfly TV would like to make a three-part series for Channel 4 covering the work of Dyfed-Powys Police in tackling large-scale Cannabis cultivation – Operation Scotney. Cannabis farms have become a major issue for police forces throughout Britain and a driver of gang warfare, human trafficking and other forms of



criminality and violence. But in Britain the general public are largely unaware of the scale of the problem and its demand on police resources.

Dragonfly Film and Television is one of the UK's most established and best-regarded television production companies ([www.dragonfly.tv](http://www.dragonfly.tv)). They specialize in producing thought-provoking and intelligent documentaries and factual programmes for all major UK and international broadcasters, from the BBC to Netflix. Dragonfly TV have a proven track record of working with major UK institutions to deliver intelligent and engaging programmes for which they have received many awards and accolades, not least BAFTAs, Griersons and RTS awards. They pride themselves on excellent relationships with the institutions with which they film, including NHS Trusts, Police forces, Councils, the National Crime Agency, among many other organisations.

The PCC approved the recommendation to support and accepts the filming request from Dragonfly TV to film a 3-part series for Channel 4 following the work of Dyfed-Powys Police on Operation Scotney.

#### **Provision of security and fire systems maintenance**

17th June 2025

Dyfed-Powys Police (DPP) went out to market to source contractors to service, comply with statutory law, alter or install essential Facilities management equipment.

The procurement opportunity was advertised on 'Sell2Wales' and 'FindaTender' web services. The procurement event was hosted on the Jaggaer E-sourcing portal where suppliers could 'self-invite' themselves to access all tender documentation and submit a bid.

The current contract is due to expire and has been retendered as per PCR 2015 regulations, offering the opportunity to the wider marketplace in a fair and transparent way. In addition to this, Dyfed Powys Police require reliable partners to ensure the organisation is adhering to statutory legal and regulatory obligations. It is integral that the Force source, via competition, suppliers who meet high standards and allow the facilities management team to maintain uninterrupted operations on critical systems.

Another aspect is around enhancing safety, to ensure all sites have the relevant working equipment such as fire alarms and extinguishers to keep staff, visitors and all personnel on site safe.

As part of the 4 agreements put in place, suppliers have been asked to produce and maintain a full Asset List, enabling DDP to guarantee that all equipment has been accounted for. A secondary

element of the agreements is 24/7 coverage in the case of any emergencies that may arise. It is essential that a contract is in place to ensure that the Force have contingency if there are any unexpected issues that need fixing quickly.

After an open and fair procurement competition, it is recommended that the award is made to the following suppliers:

- Lot 1 Alarms - Comlink Fire & Security
- Lot 2 Access Control - Comlink Fire & Security
- Lot 3 CCTV - Comlink Fire & Security
- Lot 4 Fire Suppression/Extinguishers – Churches Fire Security Ltd

There is no set contract value spend, the total contract spend will be both planned and adhoc in nature. Subject to approval there is a suggested budget of £65,000 for year 25/26 against the above budget codes.

The Board approved the recommendation to award the four lots to recommended suppliers.

#### **HMICFRS Report – Improving the response to organised immigration crime**

26<sup>th</sup> June 2025

The PCC approved the OPCC response to the HMICFRS Report- Improving the response to organised immigration crime To review the response please go to - [link](#)

[https://www.dyfedpowys-pcc.org.uk/media/gemdzo/r/20250612\\_pcc-response\\_hmicfrs-inspection-into-organised-immigration-crime.pdf](https://www.dyfedpowys-pcc.org.uk/media/gemdzo/r/20250612_pcc-response_hmicfrs-inspection-into-organised-immigration-crime.pdf)

#### **HMICFRS Report – Rapid review into the policing of public disorder-Tranche 2**

26<sup>th</sup> June 2025

The PCC approved the OPCC response to the HMICFRS Report- Raid review into the policing of public disorder-Tranche 2. To review the response please go to - [link](#)

<https://www.dyfedpowys-pcc.org.uk/media/t3fdjb4a/pcc-response-public-disorder-tranche-2.pdf>

## DYFED POWYS POLICE AND CRIME PANEL

18/07/2025

**Subject**

POLICING PROTOCOL – PERFORMANCE REPORT

**Purpose:**

To review the performance of the Police and Crime Commissioner against the requirements of the Policing Protocol Order

**Recommendations / key decisions required:**

To review the performance and make such recommendations as are considered appropriate.

**Reasons:**

The Police Reform and Social Responsibility Act 2011 places a statutory duty upon the Panel to carry out this function.

Cabinet Decision Required

Not applicable

Council Decision Required

Not applicable

CABINET MEMBER PORTFOLIO HOLDER:- Not applicable

Report Author:

Robert Edgecombe

Designations:

Panel Support Officer

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# EXECUTIVE SUMMARY

## DYFED-POWYS POLICE AND CRIME PANEL

18/07/2025

### POLICING PROTOCOL – PERFORMANCE REPORT

Section 79 of the Police Reform and Social Responsibility Act 2011 requires the Secretary of State to issue a Policing Protocol, the purpose of which is to set out how the functions of Police and Crime Commissioner and Chief Constable are to be exercised in relation to each other.

The Protocol sets out the legal powers and duties of the Commissioner, namely.

- (a) set the strategic direction and objectives of the force through the Police and Crime Plan (—the Plan), which must have regard to the Strategic Policing Requirement set by the Home Secretary;
- (b) scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan;
- (c) hold the Chief Constable to account for the performance of the force's officers and staff;
- (d) decide the budget, allocating assets and funds to the Chief Constable; and set the precept for the force area;
- (e) appoint the Chief Constable (except in London where the appointment is made by the Queen on the recommendation of the Home Secretary);
- (f) remove the Chief Constable subject to following the process set out in Part 2 of Schedule 8 to the 2011 Act and regulations made under section 50 of the Police Act 1996(a);
- (g) maintain an efficient and effective police force for the police area;
- (h) enter into collaboration agreements with other PCCs, other policing bodies and partners that improve the efficiency or effectiveness of policing for one or more policing bodies or police forces in consultation with the Chief Constable (where this relates to the functions of the police force, then it must be with the agreement of the Chief Constable);
- (i) provide the local link between the police and communities, working to translate the legitimate desires and aspirations of the public into action;
- (j) hold the Chief Constable to account for the exercise of the functions of the office of Chief Constable and the functions of the persons under the direction and control of the Chief Constable;
- (k) publish information specified by the Secretary of State and information that the PCC considers necessary to enable the people who live in the force area to assess the performance of the PCC and Chief Constable;
- (l) comply with all reasonable formal requests from the Panel to attend their meetings;
- (m) prepare and issue an annual report to the Panel on the PCC's delivery against the objectives set within the Plan;
- (n) monitor all complaints made against officers and staff, whilst having responsibility for complaints against the Chief Constable.

The attached report sets out the Commissioner's performance against these requirements

**DETAILED REPORT ATTACHED?**

**YES**

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

<b>Title of Document</b>	<b>File Ref No.</b>	<b>Locations that the papers are available for public inspection</b>
Host Authority Files	PACP-104	County Hall Carmarthen

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

## **Dyfed Powys**

**Quarter 1 2025/26 Summary Performance Report**

## Introduction

The Police Reform and Social Responsibility Act (PRSRA) 2011 established Police and Crime Commissioners within each Force area in England and Wales, giving them responsibility for the totality of policing within their area. It requires them to hold the Chief Constable to account for the operational delivery of policing, including the Strategic Policing Requirement published by the Home Secretary.

Section 70 of the PRSRA requires the Secretary of State to issue a Policing Protocol, which applies to every Chief Constable and Police and Crime Commissioner.

This protocol sets out the roles and responsibilities of all involved in the quadripartite relationship, namely Police and Crime Commissioner, Chief Constable, Police and Crime Panel and Home Secretary.

All parties will abide by the 7 principles set out in the Standards in Public Life, known as the Nolan Principles.

The establishment and maintenance of effective working relationships by these parties is fundamental. It is expected that the principles of goodwill, professionalism, openness and trust will underpin the relationship between them, and all parties will do their utmost to make the relationship work.

In order to demonstrate compliance with the Policing Protocol Order 2011 the Office of the Police and Crime Commissioner for Dyfed-Powys developed a health check which covers all the areas in the protocol which the Police and Crime Commissioner has legal power and duty over. This equates to 21 areas which are further broken down into 54 areas of action by various business areas within the OPCC, 4 of these are permanently marked as N/A which leaves 50 action areas. These are completed on a quarterly basis to show continuous progress.

Each section is given a RAG rating to highlight any areas of concern.

**Green** - Fully compliant, no additional work necessary

**Amber** - Partially compliant, some additional work necessary

**Red** - Not compliant, duty not currently being met.

The summary of the health check is made available to the Police and Crime Panel in report format, including an Executive Summary of the previous quarter.

## Executive Summary

The following report covers the reporting period of Q1 of the financial year 2025/26 (April, May and June 2025)

### RAG status comparison

This Quarter has seen the change in performance of a number of actions, 3 actions have changed from Green to Amber and 1 has changed from Amber to Green. The amendments are explained below:

### **This Quarter has seen three actions moving from Green to Amber. The amendment is explained below**

Chief Constable's Professional Development Review – this moves to amber as new priorities will be set for the new Chief Constable as part of the appointment process

Appointment of Chief Constable – this changes from green to amber as appointment process is underway to appoint a new Chief Constable.

Provide effective and accessible services for victims and vulnerable people – this changes to amber while we await a national framework and an update on the national victim survey.

### **This Quarter has seen progress achieved with 1 action moving from Amber to Green. The amendment is explained below:**

Development of a Police and Crime Delivery Plan to support the achievement of the objectives as set out in the Police and Crime Plan – this changes from Amber to Green as a new Police and Crime Plan has been agreed and published.

### **Summary:**

Of the 50 action areas:

	Qtr 4	Qtr 4	Qtr 1	Qtr 1
Red	0	0%	0	0%
Amber	6	12%	8	16%
Green	44	90%	42	84%



**17a) Set the strategic direction and objectives of the Force through the Police and Crime Plan which must have regard to the SPR**

Action Required	RAG	Quarter 1 Progress Update
Development of Police and Crime Plan in line with requirements set out in Police Reform and Social Responsibility Act 2011 (Part 1; Chapter 3; 7)		<p>The new Plan was launched formally on 13/02/2025 at a workshop involving partner organisations.</p> <p>A detailed Performance Framework has been developed to evidence progress against the priorities set out in the Plan.</p> <p>An internal audit of the development of the Plan resulted in the OPCC receiving substantial assurance. The underpinning Performance Framework is also live and reported on at the quarterly Strategic Performance Board meetings.</p>
Development of a Police and Crime Delivery Plan to support the achievement of the objectives as set out in the Police and Crime Plan		4-year OPCC Business Plan completed which focuses on key themes from the Police and Crime Plan. Individual annual objectives of all OPCC staff align with the Business Plan.
Review the Police and Crime Plan to ensure it remains fit for purpose		Police and Crime Plan is reviewed via quarterly performance monitoring at Strategic Performance Board.

**17b) Scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan**

Action Required	RAG	Quarter 1 Progress Update
There are formal governance arrangements in place to support effective scrutiny		Governance arrangements are embedding. The establishment of a performance framework for the new Police and Crime Plan supports a more focussed approach to the Strategic Performance Board. The first Select Committee is underway, with a focus on crime and ASB intervention, prevention and engagement services for young people aged 18-25.

Development and annual review of Corporate Governance Framework		A revised Corporate Governance Framework has been developed and published.
Establish a risk-based, forward-looking schedule of activity to support improvements in Force performance		<p>The OPCC aim to draft the assurance panel's recommendations and observations within 10 working days from the meeting. The reports are then circulated with those in attendance for comments before it is sent to the Force for their observations.</p> <p>The OPCC liaise with the relevant department within the Force to obtain response to the recommendations and observations raised by the scrutiny panels. Once approved the finalised report is translated and published on the OPCC website.</p>
Ensure the public's views are represented in the PCC's scrutiny work		<p>During this period the Out of Courts Resolution (OOCR) panel, Quality Assurance Panel (QAP), Custody Inspection Scrutiny Panel (CISP) &amp; Problem Orientated Policing (PoP) scrutiny panels all met.</p> <p>The OOCR panel reviewed cases of Public Order and Criminal Damage cases. 15 cases in total were looked, 8 Adult and 7 Youth. Recommendations and findings of the panel included ensuring that officers create and link any OOCR outcome reports to the relevant occurrence logs &amp; officers to be reminded of the OOCR policy especially for youth cases. The panel called upon the Force to appoint a Child Centred Policing lead in order to assist with mitigating inconsistent use of OOCR for youths (under 18's) across Dyfed Powys. The next meeting will be held in September and will focus on Stalking and Harassment cases.</p> <p>One QAP meeting took place in May which focused on the Use of Force (UoF) incidents involving children, women and members of the community who are Black or from an Ethnic Minority group. Panel members reviewed 7 cases and from 4 of the 7 incidents reviewed, the Panel considered the UoF applied was reasonable and proportionate. Areas noted for improvement included inaccuracies in the recording forms, and lack of verbal communication</p>

		<p>when applying handcuffs. The Panel will meet again in July and will focus on 101 &amp; 999 calls.</p> <p>The CISP met on the 23rd of June to review cases of Use of Force in custody.</p> <p>The new Problem Orientated Policing (PoP) scrutiny panel met in April and June and has considered 3 active POP plans during the meetings. The panel members consider the information contained within the plans and offered feedback on areas of good practice and where they felt there could be some improvements. The comments made by the panel are included on the POP Plan system as independent assurance for the plan owner to consider. It is the intention to consider two new plans at every bi-monthly meeting and consider the progress made against those plans previously considered.</p>
Oversight and implementation of external inspectorate's recommendations		<p>2/2 responses published:</p> <ol style="list-style-type: none"> <li>1. An inspection of the police response the public disorder in July and August 2024: Tranche 2, published 07/05/25. PCC comment due 02/07/25. Published 26/06/25.</li> <li>2. Improving the response to organised immigration crime, published 16/05/25. PCC comment due 11/07/25. Published 26/05/25.</li> </ol>

**17c) Hold the Chief Constable to account for the performance of the Force's officers and staff**

Action Required	RAG	Quarter 1 Progress Update
Development of a performance framework and structure that allows a greater understanding of the Police and Crime Plan outcomes		<p>The Force and OPCC reported against the new Police and Crime Plan Performance Framework for the first time at the Strategic Performance Board (SPB) meeting of 30/04/25. The Framework is now being used to guide each SPB meeting focus, with a range of multi-agency metrics and questions supporting each performance measure under the priorities in the Plan.</p>



There are formal governance arrangements in place to hold the Chief Constable to account for the performance of officers and staff		Formal governance arrangements are in place to hold the Chief Constable to account for the performance of officers and staff via Policing Board and the Strategic Performance Board.
Chief Constable's Professional Development Review		Priorities will be set for the new Chief Constable as part of the appointment process

**17d) Decide the budget, allocating assets and funds to the Chief Constable; and set the precept for the Force area**

Action Required	RAG	Quarter 1 Progress Update
Inform PCC's decision in respect of the precept		The precept for 2025/2026 was considered by the Police and Crime Panel in January 2025 and was unanimously supported. This was the culmination of detailed work that was undertaken throughout 2024/2025 including discussions with the Police and Crime Panel and subsequent meetings with the Police and Crime Panel's Precept Sub-Group. Work will continue during 2025/2026 on the precept for 2026/2027.
Setting of Medium-term financial plan (MTFP)		The MTFP for 2025/26-2029/30 has been published and work has commenced on the MTFP for 2026/27. Following the spending review an indication of future budget allocations has been provided, however detailed budget allocations will not be available until late 2025.
Funding of capital programme to provide force with appropriate assets to deliver effective policing services		Work continues on the capital requirements of the force which will be discussed at the Strategic Finance Board and form part of the MTFP for 2026/27.

**17e) Appoint the Chief Constable**

Action Required	RAG	Quarter 1 Progress Update
Appointment of Chief Constable		Chief Constable appointment process is underway. PCC has undertaken consultation with the organisation to seek views on the leadership requirements for Dyfed Powys Police. This information is being used to inform the development of the Application Pack for the Chief Constable appointment process. Advert is due to go out on 24th July. Interviews currently scheduled for 22nd & 23rd September 2025.

**17f) Remove the Chief Constable**

Action Required	RAG	Quarter 1 Progress Update
Follow process set out in Part 2 of Schedule 8 to the 2011 Act and regulations made under Section 50 of the Police Act 1996(a)	N/A	N/A

**17g) Maintain an efficient and effective police force for the police area**

Action Required	RAG	Quarter 1 Progress Update
Ensure the delivery of Value for Money		Responsibilities and arrangements for striving for Value for Money are embedded throughout the Corporate Governance Framework with both Internal and External Audit seeking assurance that appropriate arrangements are in place to secure economy, efficiency and effectiveness in the both the PCC's and CC's use of resources with the Finance and Strategy Board overseeing arrangements. The Chief Finance Office (CFO) continues to participate in a number of force governance meetings that routinely consider aspects of Value for Money and progress of arrangements is reported to Policing Board and Joint Audit Committee on a regular basis. Business case templates have been standardised to include benefits to support scrutiny and the appropriate boards. A

		central repository for change projects is being developed which will include cashable and non-cashable benefits.
Statutory compliance of estates ensuring fit for purpose for operational use		The Estates and HSE team continue to carry out structured joint monthly assessments of statutory compliance ensuring that high compliance standards result. This is an independent mechanism continues to provide the reporting of compliance to the governance Strategic Estates Group and Health and Safety Board meetings.
Explore opportunities to reduce environmental impact		<p>The Sustainability &amp; Decarbonisation Officer has met with all the department leaders to introduce to them their carbon footprint and begin to explore opportunities on how all departments can decarbonise in alignment with our pledge to be NetZero by 2050.</p> <p><b>Key deliverables outcomes in the last period include:</b></p> <ul style="list-style-type: none"> <li>• The revenue carbon footprint data has been calculated for our 2019/20 baseline and 2023/24 to identify our current top ten influential departments.</li> <li>• All departments have reviewed their Annual Balance Carbon Document (ABCD) data and are working towards completing their Self-Evidence Assessment Report (SEAR) document.</li> <li>• Funding has been identified for the IEMA Pathway to NetZero course and currently 24 staff are enlisted to achieve by October 2024</li> <li>• A Sustainable Travel Plan has been developed for Dyfed-Powys Police (awaiting approval by Sustainability Steering Board on 10.07.25)</li> <li>• Developed a team of Sustainable Champions across the force.</li> <li>• All Electric Newtown Custody Heating system works compete and fully operational.</li> <li>• HQ Solar Farm Project pre planning Public Consultation Process is currently live, with face to face and Teams events being held, in addition to a web page, allowing views and feedback from our community to be sought,</li> </ul>



prior to the full application being lodged with the local authority.

- Rhayader (LED/Heating & Electric) – Tender complete, preferred supplier recommended for governance approval.
- Building Energy Efficiency Improvements – Works commenced on site at multiple sites, for the provision of extensive heating controls and environmental measurement technology to reduce demand and carbon footprint.
- Collaboration with Mid and West Wales Fire (MAWWF) on six sites which will mean that we reduce our carbon footprint significantly at these towns and share the Carbon footprint with the Fire service for these locations. The inefficient Oil and Gas heated former police stations will be sold in due course.
- New all electric heated bases at Pembroke Dock and Fishguard, have both successfully achieved planning approval for the provision as new police bases. Mobilisation will progress for fitout and opening in the next period.
- HQ SCC and Aberystwyth LED Lighting installation projects are at Feasibility and design stages.
- Haverfordwest Police Station (excl. Custody) Heating and Hot Water system improvements are currently at tender stage.
- 96% of Waste diverted from Landfill for the month of June – focus now on increasing recycling segregation at source, rather than using waste to energy.

**Key focus for the next period include:**

- For departmental leaders to complete a Sustainability Self-Evidence Assessment Report (SEAR).
- To complete departmental Adaptable Decarbonisation Action Plan Trackers to give an estimated cost of meeting phase one of decarbonising the force (TIAAR5).
- Working with other forces to create a police specialist sustainability training course for the college of policing.
- Develop a range of Sustainable Champion projects across the force to increase staff's awareness and engagement with sustainability.

		<ul style="list-style-type: none"> <li>• HQ Solar Farm Project Planning Application and decision</li> <li>• Rhayader (LED/Heating &amp; Elec) delivery and completion of scheme</li> <li>• Building Energy Efficiency Improvements – Project will be delivered over the coming weeks</li> <li>• Collaboration with MAWWF on six sites will go live in July.</li> </ul>
Explore and maximise external funding opportunities		<p>The following Home Office funds have been secured via grant contracts for 2025/26.</p> <p>Hotspot Action Fund - £1m</p> <p>Serious Violence Duty Fund - £188,696.97</p> <p>Potential opportunities to apply for Hywel Dda funds via their unallocated budgets has been offered during late Q1. This will be explored in early Q2 to support existing activity to ensure sustainability throughout 2025/26.</p>
Explore and maximise sponsorship initiative opportunities		<p>OPCC continue to act a member of the Shared Prosperity Fund Board for Ceredigion and Carmarthenshire Councils and contribute to discussions around community funding to improve the region.</p> <p>The Levelling Up department has agreed to provide further SPF to local authorities during 2025/26 for 12 months only. Due to the strict criteria, the OPCC is ineligible to apply. However, we are recipients of reports and receive details of successful applicants – this allows us to scan potential collaboration for future endeavours.</p> <p>Research into other funding sources continues and are added to our contact directory. We have changed our approach and are sending this routinely to funding applicants to support them with identifying appropriate match funding for their activities. This allows funding applicants to maximise their reach in seeking funding from a wide range of sources.</p> <p>Funding from other sources have been shared with partners and networks during Q1. These include</p>

		funding opportunities where the OPCC is ineligible to apply but may benefit community groups.
Implement and maintain a risk register to identify and mitigate risks to the OPCC and force		Risks continued to be considered by Senior Management Team on a fortnightly basis and Joint Audit Committee on a quarterly basis. The risks are monitored on a regular basis through discussions between staff within the OPCC and where a risk is on both the OPCC and DPP Force risk registers discussions are held with colleagues in the Force to ensure the information is current and updated.
Utilise training and development plans for all OPCC staff		2025/26 DAP objectives have been recently set for OPCC staff which included discussions on training and development requirements.

**17h) Enter into collaboration agreements with other PCCs, other policing bodies and partners**

Action Required	RAG	Quarter 1 Progress Update
Explore collaboration opportunities in accordance with the Policing Vision for Wales		PCC's Police Collaborations Oversight Board now embedding into governance arrangements, which provides opportunity for joint scrutiny and oversight of the performance of collaborations affecting police forces in Wales and an opportunity to explore opportunities in accordance with the Policing Vision for Wales. All 4 PCCs have agreed to include a 'shared vision' declaration in their individual Police and Crime Plans where they commit to working cohesively to explore opportunities to enhance policing in Wales.
Explore collaboration opportunities with other partners		<p>The Projects and Funding Group is developing well and there has been an increase in eform submissions to this group for consideration.</p> <p>Proposals received are being directed swiftly to the appropriate route with advice and guidance provided to progress appropriately.</p> <p>Due to change of leadership in this group, further work will be considered during Q2 to enhance the process including a further reminder to OPCC and</p>



		<p>force colleagues of the appropriate route for seeking funding.</p> <p>Meetings held with West Wales Sport partnership to discuss future collaboration. Whilst their current activity does not directly align with P&amp;CP priorities, we continue to support this organisation by encouraging relevant commissioned service providers and current/previous grant recipients to engage with this organisation.</p>
There are formal governance arrangements in place to scrutinise collaboration agreements		<p>PCC's Police Collaborations Oversight Board now embedding into governance arrangements, which provides opportunity for joint scrutiny and oversight of the performance of collaborations affecting police forces in Wales and an opportunity to explore opportunities in accordance with the Policing Vision for Wales. All 4 PCCs have agreed to include a 'shared vision' declaration in their individual Police and Crime Plans where they commit to working cohesively to explore opportunities to enhance policing in Wales.</p>

**17i) Provide a local link between the police and communities, working to translate the legitimate desires and aspirations of the public into action**

Action Required	RAG	Quarter 1 Progress Update
Working with the Force to develop and implement our joint Strategic Equality Plan, meeting the objectives within		<p>Final version of our joint Strategic Equality Plan Progress Reports has been submitted to Dyfed-Powys Police, for inclusion in the agenda and papers of the Force's Embracing Diversity Group that takes place in July. Once it is signed off by group members, the Report will be published.</p>
Development and implementation of OPCC Engagement and Communication Strategy and action plan, and Social Media Policy and Strategy incorporating providing opportunities for local communities to inform and		<p><b>Community Engagement Days and Events</b></p> <p>Several Engagement Events were held and attended by the PCC and OPCC representatives during this quarter. On 7th and 8th of April the Commissioner hosted his first Youth Open Day in Police Headquarters Carmarthen, where he invited 6th form students from all school and colleges in the Dyfed Powys area to HQ to learn more about different departments and the</p>

influence decision making and proactively promoting the work of the PCC and CC

work that goes on in the Police Force. The departments that took part in this event were the Force Communication Centre (FCC), Economic Crime Team (ECT), Rural Crime, Special Ops with a drone demonstration, Dog section as well as other departments in the force holding stalls for a career fair. The event was very successful, with positive feedback from all visitors, staff and DPP staff that were involved on both days.

The PCC visited Aberaeron on May 14th where he spent time with RAY Ceredigion, an organisation who provide activities that support the health and wellbeing of people of all ages and abilities across Ceredigion. Later in the afternoon he met with Sian Watkins, the chair of Aeron Arts, who provide activities in the creative arts for children and young people aged 0-25 focusing on those who face barriers to participation. Aeron Arts recently received funding from the office, so it was a chance for the Commissioner to see how and where the money has contributed to the organisation.

In June, the Commissioner visited Pembrokeshire on a full Community Engagement Day, where he met with several response, CID and NPPT officers to gather their views as part of the Chief Constable Recruitment Consultation. He was also invited to attend a meeting with Pembroke Town Council where they brought to his attention some issues that were present in the community and were seeking ways to resolve them with the help of local NPPT officers and intelligence officers in the county. He later held a Community Surgery in Haverhub in Haverfordwest where he met members of the public, community representatives and county councillors.

Another Community Engagement Day was arranged in Llanelli, where the Commissioner met with local councillors in Pontiets to discuss road traffic issues in the area and also members of the public in Sandy Rd, Llanelli who were concerned about recent speeding and a spike in road traffic collisions. He later spent time in Dafen Police Station where he met with several members of staff to seek their views on the new Chief Recruitment. Lastly, he visited a new Care Home in

Llwynhendy and a new Hub in Llwynhendy, which is soon to be completed and will provide the young people of the community with a new space to spend their leisure time.

### **Youth Engagement Forum**

The Youth Ambassadors were given an opportunity to be involved with the planning and implementation of the Youth Open Day in April. A few Ambassadors attended the event itself where they supported OPCC staff throughout the day and helped promote the Youth Ambassador Scheme.

The Youth Ambassadors have also been given an opportunity to join the panel of the new Select Committee within the Office, where they will get to hold the Chief Constable to account, along with involvement of key partners, providers, and stakeholders to provide evidence and information contributing to the scrutiny process and to demonstrate their delivery of complementary services. Three Youth Ambassadors expressed an interest in joining the panel and have been involved in several meetings since May. One Youth Ambassador who remains on the panel will be involved in the first hearing of the Select Committee on 16th July.

### **Victim-Survivor Engagement Network (VSEF)**

After several discussions during the last quarter, the Victim Engagement Forum name is now to be changed to Victim Survivor Engagement Network, feedback received in recent months. Work has been done to reflect these changes ready for Quarter 2, whereby the Terms of Reference has been updated, as well as other documents relevant to the forum. We have also been given access to ORS which will provide us with contact details of interested members to the new network to increase numbers. Planning sessions have been had in relation to promoting these changes which will also result in a recruitment drive for Quarter 2.

Work has been undertaken in relation to a new Victim-Survivor Advocate Network, which will be an extension to the Victim Survivor Engagement Network, also

engaging with partners and service users. This will now be commencing in Quarter 2 as soon as all the changes to the Network have been made and promoted.

A request was made by officers in Dyfed Powys to engage with victim survivors of Police Perpetrated Domestic Abuse and Violence Against Women and Girls (VAWG), and correspondence was sent out to the VSEF forum at the time to seek expressions of interest. While a few members responded positively, they unfortunately did not sit within the criteria of being direct victims of these crimes so were unable to take part in the engagement activity planned.

The new Victim Survivor Engagement Network and Victim Survivor Advocate Network has been promoted in the recent LCJB Victim and Witness Subgroup meeting in May, where we have encouraged partners to utilise both networks for as many victim survivors' voices to be heard.

### **Annual Report Preparation**

Our Annual Report for 2024 - 2025 has now been finalised following several months of preparation, where the office worked closely with partners, staff and volunteers to collate information, highlight key achievements and showcase the impact of our work across Dyfed-Powys. We made a conscious decision this year to design a shorter report to ensure the content is accessible and relevant for the public and stakeholders alike.

We have now received the first English draft back from the graphic designer and the Welsh version will follow shortly. We are on track to launch the Annual Report formally at the Royal Welsh Show on 21 July, where it will be shared with partners, the public and stakeholders as part of our ongoing commitment to transparency and accountability.

### **Chief Constable Recruitment**

As part of the ongoing Chief Constable recruitment process, the Police and Crime Commissioner launched a staff survey to gather views on the qualities and



priorities staff wish to see in the new Chief Constable. Alongside the survey, the Commissioner visited several police stations across the Dyfed-Powys area in June 2025 to hold in-person focus groups with officers and staff. These engagement sessions were held at:

- Haverfordwest Police Station, 10 June 2025
- Dafen Police Station, Llanelli, 12 June 2025
- Force Headquarters, Carmarthen, 16 June 2025
- Llandrindod Wells Police Station, 19 June 2025

The survey can be accessed here and will be closing on July 16th.

<https://forms.office.com/e/0ynrAwFNFU?origin=lprLink>

This feedback will help ensure the appointment reflects the views and priorities of Dyfed-Powys Police staff. As of July 3, 265 staff members across the Dyfed-Powys area have completed the survey.

### **Campaigns Supported & Other Comms activity**

Between April and June 2025, the Office of the Police and Crime Commissioner actively supported and promoted a range of national awareness campaigns and local initiatives, in line with the Police and Crime Plan priorities. These included:

- National Stalking Awareness Week (April)

Raised awareness of stalking, highlighted support services for victims and promoted reporting pathways.

- Volunteers' Week (1–7 June)

Celebrated and promoted the OPCC's volunteer schemes, encouraging new members and recognising the valuable contribution of existing volunteers. The OPCC also hosted a Volunteer recognition event on 2 June, awarding a long-standing volunteer with an award of recognition to service.

- World Elder Abuse Awareness Day (15 June)

Worked collaboratively with Dewis Choice to highlight elder abuse within the community and signpost

		<p>accordingly. Shared information to help safeguard older people, signposted specialist services and reinforced the PCC's commitment to protecting vulnerable members of the community.</p> <ul style="list-style-type: none"> <li>Pride Month (June)</li> </ul> <p>Marked Pride Month by showcasing the OPCC's continued commitment to LGBTQ+ equality and inclusion, including the celebration of Gold Allyship status within the Wales LGBTQ+ Police Network.</p> <ul style="list-style-type: none"> <li>Neighbourhood Policing Week of Action (May–June)</li> </ul> <p>Highlighted the work of neighbourhood policing teams across the Dyfed-Powys area and promoted community engagement days to strengthen local ties.</p> <ul style="list-style-type: none"> <li>Youth Engagement Initiatives (May–June)</li> </ul> <p>Promoted activities such as the Youth Open Day and prepared for the launch of the Young People – Shape Our Services survey to gather feedback from 18–25 year olds on local policing services.</p> <p>In supporting these campaigns, we produced bilingual digital content, news articles, social media posts and engagement activities to raise awareness and encourage community involvement.</p>
Respond to community concerns in a timely manner		<p>During this period there was 1 Misconduct Hearing.</p> <p>There was a peak in correspondence relating to "response times" most of which were in relation to lack of responses to investigation updates.</p> <p>17% of correspondence related to PSD matters which would be in relation to ongoing complaints or a request for a new complaint to be made.</p>
Engage residents in contributing to assurance and scrutiny activity		<p>During this quarter 4 ICV are awaiting their vetting &amp; the scheme welcomed 3 new volunteers. 1 new QAP member received their induction training.</p> <p>The OPCC are continuing with the recruitment drive for all volunteer schemes. Scheme managers are working alongside the OPCC engagement team to produce</p>

		<p>social media material and engage with the communities to educate and promote the schemes.</p> <p>78% of ICV members are active with 22% on a break</p> <p>100% of the QAP members are active</p> <p>100% of the AWS members are active</p> <p>A total of 41 ICV visits were carried out during this quarter. Most frequent concerns raised by the ICV's included repairs, staffing issues and laundry concerns.</p> <p>22 AWS visits were conducted with 22 dogs being observed. No concerns were raised as a result of these visits.</p>
Provide effective and accessible services for victims and vulnerable people		<p>End of year report sent back to the MoJ. Positive outcome data reported for all services. MoJ confirmed payment approval of grant on 29.05.2025.</p> <p>Draft 2025-26 data template shared for visibility. Victims' Services General Grant Agreement and Formula Grant Addendum for 25/26 returned to the MoJ. 2025-26 will be a one year grant agreement. Future grants for 2026-27 onwards is currently in the planning stage and OPCC will be updated in due course.</p> <p>No complaints received by PCC regarding service providers. Complaints process forms part of annual audit cycle for commissioned services.</p> <p>Note: This is an annual KPI so no further update will be provided following Q1.</p> <p>Core questions regarding how services will be made accessible from a number of perspectives including geographical, physical, language, diversity, equality and ability are contained within the procurement template and form part of the scored submission. We also ensure that these questions are incorporated into tender processes run by partners where we are a joint investor. Providers are now required to undertake annual equality monitoring assessments alongside narrative reporting; this will be in addition to the data required by MOJ. MoJ VCOP compliance metrics framework will not be released until 2026. It has been</p>

		<p>piloted in a small number of policing areas, resulting in the identification of a few issues requiring further consideration.</p> <p>Whilst we await the national framework, work is ongoing at an all-Wales level, through the Criminal Justice Board for Wales, to ensure uniform VCOP compliance monitoring activity through the Local Criminal Justice Boards. Representatives from the OPCC's Policy and Assurance teams are involved in the development of a VCOP Data Collection Template. In the Autumn, criminal justice organisations will be asked to complete and return the VCOP Data Collection Template to their local OPCCs to enable PCCs to monitor VCOP compliance. In addition to this, the OPCC representatives are liaising with DPP on their recently commenced VCOP dip sampling activity. The findings of which will enable the OPCC to identify areas of focus for future OPCC scrutiny.</p> <p>An update on the national victim survey is awaited.</p>
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**17j) Hold Chief Constable to account for the exercise of the functions of the office of Chief Constable and those under his direction and control**

Action Required	RAG	Quarter 1 Progress Update
As detailed in 17c	N/A	N/A

**17k) Publish information specified by the Secretary of State and information that the PCC considers necessary to enable the people who live in the force area to assess the performance of the PCC and CC**

Action Required	RAG	Quarter 1 Progress Update
Publish information in accordance with the Elected Local Bodies Order		The website continues to be utilised to its capabilities and where improvements are identified they are considered and actioned where appropriate.
Publish information in an accessible and easy to reach format		The website is monitored internally on a regular basis to ensure that the information available is accessible to all. There have been no suggestions since the change of Government that there will be any specific monitoring of Police and Crime Commissioner



		websites to ensure compliance. There are a few elements requiring attention to ensure the website is fully compliant.
Publish information in accordance with the Welsh Language Standards		All published information is routinely translated as business as usual prior to anything being published, ensuring that at all times both English and Welsh are treated the same.
Proactively promote and raise awareness of Commissioned Services		<p>This is an annual KPI. Just one update to note that the 2024/25 individual service performance and overview documents are almost complete. Few tweaks required and details have been shared with Engagement Team for amendment.</p> <p>PCC Engagement team are linked into the press teams within all commissioned services and have established a working group to jointly share social media and press articles. Press articles include:</p> <p>Paladin for stalking awareness week</p> <p>CED and Pobl are mentioned</p> <p>CED and mentions RAY Ceredigion</p> <p>Elder abuse day and Dewis Choice</p> <p>Amazon grab bags and Gal i Dodi</p> <p>All contracts contain standard requirement for promotion of services. Service implementation meetings include a focus on communications plans during implementation and at commencement of service in liaison with OPCC and Force comms where appropriate. Commissioned services are required to acknowledge PCC /MOJ funding source in all publicity and materials. Providers are required to undertake equality assessments and provide evidence of awareness raising activity amongst all communities. This will help us to inform any specific areas of focus required for future service plans.</p>

**17l) Comply with all reasonable formal requests from the Panel to attend their meetings**

Action Required	RAG	Quarter 1 Progress Update
Quarterly attendance at Police and Crime Panel meetings		The Police and Crime Commissioner and relevant officers attend all Police and Crime Panel meetings as required. Regular discussions are maintained between the Chief Executive and Panel's key officer to ensure members received relevant and timely information.
Provision of documentation to Police and Crime Panel as per their requests		The Police and Crime Commissioner and relevant officers attend all Police and Crime Panel meetings as required. Regular discussions are maintained between the Chief Executive and Panel's key officer to ensure members receive relevant and timely information. A Forward Work Programme for 2025/26 has been agreed.
Regular liaison between OPCC and PCP in support of discharging statutory duties		The Police and Crime Commissioner and relevant officers attend all Police and Crime Panel meetings as required. Regular discussions are maintained between the Chief Executive and Panel's principal officer to ensure members receive relevant and timely information.

**17m) Prepare and issue an annual report**

Action Required	RAG	Quarter 1 Progress Update
Prepare and issue an annual report to the Panel on the PCC's delivery against the objectives set within the Plan		A draft of the 2024/2025 Annual report will be presented to the Panel in the July meeting for consideration.

**17n) Monitor all complaints made against officers and staff, whilst having responsibility for complaints against the CC**

Action Required	RAG	Quarter 1 Progress Update
Handling of complaints against the Chief Constable		During this period 2 complaints were received against the Chief Constable. The complaints did not meet the threshold to be referred to the IOPC.
Ensure systems and processes are in place in readiness for the PCC's increased roles in complaints as outlined in Police and Crime Act 2017		During this period 9 new reviews were received. 1 of the reviews were upheld with recommendations provided to the Force which were accepted. 8 reviews were not upheld however oversight was identified in relation to timeliness of the complaint being handled and occasions where 28 days updates were not being provided, and learning provided for 1 case where it was deemed that the outcome would not have changed. Further assurance was also sought for one case relating to Domestic abuse. This was added to the OPCC Assurance workplan for monitoring.

**18) PCC must not fetter the operational independence of the police force**

Action Required	RAG	Quarter 1 Progress Update
Development and annual review of Corporate Governance Framework		A revised Corporate Governance Framework has been developed and published.

**19) Access to information, officers and staff**

Action Required	RAG	Quarter 1 Progress Update
Handling of information in accordance with Data Protection legislation		As a corporation sole the OPCC are subject to and responsible for Freedom of Information (FOI) requests. There were 8 FOI requests during the period and the OPCC held information for 5 of them. The requests were in relation to the availability of PACE Codes of Practice, DPP Performance, Police Misconduct Investigations, Domestic Abuse Risk assessments and Roads Policing. All requests were responded to within the legislative timescales.

		During the period there were 2 Subject Access Requests (SAR) received by the Office. The OPCC did not hold the information to any of the requests and the sender was advised to contact the Force.
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## 20a) Delivery of community safety and crime reduction

Action Required	RAG	Quarter 1 Progress Update
Development and implementation of a Governance Framework for Commissioning and Partnerships		<p>Note: This is an annual KPI so there is little update since last report. Commissioning strategy in place which replaces previous documents. Available on new PCC website. Strategy currently under review for Term 4.</p> <p>The scrutiny of commissioned services and recipients of Commissioner's funding is incorporated within the overall OPCC governance structure. First select committee currently progressing well. Input has been shared in relation to repeat referrals into the offender diversionary scheme (for all ages as unable to extract out data for just young people). Actions are being taken away from meetings and planned discussions have been arranged with commissioned services for Q1 contract review.</p> <p>Commissioned service performance and highlight reporting now incorporated as agenda item in new Strategic Performance Board. Consideration of using Microsoft forms to capture performance data from providers moving forward.</p> <p>Contracts register in place and reviewed for Term 4, alongside evaluation and audit plan for future of all commissioned services. Regular meetings between Director of Commissioning &amp; Partnerships and Head of Procurement. Four procurement exercises concluded.</p> <p>All partnership contracts, including CSP managers, were invited to consultation events in September 2024. Partners were invited to a launch event in February 2025 with workshops to agree multi-agency projects contributing to all strategies. All partners</p>



	<p>have had ongoing opportunity to feed into the planning and drafting process. Policy team undertook wide review of partner strategic plans during early stages of plan development.</p> <p>All contracts are aligned to PCP priorities. Previous review of apportionment of budget vs demand on DPP to be revisited in 25/26.</p> <p>Assurance team are working with Commissioning and Partnerships Support officer to review sexual violence services. This includes review of impact of service using cost of crime comparison. This will provide a framework for measuring other services. This piece of work has been delayed and awaiting further review by EBP Coordinator and Head of Assurance.</p> <p>LCJB priorities and delivery plan aligned to the Criminal Justice in Wales priorities 2024-2025 alongside national work on VCOP, domestic abuse attrition etc. LCJB members were invited to a launch event in February 2025 with a specific workshop focus on the future delivery plan 2025/2026 delivery plan now in draft, with further conversations with partners scheduled to ensure the inclusion of any appropriate cross-organisational strategic policies.</p>
Commissioning of services in support of community safety and crime reduction	<p>There is a 12-month extension of funding for the Formula Based local commissioning of victims support services via PCCs ('the Core victims fund'): amount of £582,885.32 to commission local victim support services. The funding of £803,326.36 to commission</p> <p>Local DA and SV victim support services has also been extended. This amount is committed for the financial period from 1 April 2025 to 31 March 2026.</p> <p>MOJ victims grant is match funded by PCC core funding. Total grant for 25/26 is £1,386,211 of a total £2.92m commissioning budget. Therefore the PCC provides approximately 52% of funding for services. This is noted in MOJ returns where match funding is reported to Ministers. April meeting with CSP managers included Home Office requirements for town centre safety planning for the summer, with</p>

multi agency planning and reporting via the OPCC. CSPs have bid to and received Hotspot Activity Funding and will work with DPP and the OPCC to deliver and monitor this activity. Also included discussions on the Serious Violence Duty interventions and funding, prevention work linked to the schools liaison programme and devolution discussions leading from the police reform white paper. OPCC are scrutinising problem oriented policing shared partnership plans with the first panel considering a plan for Llanelli.

April meeting with YOPS managers included an update from the Youth Justice Board covering the priority areas for the workstream developing consistency in out of court resolutions across Wales. These are a review of bureau restorative approach across Wales, operational policing practice and consistency relating to terminology and language. Also discussed policing representation on management boards for youth offending teams, the behavioural summit planned for May and the prevention review being undertaken by DPP with partners.

Note: This is an annual KPI so future updates will remain in line with Q1.

MOJ grant T&Cs are met with compliance recorded and endorsed by CFO for grant returns. Grant agreements and contracts with providers ensure that appropriate T&Cs are met. Audit schedule includes checks on compliance.

Draft report produced by Chief Inspector, awaiting internal feedback. Policy team contacting Devon & Cornwall and Essex OPCCs to review their RJ provision and funding plans. Report will be presented to September LCJB for next steps.

All partnership contacts, including CSP managers, were invited to consultation events in September 2024. Partners were invited to launch event 13th February with workshops to agree multi-agency projects contributing to all strategies. All partners have had ongoing opportunity to feed into the

		planning and drafting process. Policy team undertook wide review of partner strategic plans during early stages of plan development.
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## 20b) Community Safety Partnerships

Action Required	RAG	Quarter 1 Progress Update
N/A in Wales	N/A	N/A

## 20c) Crime and disorder reduction grants

Action Required	RAG	Quarter 1 Progress Update
Development and implementation of a framework for the provision of crime and disorder grants		<p>Funding application form and scoring matrix updated to encourage applicants to seek matching funding. Applicants will attract higher scores if they are able to demonstrate that they have secured match funding and/or are demonstrating that this is being explored.</p> <p>Application form also encourages applicants to seek support from other Statutory bodies where their activities better align with their responsibilities.</p> <p>Due diligence questionnaire also embedded into the application form for completion by applicants who have requested over £5,000 of funding.</p>
Provision of crime and disorder reduction grants within 2024/2025		<p>During quarter 1, 10 new funding and/or donation applications have been approved with a requested value of £229,700.00.</p> <p>There are also 8 activities that were agreed in previous years and will continue throughout 2025/26. The value of this funding is: £220,847.49</p> <p>3 new applications have been received and will be scored in early Q2 before recommending action to the Commissioner.</p> <p>21 funding enquiries have been received during Quarter 1, some are being progressed and we are</p>

		awaiting funding applications. Those that are not eligible for PCC grant have been informed and advice provided on other grant funding sources to support with their activities.
Evaluation of crime and disorder reduction grants to determine social return on investment		<p>Activity commenced in Q1 to consider improvements in capturing and presenting monitoring and evaluation data from grant recipients.</p> <p>Whilst this is a mandated feature of all OPCC grant contracts, the information is not received in a consistent way.</p> <p>Consideration of utilising Microsoft forms to capture data requirements in a consistent format is being explored.</p> <p>Advice and guidance is also being sought from an experience Analyst on how best to capture to capture this information and present in an easy-read format for reporting purposes.</p>

## 20d) Collaboration agreements

Action Required	RAG	Quarter 1 Progress Update
As detailed in 17h	N/A	N/A

## 20e) Wider responsibility for the enhancement of the delivery of criminal justice in their area

Action Required	RAG	Quarter 1 Progress Update
Monitor the performance of all commissioned services, ensuring they are fit for purpose and provide value for money		<p>Q4 contract review meetings held, and annual desktop audit report completed. Few outstanding actions required from commissioned services, i.e. end of year financial statement. These are being finalised within the services and will be shared when completed.</p> <p>Annual audit includes review of timeliness and positive progress against KPIs. Reports received on time for Q4.</p>



	<p>PCC has a planned visit with Calan/Dal I Godi on the PCC 4th September 2025. Commissioning are working with Engagement to ensure there are planned visits scheduled with the PCC.</p> <p>The scrutiny of commissioned services and recipients of Commissioner's funding is incorporated within the overall OPCC governance structure. First select committee currently progressing well. Input has been shared in relation to ODS repeat referrals (for all ages as unable to extract out data for just young people). Actions are being taken away from meetings and planned discussions have been arranged with commissioned services for Q1 contract review.</p> <p>Commissioned service performance and highlight reporting now incorporated as agenda item in new Strategic Performance Board. Consideration of using Microsoft forms to capture data moving forward.</p>
PCC's contribution to the All Wales Criminal Justice agenda	<p>Key highlights include the publication of the 2024-2025 summary for Dyfed-Powys LCJB. This will feed into the Criminal Justice Board for Wales annual report which is due for publication in July.</p> <p>Charge rates for sexual offences in Dyfed-Powys are at their highest rate in some time, this is linked to early investigative advice and is at present the highest in Wales for charge rates and convictions.</p> <p>Evaluation of the rape investigation team in Carmarthen is underway with a view to rolling out across the Force area if results evidence a positive impact.</p> <p>Members agreed that Anti Racism will continue to be an overarching priority for the Board moving forward which ties in with an All- Wales commitment.</p>

## PCC's national portfolio responsibilities

The National portfolios have been reviewed and the Commissioner sits on the following Boards:

- All Wales Criminal Justice Board
- Policing in Wales (Chair)
- National Police Air Service Board
- Safer Communities Programme Board
- Single Unified Safeguarding Board with Welsh Government
- National Rural Crime Network
- Chair of Mid and West Wales Living Wage Steering Group

Specific lead areas have been agreed between the 4 Police and Crime Commissioners in Wales. PCC Llywelyn will lead on the following portfolios:

- Performance, Data and Academic Research
- Children and Young People (including Youth Justice)
- Communities and Partnerships (including Neighbourhood Policing and PCSO's)
- Workforce Issues and Ethical Standards
- Operational Oversight (Collaboration Board, Roads Policing, NPAS and JFU Platinum)
- Finance, Budgets and Procurement

## DYFED POWYS POLICE AND CRIME PANEL

18/07/2025

<b>Subject</b> OPCC BUSINESS PLAN – PROGRESS REPORT		
<b>Purpose:</b> To review the progress made against the business plan.		
<b>Recommendations / key decisions required:</b> To note the progress made and make such recommendations as are considered appropriate.		
<b>Reasons:</b> The Police Reform and Social Responsibility Act 2011 places a statutory duty upon the Panel to carry out this function.		
Cabinet Decision Required		Not applicable
Council Decision Required		Not applicable
CABINET MEMBER PORTFOLIO HOLDER:- Not applicable		
Report Author:	Designations:	Tel: 01267 224018
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**EXECUTIVE SUMMARY  
DYFED-POWYS POLICE AND CRIME PANEL  
18/07/2025**

**OPCC BUSINESS PLAN – PROGRESS REPORT**

The Office of the Police and Crime Commissioner (OPCC) has developed a business plan aimed at assisting with the actions contained in the Police and Crime Plan.

The attached report outlines the progress that has been made in delivering the requirements of the business plan in alignment with the priorities in the Police and Crime Plan itself.

**DETAILED REPORT ATTACHED?**

**YES**



**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

<b>Title of Document</b>	<b>File Ref No.</b>	<b>Locations that the papers are available for public inspection</b>
Host Authority Files	PACP-104	County Hall Carmarthen

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

**Dyfed Powys Police and Crime Commissioner – Business Plan**  
**Quarter 1 2025/26 Summary Performance Report**

## Introduction

During late 2024/2025 the Office of the Police and Crime Commissioner took a decision to develop a business plan that would cover the same time period as the Police and Crime Plan. The 2025/2029 Plan sets out the Commissioner's priorities for the Dyfed-Powys Police area.

The Action Plan is the key to ensuring the Business Plan is a "living" document which provides direction and clarity for the OPCC Team on the work to be undertake. It provides the "golden thread" between the priorities in the Police and Crime Plan, the Commissioner's statutory duties and the work required to enable the efficient and effective running of the team. From the Business Plan each business area will develop its own workplan setting out further details about how they contribute to the delivery of objectives outlined below, which in turn will feed into each staff members' individual objectives. In this way, we can be sure that all of our activity is aligned with and contributing to delivering the Commissioner's main functions and that each staff member is clear in their contribution to the successful achievements of the OPCC.

This reports provides progress of the 9 strands contained within the Business Plan.

Each action contains a narrative on the progress made up to the end of Quarter One 2025/2026.

Each action is given a RAG rating to highlight any areas of concern.

**Green** - Work complete, no additional work necessary.

**Amber** - Partially complete, some additional work necessary

**Red** – Work is delayed and no progress to report.

**Blue** – Not yet scheduled to be started.

## Executive Summary

The following report covers the reporting period of Q1 of the financial year 2025/26 (Apr, May, June 2025). As the year progresses this section of the report will highlight those areas that have seen the RAG status has changed and the reasons behind this.



RAG status comparison**Summary:**

Within the 2025-2026 Business Plan are 37 actions. Recorded below is a summary of the total number of different RAG statuses. This will then be compared in future reports.

	Qtr 1	Qtr 1 %
Red	3	8%
Amber	22	59%
Green	7	19%
Blue	5	14%

**Children and Young People**

Action Required	RAG	Quarter 1 Progress Update
<b>Select Committee</b> Conduct a Select Committee focusing on Children and Young People, where the PCC will publicly hold Dyfed-Powys Police's Chief Constable and partners to account through the scrutiny of evidence and information provided by key stakeholders who work with Children and Young people.		Review has been launched, with the first hearing due on 16th July 2025. To date the OPCC staff supporting the review have undertaken research to inform the Committee's activity. The Committee has launched an open call for evidence and invited key witnesses to give verbal evidence.
<b>Intervention, Prevention and Engagement Service</b> Support DPP's work to ensure a consistent and cost-effective approach to Intervention, Prevention and Engagement		DPP presented a comprehensive review report to a meeting of the Policing Board with a range of options. The CC and PCC were supportive of the Gold option. DPP has drafted an implementation plan which is currently with Chief Officers for sign-off.

services (including School Liaison) for children.		
<b>Children in Custody</b> Monitor the number and care of children in custody and continue to work with partners across Wales to improve secure accommodation for children. Seek to provide wraparound support for children who enter custody.		The PCC has agreed to support a 'Reachable Moments' Pilot Project to support children in custody as part of the wider Intervention, Prevention and Engagement Service for children and young people.
<b>Communications and Engagement Strategy</b> Develop a Children and Young People Communications and Engagement Strategy to ensure that young people are given a platform to voice their views and experiences and are informed of the work of the PCC and the Office.		Early discussions have taken place in Q1 with Engagement Advisor on the need to develop a Children and Young People Engagement Strategy, with our Apprentice tasked with conducting a benchmarking exercise to understand the strategies and approaches other OPCC's take in relation to children and young people engagement.
<b>Research focus</b> Support research into early intervention and crime prevention for children and young people and support DPP to embed learning from any emanating recommendations.		OPCC will be engaged in supporting evaluation of Reachable Moments pilot. Supporting implementation of research into young people as victims in county lines with Aberystwyth University. Currently awaiting DPIA sign-off to proceed.

### Data and the use of Research

Action Required	RAG	Quarter 1 Progress Update
<b>SAIL Databank</b> Continue to drive All-Wales activity to achieve the routine sharing of police data into the SAIL databank.		Project is on hold awaiting detailed information from force Data Protection Officers regarding their objections to proceeding. Once received, SAIL will be able to review and respond.
<b>Strategic Research Agenda</b> Support DPP to embed learning from research & assess the		Evidence-Based Policing (EBP) Research Coordinator is preparing academic paper on "Understanding the main issues and risks affecting how academic research is translated into tangible outcomes for policing communities".

effectiveness of the pilot with UWTSD.		<p>The EBP Research Steering Group supports the transfer of learning from research to operational delivery. The EBP Research Coordinator works closely with DPP colleagues to disseminate practice from research and other organisations through their horizon scanning and quarterly research updates.</p> <p>Further work is planned to embed the process and ensure wider Force engagement.</p>
<b>Measuring Public Trust and Confidence</b> Establish and launch a mechanism of measuring public trust and confidence in local policing in the Dyfed-Powys area to ensure that data is captured on a quarterly / annually basis.		<p>A paper has been shared with DPP colleagues on a proposed way forward to establish a mechanism to measure public trust and confidence on a local level.</p> <p>Discussion have been had with Corporate Communication as well as the T/CC, whom has advised that a working group is established in partnership with OPCC to progress with establishing a mechanism.</p> <p>OPCC has also reached out to other Welsh OPCCs to understand their approach to measuring public trust and confidence, and to develop an understanding on whether there is an appetite to work collaboratively on an All Wales approach.</p>
<b>Victims' Code of Practice (VCoP)</b> Monitor VCoP metrics through the Police and Crime Plan Performance Framework and supporting governance structures.		<p>MoJ VCOP compliance metrics framework will not be released until 2026. It has been piloted in a small number of policing areas, resulting in the identification of a few issues requiring further consideration.</p> <p>Whilst we await the national framework, work is ongoing at an all-Wales level, through the Criminal Justice Board for Wales, to ensure uniform VCOP compliance monitoring activity through the Local Criminal Justice Boards. Representatives from the OPCC's Policy and Assurance teams are involved in the development of a VCOP Data Collection Template. In the Autumn, criminal justice organisations will be asked to complete and return the VCOP Data Collection Template to their local OPCCs to enable PCCs to monitor VCOP compliance.</p> <p>In addition to this, the OPCC representatives are liaising with DPP on their recently commenced VCOP dip sampling activity. The findings of which will enable the OPCC to identify areas of focus for future OPCC scrutiny.</p>
<b>Performance Framework</b> Implement a comprehensive Performance Framework to measure progress against the priorities within the Police and Crime Plan which will be monitored through the PCC's		<p>The Force and OPCC reported against the new Police and Crime Plan Performance Framework for the first time at the Strategic Performance Board (SPB) meeting of 30/04/25. The Framework is now being used to guide each SPB meeting focus, with a range of multi-agency metrics and questions supporting each performance measure under the priorities in the Plan.</p>

quarterly Strategic Performance Board.		
<b>Communicating Performance</b> Work with DPP to develop products to inform the public on how we are doing against the Police and Crime Plan.		Work is not due to commence on this area until the next financial year.
<b>Partnership and External Funding Arrangements</b> Review the partnership and external funding arrangements to ensure maximisation of opportunities for jointly funded endeavours.		<p>Discussions with various organisations within Q1 to develop relationships with other funding providers to co-fund activity that meets the P&amp;CP and the co-funders priorities/objectives. Notable examples include: West Wales Sports Partnerships; other Welsh OPCC's; NFU; Health etc.</p> <p>Funding application form and scoring matrix updated to encourage applicants to seek matching funding. Applicants will attract higher scores if they are able to demonstrate that they have secured match funding and/or are demonstrating that this is being explored. Application form also encourages applicants to seek support from other Statutory bodies where their activities better align with their responsibilities.</p>
<b>Effectiveness of Services</b> Utilise the various scrutiny methods within the PCC's governance structure to provide assurance on the effectiveness and value of delivery by commissioned and grant funded services.		<p>The scrutiny of commissioned services and recipients of Commissioner's funding is incorporated within the overall OPCC governance structure. First select committee currently progressing well. Input has been shared in relation to ODS repeat referrals (for all ages as unable to extract out data for just young people). Actions are being taken away from meetings and planned discussions have been arranged with commissioned services for Quarter 1 contract review.</p> <p>Commissioned service performance and highlight reporting now incorporated as agenda item in new Strategic Performance Board. Consideration of using Microsoft forms to capture data for both Commissioned Service and grant funding management moving forward.</p> <p>Assurance team are working with Commissioning and Partnerships Support officer to review sexual violence services. This includes review of impact of service using cost of crime comparison. This will provide a framework for measuring other services. This piece of work has been delayed and awaiting further review by Evidence Based Policing (EBP) Coordinator and Head of Assurance.</p>
<b>Sustainability</b> To support the implementation and embedding of a sustainability		One member of staff has completed the Institute of Environmental Management and Assessment (IEMA) Pathway to NetZero course that provides individuals with a



culture within the Force and OPCC, regularly reviewing progress against agreed targets within the DPP Sustainability & Decarbonisation Strategy.		strategic and operational overview of environmental sustainability. Additional staff members including the Chief Executive are due to attend the same course during 2025/2026. The DPP Sustainability and Decarbonisation Strategy is monitored via attendance at the Sustainability Steering Board. Further work will be undertaken within the OPCC to embed a sustainability culture.
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### Collaboration

Action Required	RAG	Quarter 1 Progress Update
<b>Substance Misuse Prevention and Treatment Services</b> Work with Area Planning Board (APB) colleagues to review the required investment into substance misuse prevention and treatment services, to revise the service specification to ensure criminal justice service users are appropriately identified and supported and to evaluate the outcomes delivered by jointly commissioned services.		Working group established. ToR agreed. First meeting to be held 3 July 2025. Assistant Director of Public Health leading process on behalf of APB. Independent review of finance and spec delivery being commissioned. APB partner development session Sept 2025 to progress specification discussions.
<b>Internal Communications Strategy</b> Develop and implement an internal communications strategy to increase awareness of the PCC's role and responsibilities and the work of the OPCC, in particular to enhance the internal and external awareness raising of commissioned services.		OPCC Senior Management Team members have provided feedback on an initial draft of an internal communications strategy. Amendments have been suggested, with the aim of finalising the strategy in Quarter 2.

<b>Victims Needs Assessment</b> Refresh the Victims Needs Assessment, including consideration of children and young people and those with protected characteristics.		To be progressed later in year - deadline end of March 2026.
<b>Women in the Criminal Justice System</b> Work with partners to develop the support for women in the criminal justice system.		<p>Women's centre in Carmarthen included for development in wider capital bid to Welsh Government (WG) for enhancing the sexual abuse service spoke centre. Bid was not approved but is currently being appealed with WG.</p> <p>Female blueprint lead linked into Local Criminal Justice Board (LCJB) and blueprint activity included in LCJB delivery plan.</p>
<b>Right Care Right Person</b> Oversee and monitor the impact of the Right Care Right person approach rollout.		<p>OPCC representative continues to attend Force Silver implementation meetings for oversight and awareness. The OPCC has reviewed the draft policy relating to phases 3 (transportation) and 4 (section 136 and voluntary attendance), which the Force is on track to launch in August.</p> <p>Work is underway to seek a report from the CC at a Policing Board meeting in September to review progress one month post-implementation.</p>

## Road Safety

Action Required	RAG	Quarter 1 Progress Update
<b>Select Committee</b> Conduct a Select Committee focusing on Road Safety, where the PCC will publicly hold Dyfed-Powys Police's Chief Constable and partners to account through the scrutiny of evidence and information provided by key stakeholders.		The Road Safety Select Committee Working Group lead will be working with Children and Young People Select Committee working group lead to ensure transfer of learning and synchronisation of roads review.
<b>Road Safety Lobbying</b> Lobby Welsh Government and partners to improve road safety through introducing graduated		<p>The OPCC is working with Project EDWARD (Every Day Without A Road Death) to promote their communications and engagement campaign.</p> <p>Benchmarking underway with other OPCCs and charities.</p>

licenses for new drivers and re-assessments for older drivers.

### Local Victims' Champion

Action Required	RAG	Quarter 1 Progress Update
<b>Pathfinder Project</b> Monitor the delivery of the Pathfinder project in improving the experience of family courts for victims and children.		Service commenced March 2025. First monitoring meeting scheduled for 10th July 2025.
<b>Trauma-Informed</b> Work towards trauma-informed organisations through: <ul style="list-style-type: none"> <li>• Development of an OPCC trauma-informed delivery plan following the Trauma and Adverse Childhood Experiences self-assessment process.</li> <li>• Monitoring DPP's progress through the trauma-informed self-assessment.</li> <li>• Ensuring the Service adheres to the Charter for Families Bereaved through Public Tragedy.</li> </ul>		An OPCC working group has developed a delivery plan for the Office following a whole-Office planning session. Progress against the action plan is reported to the OPCC's Senior Management Team meeting on a regular basis. The working group also liaises with Public Health Wales and the TrACE Criminal Justice in Wales Community of Practice for support and guidance.  The OPCC lead is also liaising with Force Trauma-Informed project lead to oversee their self-assessment progress.  Agenda item on Quarter 1 monitoring meetings for all commissioned services to discuss their approach to trauma awareness, training and action plans.
<b>Advocates Network</b> Introduce an Advocates Network to gather feedback from service users to shape service improvements.		Work has been undertaken in Quarter 1 to support the development of a new Advocate Network. A paper was submitted to the Senior Management Team outlining a proposed action plan to establish the Advocate Network which will be progress in Quarter 2.
<b>Restorative Justice</b> Support DPP to undertake a thorough review of when and how Restorative Justice is being offered to victims, with a view to understanding the impact of restorative practices on those involved.		The Force lead has provided the OPCC with a draft report detailing the restorative approach within DPP. The OPCC is undertaking benchmarking activity with other OPCCs to understand how they fund their provision. This will be worked into the Force's report to shape any recommended ways forward.

Action Required	RAG	Quarter 1 Progress Update
<b>Joint Strategic Equality Plan</b> To ensure progress and delivery against the objectives of the joint Strategic Equality Plan for 2024-29.		Final version of our Strategic Equality Plan Progress Report has been submitted to Dyfed-Powys Police, for inclusion in the Agenda and Papers of the Force's Embracing Diversity Group that takes place in July. Once it is signed off by group members, the Report will be published.
<b>Scrutiny Representation</b> To develop alternative methods of scrutiny to widen representation of scrutiny panels.		Work is being undertaken to consider establishing Community Scrutiny Panels to include members of public with lived experiences. A paper has been submitted to the Force for consideration but there are some concerns around the risk of having non-vetted members being part of the panel meetings. The College of policing are due to publish guidance in relation to Independent Advisory Groups and Scrutiny Panels which will include their view on vetting requirements.
<b>Engagement Strategy</b> Ensure oversight of Force performance in accordance with their Engagement Strategy and implementation of OPCC Engagement Strategy.		Work in this area will commence in the next Quarter.

## Rural Crime

Action Required	RAG	Quarter 1 Progress Update
<b>Select Committee</b> Conduct a Select Committee focusing on Rural Crime, where the PCC will publicly hold Dyfed-Powys Police's Chief Constable and partners to account through the scrutiny of evidence and information provided by key stakeholders who work with rural communities.		Work is not due to commence on this area until the next financial year.
<b>Rural Crime Survey</b> Support the Aberystwyth University Rural Crime survey and		The OPCC has supported Aberystwyth University during the piloting of the survey, which is scheduled to launch fully at the Royal Welsh Agricultural Show in July. The OPCC will support communication and promotion of the survey. Also



support DPP to implement any recommendations arising from it.		working with All Wales Rural Crime Lead to promote through other, local shows across Wales.
<b>Prevention Activity</b> Seek to support DPP to work with rural industries to ensure best practice from other areas is applied in relation to rural crime prevention activity.		Work is not due to commence on this area until the next financial year.

### Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

Action Required	RAG	Quarter 1 Progress Update
<b>Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Perpetrators Programme</b> Continue to develop the regional programme of support for perpetrators of VAWDASV crimes, including the implementation of CARA out of court disposal route.		Regional spectrum of programmes in place, with single point of entry into assessment and onwards into most appropriate intervention with family/victim support available throughout.  Cautioning & Relationship Abuse (CARA) procedure went live on 2nd June. All officers have been trained and communication campaign launched.
<b>Wales Sexual Assault Services</b> Continue to collaborate with Policing and Health Colleagues to deliver against the Wales Sexual Assault Services programme, ensuring that services are fit for purpose for the communities and needs of Dyfed Powys.		Ongoing meetings with Health and WG senior officials. Currently awaiting renewed governance structure from Health and decisions on funding for counselling provision. Key outstanding actions raised with Health. Programme currently presents high risk due to lack of governance and ownership from Health and WG. On OPCC risk register. Policing approach being led by Police Collaboration Wales with support from all PCCs and their offices.
<b>Domestic Abuse Virtual Response Unit (DAVRU) evaluation</b> Support the academic evaluation of the DAVRU in DPP and ensure that the evaluation findings drive further improvements in DPP's response to victims.		Bangor University secured to conduct the evaluation.  Project implementation documentation is being prepared by the Force and OPCC, including a Data Protection Impact Assessment (DPIA) and grant agreement for the work, which is anticipated to commence in September 2025.

### Neighbourhood Crime and Anti-Social Behaviour (ASB)

Action Required	RAG	Quarter 1 Progress Update
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<b>Neighbourhood Policing Prevention Teams (NPPT)</b> Monitor DPP's progress against new NPPT Strategy's Performance Framework.		Request has gone to DPP's Central Prevention Hub, to discuss governance structure around their NPPT Strategy's Performance Framework, and how best the OPCC can oversee progress against the Framework. No further update at present.
<b>Serious Violence Duty</b> Ensure Home Office Serious Violence Duty(SVD) funding is utilised appropriately to support partners in the prevention and tackling of serious violence, including evaluation of impact and analysis of interventions to inform future prevention partnerships.		<p>2025/26 SVD partnership boards have been relaunched for this year. All partners have been asked to provide quarterly updates on how they are delivering SVD within their own organisation and beyond - the first reports are due on 16th July.</p> <p>Labour budget has been allocated to support SVD Co-ordinator and Analyst resource costs. Non-labour budget will be allocated following the SVD funding proposal activity, review and scoring results. We will support activity that aligns with the Strategic Needs Assessment (SNA). Agreed proposals will be ratified by SVD Chair and OPCC Lead (Supt Gareth Roberts &amp; Alison Perry) and presented to Statutory partner leads for agreement at the end of July.</p>
<b>Anti-Social Behaviour (ASB)</b> Work with DPP and partners to contribute to the UK Government's priority to 'crack down' on ASB, through: <ul style="list-style-type: none"> <li>• Ensuring effective use of the Home Office Hotspot Action funding to drive improvements in partnership prevention work.</li> <li>• Improving how victims of ASB are supported.</li> <li>• Facilitating better use of the ASB Case Review.</li> </ul>		<p>The OPCC has increased the promotion of ASB Case Reviews to ensure that more victims of ASB know about the process and how to request a review.</p> <p>This was following an options paper which was presented to the SMT and the PCC.</p> <p>Hotspot Action funding has been allocated to the force and 3 Local Authorities. Activity during Q1 has involved preparation work to comply with 2025/26 Home Office requirements. Whilst this has been developed, partners have continued to patrol using hotspots defined in 2024/25, Problem Orientated Policing activity has also started – Quarter 1 updates due on 9th July. The new hotspot areas will commence from 1st July. In compliance with monitoring requirements Tactical and Strategic boards will commence from Quarter 2 to review progress against the delivery plan.</p>

## DYFED POWYS POLICE AND CRIME PANEL

18/07/2025

<b>Subject</b> REVIEW OF THE OPCC BUSINESS PLAN FOR 2025-2026		
<b>Purpose:</b> To review the Business Plan.		
<b>Recommendations / key decisions required:</b> To review the Business Plan and make such recommendations as are considered appropriate.		
<b>Reasons:</b> The Police Reform and Social Responsibility Act 2011 places a statutory duty upon the Panel to carry out this function.		
Cabinet Decision Required		Not applicable
Council Decision Required		Not applicable
CABINET MEMBER PORTFOLIO HOLDER:- Not applicable		
Report Author:	Designations:	Tel: 01267 224018
Robert Edgecombe	Panel Support Officer	Email addresses: rjedgeco@carmarthenshire.gov.uk

**EXECUTIVE SUMMARY**  
**DYFED-POWYS POLICE AND CRIME PANEL**  
**18/07/2025**

**REVIEW OF THE OPCC BUSINESS PLAN FOR 2025-2026**

The OPCC Business Plan plays an important role in the performance of the statutory functions of the Police and Crime Commissioner.

A copy of the Business Plan is attached to this report

**DETAILED REPORT ATTACHED?**

**YES**



**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Host Authority Files	PACP-104	County Hall Carmarthen

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# BUSINESS PLAN

## 2025-29

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# 1. Introduction

The Police and Crime Commissioner for Dyfed-Powys (Commissioner) has a legal duty to publish a plan which sets out their police and crime priorities. The Police and Crime Plan (PCP) 2025-29 sets out the Commissioner's priorities for the Dyfed-Powys Police area.

This Business Plan sets out in more detail how the Office of the Police and Crime Commissioner (OPCC) will deliver the Commissioner's priorities for the duration of the PCP. Commissioners and their Chief Executives are not required by law to produce a Business Plan, but doing so represents best practice, underpins good governance and transparency, and sets out the services provided and commissioned by the Commissioner (and the organisation that supports them), for the benefit of the public. It is primarily intended as an internal document and is an operational tool to enable planning and delivery. It will be a "live" document and changes over the year are to be expected. If new, significant pieces of work are required throughout the period of this plan the OPCC Executive Team will consider whether they should supersede current projects.

The Chief Executive will be responsible for the Business Plan and progress will be monitored via the OPCC Executive Team. This plan will be used by OPCC staff to ensure that their work assists in meeting the strategic objectives, by the Commissioner to hold the OPCC to account, and by the Dyfed-Powys Police and Crime Panel to support their awareness and understanding of the work of the OPCC and how it supports the Commissioner in delivering the PCP.

The business planning cycle and timeline is outlined in Appendix 1. The Business Plan will not provide full details of activities that are considered to be business as usual. As such, this document does not provide a comprehensive overview of the activity that will be undertaken by the OPCC. The intention of this document is to outline areas of work that we want to prioritise and drive forward.

The Annual Report will capture performance against the objectives outlined in this Business Plan along with reflection of progress against the PCP more broadly.

The OPCC works within the principles of the Wellbeing of Future Generations (Wales) Act 2015, the Code of Ethics, the Nolan Principles of Public life, the Public Sector Equality Duty and pays due regard to the Socioeconomic Duty.

## 2. Vision and Values

### Vision: Improving Trust and Confidence in Local Policing

As set out in the Police and Crime Plan 2025-2029, the overarching vision for the Commissioner is to improve trust and confidence in Dyfed-Powys Police and our criminal justice system as a whole. This means we are committed to providing a police service and justice system that ensures people are:

- Protected - we protect people from crime, and seek justice for victims.
- Respected - we are perceived as fair, respectful and impartial in all we say and do.
- Involved - we support people from all backgrounds to contribute to how we work.
- Represented - we are representative of the public we serve, promote equal opportunities, eliminate discrimination and encourage confidence in our officers, staff and volunteers.

### The Priorities for Policing and Crime

In order to achieve the vision of “Improving Trust and Confidence in Local Policing” the police and all other criminal justice system organisations are encouraged to contribute to achieving the Commissioner’s priorities for policing and crime:

- **Supporting victims and preventing victimisation.** Ensuring that all victims are recognised, safeguarded, supported, and receive a service tailored to their individual needs.
- **Supporting safe communities by preventing harm.** Preventing harm to individuals and communities caused through crime, anti-social behaviour and vulnerability by addressing the drivers of harm.
- **Supporting a more effective justice system.** Working with criminal justice partners to tackle the challenges faced by our communities, by influencing and advocating change and improving the experience for victims and witnesses.

### 3. The role of the Office of the Police and Crime Commissioner

Our Mission Statement is ‘To support the Police and Crime Commissioner to achieve effective outcomes for the public’. One of the main roles of the OPCC is to make sure that the Commissioner exercises their powers properly and responsibly. The Police Reform and Social Responsibility Act (PRSRA) 2011 established Police and Crime Commissioners within each Force area in England and Wales, giving them responsibility for the totality of policing within their area. It requires them to hold the Chief Constable to account for the operational delivery of policing, including the Strategic Policing Requirement published by the Home Secretary.

Section 70 of the PRSRA requires the Secretary of State to issue a Policing Protocol, which applies to every Chief Constable and Police and Crime Commissioner. This protocol sets out the roles and responsibilities of all involved in the quadripartite relationship, namely Police and Crime Commissioner, Chief Constable, Police and Crime Panel and Home Secretary.

The establishment and maintenance of effective working relationships by these parties is fundamental. It is expected that the principles of goodwill, professionalism, openness and trust will underpin the relationship between them, and all parties will do their utmost to make the relationship work.

To monitor compliance with the Policing Protocol Order 2023 the OPCC has developed a health check which covers all the areas in the protocol that the Commissioner has legal power and duty over. Performance is monitored and published on a quarterly basis, with reports submitted to the Police and Crime Panel who hold the Commissioner to account in relation to progress.

Furthermore, as outlined previously, it is the role of the OPCC to support the Commissioner in the development and delivery of the Police and Crime Plan. The guiding principles to deliver a compassionate and inclusive Police and Crime Plan are:

1. Partnership working – working in partnership with organisations and communities to secure and ensure that services meet people’s needs, improving their experience and outcomes. This includes working on shared endeavours for Policing in Wales:
  - Working towards and Anti-Racist Wales
  - Giving communities a voice
  - Achieving value for money
  - Working together to achieve a Wales Without Violence
  - Working towards delivering a Trauma-Informed Wales

2. Governance and accountability – being transparent and accountable to the people of Carmarthenshire, Ceredigion, Pembrokeshire and Powys.
3. Sustainability – using the three pillars of sustainability (social, economic and environmental), building a solid platform from which Dyfed-Powys Police can deliver its services.
4. Engagement and being the voice of community – involving people who live in the Dyfed-Powys Police area in decisions that matter to them.
5. A tailored, person-centred approach – understanding the importance of tailoring our work, and the services we commission, to the unique experience and needs of individuals.

In order to support the Commissioner in discharging their statutory responsibilities and deliver the Police and Crime Plan priorities, it is critical to ensure that the OPCC team is effective, dynamic and flexible. This means ensuring that the OPCC team is led and managed effectively with the appropriate organisational culture, resources and systems in place.

The Commissioner is supported by a team of professionals who each have specific responsibilities. They advise the Commissioner on areas such as finance, governance, policy, performance and scrutiny, public engagement, commissioning and partnerships, and support the Commissioner to discharge his statutory responsibilities.

These individuals are in politically restricted posts and do not support any of the Commissioner's political work.

## **The OPCC Structure**

In addition to the statutory functions of the Chief Executive and the Chief Finance Officer, the OPCC is structured into five main functions, namely:

### Commissioning and Partnerships

The Commissioning and Partnerships work includes:

1. Oversight of appropriate needs assessments and legislative requirements to identify gaps and areas for improvement in service provision.
2. Commissioning and contract management of services to help victims cope and recover from the impact of crime and to support the reduction of reoffending and harm amongst offenders within the Dyfed-Powys Police area.

3. Management of the OPCC's partnership commitments, including the Commissioner's reciprocal duty to work with partners to reduce crime and antisocial behaviour.
4. Assessment, award and management of funds at the Commissioner's disposal to enable partners to deliver on projects that help to meet the priorities of the Police and Crime Plan.
5. Overseeing the pursuance of external grant and funding opportunities in support of the Police and Crime Plan priorities, project managing successful bids to ensure that the Corporate Governance Framework is adhered to.
6. Supporting the Commissioner in his work with partners to ensure an effective and efficient criminal justice system, along with scrutiny of outcomes delivered under the Victims' Code of Practice.

### Assurance and Scrutiny

The Assurance and Scrutiny work includes:

1. Developing and maintaining an understanding of the main issues affecting policing, community safety and the criminal justice system both locally and nationally.
2. Analysing Force and OPCC risks to develop informed scrutiny activity.
3. Maintaining and ensuring effective management of all volunteer schemes and activity.
4. Delivering scrutiny activity findings for the Commissioner, Chief Executive and Police and Crime Panel.
5. Effective handling and management of complaint reviews received from the public and professional bodies in a timely fashion.
6. Provision of advice and support to the Commissioner on quasi legal procedures; including managing the Police Appeals Tribunal process and Pension Forfeiture Appeals.
7. Appointing Independent Panel Members and Legally Qualified Persons (LQPs) for Police Misconduct Hearings.
8. Maintaining oversight of the force's handling of complaints.

### Strategy and Policy

The Strategy and Policy work includes:

1. Development, monitoring and implementation of the PCP.
2. Leading on specific policy areas to design, develop and propose appropriate courses of action to help meet the PCP.
3. Environmental scanning and analysis.
4. Select Committee reviews and project work in support of the PCP.



5. Policy influencing and lobbying activity.
6. Ensuring the Commissioner complies with their statutory duty to respond to all reports published by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services.
7. Supporting the embedding of Evidence-Based Practice in day-to-day operational policing.

### Communications and Engagement

The Communications and Engagement activity includes:

1. Engaging with young people through our Youth Ambassadors Scheme.
2. Ensuring victims have a voice through our Victim Survivor Engagement Network and Victim Survivor Advocate Network.
3. Organising and attending public engagement events.
4. Prepare communications (e.g. press releases and bulletins) and sharing with public and key stakeholders.
5. Development, design and publishing of publications (e.g. Annual Report and Promotional Material).
6. Managing social media platforms.
7. Supporting and developing local and national Awareness Campaigns.
8. Public consultations.
9. Ensuring website content is kept updated with news, events and key activities.
10. Development and implementation of the Strategic Equality Plan.

### Business Support

The Business Support activity includes:

1. Enabling the delivery of effective governance by ensuring appropriate arrangements are in place including the administration of Policing Board, Strategic Performance Board, Select Committees and Joint Audit Committee meetings.
2. Monitoring performance in relation to the OPCC's compliance of statutory responsibilities through preparation of Policing Protocol Reports for consideration by the Police and Crime Panel.
3. Risk Management and Business Continuity.
4. Lead area on compliance issues including Freedom of Information requests, Subject Access Requests and Welsh Language Standards.
5. The first point of contact for communication with the Office via post, email and telephone.

6. Ensuring progress towards DPP and the Office's sustainability goals.
7. Management of the Office Budget and monitoring of the Commissioner's expenses.

### Budget for 2025-2026

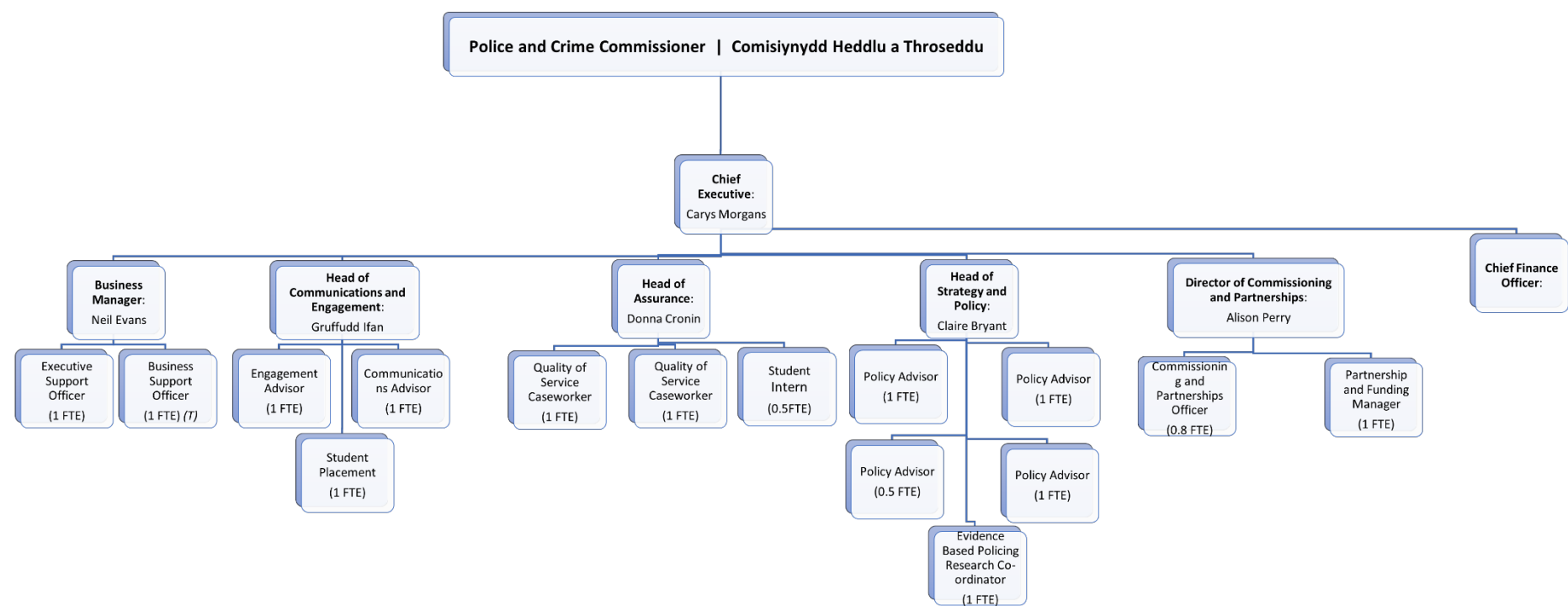
The budget for the Office of the Police and Crime Commissioner comes from Central Government and the precept. The budget information for this financial year is:

PCC Office Costs	£1,627,702
PCC Commissioning	£3,047,982
PCC Grant Income	- £1,386,218

This gives a net budget for the Police and Crime Commissioner of £3,289,466.

OPCC Structure

The OPCC establishment is detailed below. As of 1<sup>st</sup> April 2025, there are 23 individuals within the office, including the Commissioner. The structure is set out below, along with the team demographics.



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(v) = Vacant  
(T) = Temporary

## Team demographics

As of 1<sup>st</sup> April 2025

Total Staff: 23

Gender (Male): 6

Gender (Female): 17

Staff Members with a disability: 0

Staff members from an ethnic minority background: 1

## 4. Action Plans

The Action Plan is the key to ensuring this Business Plan is a “living” document which provides direction and clarity for the OPCC Team on the work to be undertaken. It provides the “golden thread” between the priorities in the PCP, the Commissioner’s statutory duties and the work required to enable the efficient and effective running of the team. From this Plan each business area will develop its own workplan setting out further details about how they contribute to the delivery of objectives outlined below, which in turn will feed into each staff members’ individual objectives. In this way, we can be sure that all of our activity is aligned with and contributing to delivering the Commissioner’s main functions and that each staff member is clear in their contribution to the successful achievements of the OPCC.



## 1. Children and Young People

Children and Young People	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>Select Committee</b> Conduct a Select Committee focusing on Children and Young People, where the PCC will publicly hold Dyfed-Powys Police's Chief Constable and partners to account through the scrutiny of evidence and information provided by key stakeholders who work with Children and Young people.	Head of Strategy and Policy	✓	✓		
<b>Intervention, Prevention and Engagement Service</b> Support DPP's work to ensure a consistent and cost-effective approach to Intervention, Prevention and Engagement services (including School Liaison) for children.	Head of Strategy and Policy	✓	✓		
<b>Children in Custody</b> Monitor the number and care of children in custody and continue to work with partners across Wales to improve secure accommodation for children. Seek to provide wraparound support for children who enter custody.	Head of Assurance / Head of Strategy and Policy	✓	✓		
<b>Communications and Engagement Strategy</b> Develop a Children and Young People Communications and Engagement Strategy to ensure that young people are given a platform to voice their views and experiences and are informed of the work of the PCC and the Office.	Head of Communications and Engagement	✓			
<b>Research focus</b> Support research into early intervention and crime prevention for children and young people and support DPP to embed learning from any emanating recommendations.	Head of Strategy and Policy	✓	✓		

## 2. Data and the use of Research

Data and the use of Research	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>SAIL Databank</b> Continue to drive All-Wales activity to achieve the routine sharing of police data into the SAIL databank.	Head of Strategy and Policy	✓	✓		
<b>Strategic Research Agenda</b> Support DPP to embed learning from research & assess the effectiveness of the pilot with UWTSD.	Head of Strategy and Policy	✓			
<b>Measuring Public Trust and Confidence</b> Establish and launch a mechanism of measuring public trust and confidence in local policing in the Dyfed-Powys area to ensure that data is captured on a quarterly / annually basis.	Head of Communications and Engagement	✓			
<b>Victims' Code of Practice (VCoP)</b> Monitor VCoP metrics through the Police and Crime Plan Performance Framework and supporting governance structures.	Head of Assurance		✓		
<b>Performance Framework</b> Implement a comprehensive Performance Framework to measure progress against the priorities within the Police and Crime Plan which will be monitored through the PCC's quarterly Strategic Performance Board.	Head of Strategy and Policy	✓			
<b>Communicating Performance</b> Work with DPP to develop products to inform the public on how we are doing against the Police and Crime Plan.	Head of Strategy and Policy / Head of Communications and Engagement		✓		
<b>Partnership and External Funding Arrangements</b> Review the partnership and external funding arrangements to ensure maximisation of opportunities for jointly funded endeavours.	Director of Commissioning and Partnerships	✓	✓	✓	✓

Data and the use of Research	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>Effectiveness of Services</b> Utilise the various scrutiny methods within the PCC's governance structure to provide assurance on the effectiveness and value of delivery by commissioned and grant funded services.	Director of Commissioning and Partnerships / Head of Assurance	✓	✓		
<b>Sustainability</b> To support the implementation and embedding of a sustainability culture within the Force and OPCC, regularly reviewing progress against agreed targets within the DPP Sustainability & Decarbonisation Strategy.	Chief Executive	✓	✓		

### 3. Collaboration

Collaboration	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>Substance Misuse Prevention and Treatment Services</b> Work with APB colleagues to review the required investment into substance misuse prevention and treatment services, to revise the service specification to ensure criminal justice service users are appropriately identified and supported and to evaluate the outcomes delivered by jointly commissioned services.	Director of Commissioning and Partnerships	✓	✓		
<b>Internal Communications Strategy</b> Develop and implement an internal communications strategy to increase awareness of the PCC's role and responsibilities and the work of the OPCC, in particular to enhance the internal and external awareness raising of commissioned services.	Head of Communications and Engagement / Director of Commissioning and Partnerships	✓			
<b>Victims Needs Assessment</b> Refresh the Victims Needs Assessment, including consideration of children and young people and those with protected characteristics.	Director of Commissioning and Partnerships		✓		
<b>Women in the Criminal Justice System</b> Work with partners to develop the support for women in the criminal justice system.	Director of Commissioning and Partnerships		✓	✓	
<b>Right Care Right Person</b> Oversee and monitor the impact of the Right Care Right person approach rollout.	Head of Strategy and Policy	✓	✓		

#### 4. Road Safety

Road Safety	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>Select Committee</b> Conduct a Select Committee focusing on Road Safety, where the PCC will publicly hold Dyfed-Powys Police's Chief Constable and partners to account through the scrutiny of evidence and information provided by key stakeholders.	Head of Strategy and Policy	✓	✓	✓	
<b>Road Safety Lobbying</b> Lobby Welsh Government and partners to improve road safety through introducing graduated licenses for new drivers and re-assessments for older drivers.	Head of Strategy and Policy	✓	✓		



## 5. Local Victims' Champion

Local Victims' Champion	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>Pathfinder Project</b> Monitor the delivery of the Pathfinder project in improving the experience of family courts for victims and children.	Director of Commissioning and Partnerships	✓	✓		
<b>Trauma-Informed</b> Work towards trauma-informed organisations through: <ul style="list-style-type: none"> <li>• Development of an OPCC trauma-informed delivery plan following the Trauma and Adverse Childhood Experiences self-assessment process.</li> <li>• Monitoring DPP's progress through the trauma-informed self-assessment.</li> <li>• Ensuring the Service adheres to the Charter for Families Bereaved through Public Tragedy.</li> </ul>	Head of Strategy and Policy / Director of Commissioning and Partnerships	✓	✓	✓	✓
<b>Advocates Network</b> Introduce an Advocates Network to gather feedback from service users to shape service improvements.	Head of Communications and Engagement	✓	✓	✓	✓
<b>Restorative Justice</b> Support DPP to undertake a thorough review of when and how Restorative Justice is being offered to victims, with a view to understanding the impact of restorative practices on those involved.	Head of Strategy and Policy	✓	✓		

## 6. Equality, Diversity and Inclusion

Equality, Diversity and Inclusion	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>Joint Strategic Equality Plan</b> To ensure progress and delivery against the objectives of the joint Strategic Equality Plan for 2024-29.	Head of Communications and Engagement / Head of Assurance	✓	✓	✓	✓
<b>Scrutiny Representation</b> To develop alternative methods of scrutiny to widen representation of scrutiny panels.	Head of Assurance	✓	✓	✓	✓
<b>Engagement Strategy</b> Ensure oversight of Force performance in accordance with their Engagement Strategy and implementation of OPCC Engagement Strategy.	Head of Communications and Engagement	✓	✓	✓	✓

## 7. Rural Crime

Rural Crime	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>Select Committee</b> Conduct a Select Committee focusing on Rural Crime, where the PCC will publicly hold Dyfed-Powys Police's Chief Constable and partners to account through the scrutiny of evidence and information provided by key stakeholders who work with rural communities.	Head of Strategy and Policy		✓	✓	✓
<b>Rural Crime Survey</b> Support the Aberystwyth University Rural Crime survey and support DPP to implement any recommendations arising from it.	Head of Communications and Engagement / Head of Strategy and Policy	✓			
<b>Prevention Activity</b> Seek to support DPP to work with rural industries to ensure best practice from other areas is applied in relation to rural crime prevention activity.	Head of Strategy and Policy		✓	✓	

## 8. Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

VAWDASV	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Perpetrators Programme</b> Continue to develop the regional programme of support for perpetrators of VAWDASV crimes, including the implementation of CARA out of court disposal route.	Director of Commissioning and Partnerships	✓			
<b>Wales Sexual Assault Services</b> Continue to collaborate with Policing and Health Colleagues to deliver against the Wales Sexual Assault Services programme, ensuring that services are fit for purpose for the communities and needs of Dyfed Powys.	Director of Commissioning and Partnerships	✓	✓	✓	
<b>Domestic Abuse Virtual Response Unit (DAVRU) evaluation</b> Support the academic evaluation of the DAVRU in DPP and ensure that the evaluation findings drive further improvements in DPP's response to victims.	Head of Strategy and Policy	✓			

## 9. Neighbourhood Crime and Anti-Social Behaviour (ASB)

Neighbourhood Crime and ASB	Lead	Timescale			
		2025/26	2026/27	2027/28	2028/29
<b>Neighbourhood Policing Prevention Teams (NPPT)</b> Monitor DPP's progress against new NPPT Strategy's Performance Framework.	Head of Communications and Engagement / Head of Strategy and Policy	✓	✓	✓	✓
<b>Serious Violence Duty</b> Ensure Home Office Serious Violence Duty funding is utilised appropriately to support partners in the prevention and tackling of serious violence, including evaluation of impact and analysis of interventions to inform future prevention partnerships.	Director of Commissioning and Partnerships	✓	✓		
<b>Anti-Social Behaviour (ASB)</b> Work with DPP and partners to contribute to the UK Government's priority to 'crack down' on ASB, through: <ul style="list-style-type: none"> <li>• Ensuring effective use of the Home Office Hotspot Action funding to drive improvements in partnership prevention work.</li> <li>• Improving how victims of ASB are supported.</li> <li>• Facilitating better use of the ASB Case Review.</li> </ul>	Director of Commissioning and Partnerships / Head of Strategy and Policy	✓	✓		



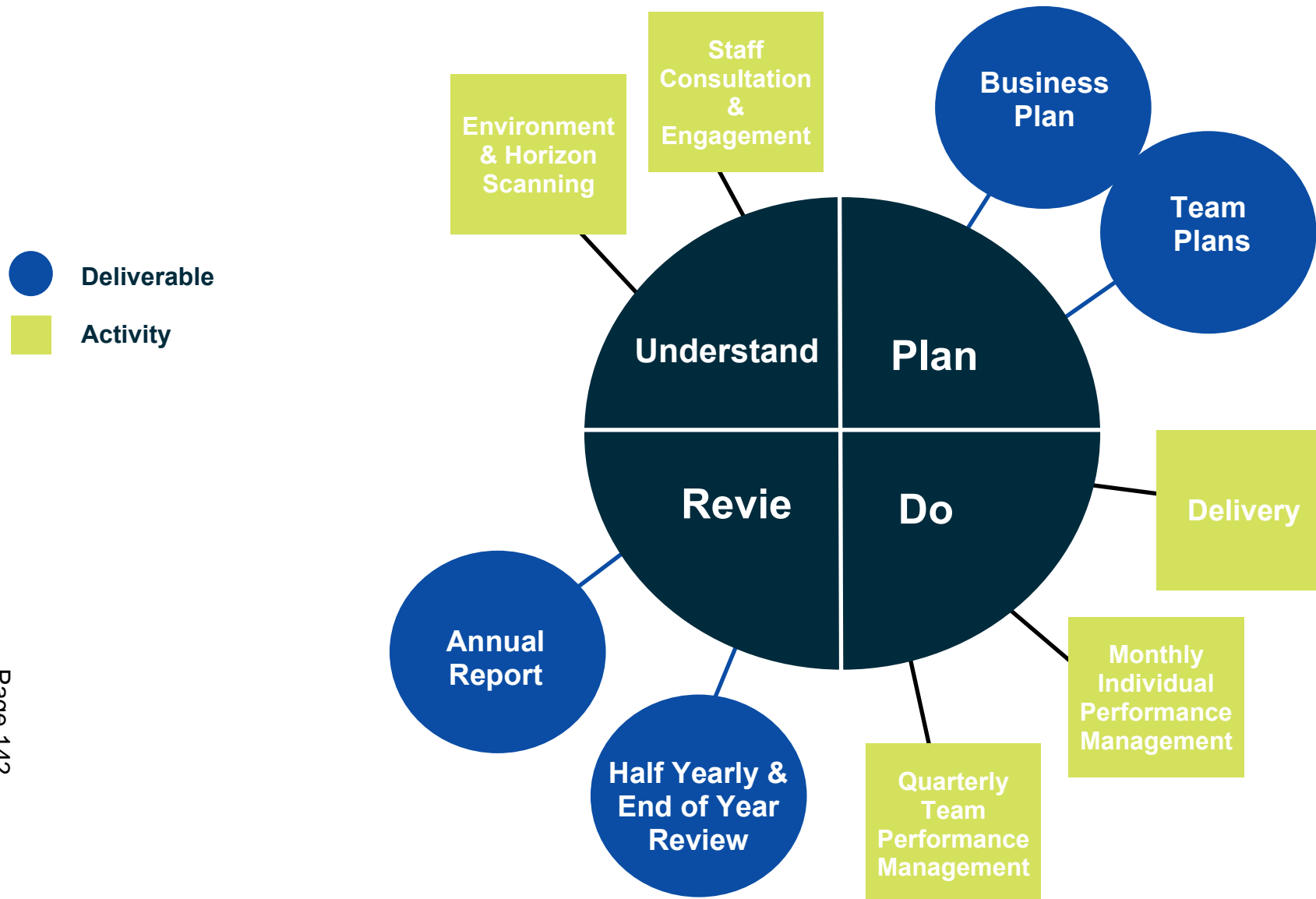
## 5. OPCC Performance

We will report our specific objectives, timelines and progress to the Commissioner and the Executive Team on a quarterly basis. The Commissioner will subsequently present performance reports to the Police and Crime Panel and publish them. As a result, the communities of Dyfed-Powys will be able to see:

- Our activities and deliverables
- Our intended outcomes - aligned to the Police and Crime Plan
- Our performance against intended outcomes and how successful we have been.

The overall performance information will form part of the statutory Annual Report from the Commissioner to the Panel and the public.

## 6. APPENDIX 1 Business Planning and Monitoring Cycle and Timeline



# Timeline



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