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FRIDAY, 7 JULY 2023

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, COUNTY HALL, CARMARTHEN, SA31 1JP AT 2.00 PM, ON FRIDAY, 14TH JULY, 2023** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

Wendy Walters

CHIEF EXECUTIVE

| | |
|---------------------------------|--|
| Democratic Officer: | Kelly Evans |
| Telephone (direct line): | 01267 224178 |
| E-Mail: | kellyevans@carmarthenshire.gov.uk |
| Webcast viewing link: | https://carmarthenshire.public-i.tv/core/portal/webcast_interactive/789011 |

Wendy Walters Prif Weithredwr, *Chief Executive*,
Neuadd y Sir, Caerfyrddin. SA31 1JP
County Hall, Carmarthen. SA31 1JP

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|--|
| <p>DYFED POWYS POLICE & CRIME PANEL 14 MEMBERS</p> |
|--|

CARMARTHENSHIRE COUNTY COUNCIL - 3 MEMBERS

- | | | |
|----|------------|--------------|
| 1. | COUNCILLOR | KEN HOWELL |
| 2. | COUNCILLOR | DOT JONES |
| 3. | COUNCILLOR | KAREN DAVIES |

CEREDIGION COUNTY COUNCIL - 3 MEMBERS

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

PEMBROKESHIRE COUNTY COUNCIL - 3 MEMBERS

- | | | |
|----|------------|-----------------|
| 1. | COUNCILLOR | BRIAN HALL |
| 2. | COUNCILLOR | JONATHAN GRIMES |
| 3. | COUNCILLOR | SIMON HANCOCK |

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

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2. APOLOGIES FOR ABSENCE AND PERSONAL MATTERS
3. DECLARATIONS OF INTEREST
4. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE 19 MAY 2023 9 - 16
5. MATTERS ARISING FROM THE MINUTES (IF ANY)
6. QUESTIONS ON NOTICE FROM PANEL MEMBERS TO THE COMMISSIONER

Question from Professor Ian Roffe

The Commissioner has indicated at prior panel meetings his work outside Dyfed Powys, including the national air police group, the Home Office digital communications project and the all-Wales policing board. Leading and collaborating can bring benefits to this area as well as other Force Areas. Could the PCC give an up-to-date review of the scope of his current engagement with such external groups, the main issues each group is addressing and any potential ramifications for policing governance in the Dyfed Powys area?

Question on Notice from Professor Ian Roffe

Panel members have encountered diverse cases where members of the public have been dissatisfied with responses from Dyfed Powys police to 101 calls.

Is the PCC aware of issues with the 101 service and what approach is he taking in ensuring more timely and appropriate responses to the public?

Question from Councillor Keith Evans

I was recently approached by a member of the public who wished to complain about how the police had dealt with a road traffic collision that she had been involved in. Whilst I was able to signpost this individual towards the force itself in this instance please could you outline, for the benefit of newer Panel members and members of the public who may be watching, your role of the police complaints process, the oversight that you exercise regarding how the force handles complaints, and what the public should do if they wish to make a complaint against a police officer.

Question from Councillor Liz Rijnenberg

Neighbourhood Policing Teams (NPTs) are critical to the success of all of the Police and Crime Commissioners priorities. Anecdotal information indicates that the effectiveness of these teams in terms of visibility and responsivity can vary from locality to locality.

Given the recent restructuring of these teams and the opportunity to improve the standard of service how is the Commissioner assuring himself of the following:

1. That the new arrangements have been adequately resourced.
2. That structures are in place to ensure that the NPTs are simultaneously responsive and consistent in terms of how they will liaise and communicate with all stakeholders and importantly, victims of crime across the localities.
3. How the effectiveness of the teams will be monitored and evaluated.

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DYFED POWYS POLICE AND CRIME PANEL
14 JULY 2023

| | | |
|---|--|--|
| Appointment of Panel Chair and Vice-Chair | | |
| Recommendations / key decisions required: To appoint a Panel Chair and Vice Chair until the next Annual General Meeting | | |
| Reasons: The terms of office of the previous panel chair and vice-chair have ended. | | |
| Relevant scrutiny committee to be consulted NA | | |
| Cabinet Decision Required | NA | |
| Council Decision Required | NA | |
| CABINET MEMBER PORTFOLIO HOLDER:- NA | | |
| Directorate: Chief Executives Name of Head of Service: Linda Rees-Jones Report Author: Robert Edgecombe | Designations: Head of Administration and Law Legal Services Manager | Tel: 01267 224018 Email addresses: rjedgeco@carmarthenshire.gov.uk |

**EXECUTIVE SUMMARY
POLICE AND CRIME PANEL
14 JULY 2023**

Appointment of Panel Chair and Vice-Chair

Panel members are required to appoint members of the Panel to act as its Chair and Vice-Chair until the Panel Annual General Meeting in 2023.

Both posts may be filled by elected or co-opted members.

Each nomination will require a proposer and seconder before being voted on.

DETAILED REPORT ATTACHED?

NO

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: *LRees-Jones*

Head of Administration and Law

| | | | | | | |
|---|-------------|-------------|-------------|------------------------|-----------------------|-----------------|
| Policy, Crime & Disorder and Equalities | Legal | Finance | ICT | Risk Management Issues | Staffing Implications | Physical Assets |
| NONE | NONE | NONE | NONE | NONE | NONE | NONE |

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: *LRees-Jones*

Head of Administration and Law

1. Scrutiny Committee - NA
2. Local Members – NA
3. Community / Town Council – NA
4. Relevant Partners - NA
5. Staff Side Representatives and other Organisations

EXECUTIVE BOARD PORTFOLIO HOLDER(S) AWARE/CONSULTED

NA

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 file | PACP-00000 | County Hall Carmarthen |

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DYFED POWYS POLICE AND CRIME PANEL

FRIDAY, 19 MAY 2023

Chamber, County Hall, Carmarthen, SA31 1JP
10:30am – 12:00pm

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

Carmarthenshire County Council Members:

K. Howell and D. Jones;

Ceredigion County Council Members:

E. Evans; K. Davies and W. Thomas;

Pembrokeshire County Council Members:

J. Grimes; and S. Hancock;

Powys County Council Members:

W. Powell and L. Rijenbergh

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

Mr. D. Llywelyn - Police and Crime Commissioner;

Mrs. C. Morgans - Chief of Staff;

The following Officers were in attendance:

R. Edgecombe, Panel Monitoring Officer;

K. Evans, Assistant Democratic Services Officer;

M. Runeckles, Member Support Officer

S. Rees, Principal Translator.

1. APOLOGIES FOR ABSENCE AND PERSONAL MATTERS

Apologies for absence were received from Councillor Les George (Powys County Council), Councillor Karen Davies (Carmarthenshire County Council) and Mrs Helen Thomas (Independent Co-opted Member).

The Chair extended the Panel's condolences to the Commissioner on the recent passing of his father.

VARIATION OF BUSINESS

The Panel agreed, at the Chair's request, to vary the order of the business on the Agenda so as to move Item 3 and Item 4 to the last items to be discussed.

2. DECLARATIONS OF INTEREST

| Member | Agenda Item No | Interest |
|-----------------|------------------|---|
| Cllr. S Hancock | All agenda items | Family member is a serving Police Officer within Dyfed Powys Police Force |

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

3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE 27 JANUARY 2023

The Panel was advised that Councillor Brian Hall was in attendance at the meeting in January, but his name was omitted from the minutes. Minutes to be amended to include Councillor Brian Hall.

RESOLVED that the minutes of the Dyfed-Powys Police and Crime Panel meeting held on the 27th January 2023 be signed as a correct record, subject to the amendment detailed above.

4. MATTERS ARISING FROM THE MINUTES (IF ANY)

No matters were raised at the meeting.

5. QUESTIONS ON NOTICE FROM PANEL MEMBERS TO THE COMMISSIONER

5.1 QUESTION FROM PROFESSOR IAN ROFFE

“Poor officer health and well-being and the early departure of experienced staff can often have a detrimental impact on the efficiency and effectiveness of a police force. How are you ensuring that the Chief Constable is addressing these issues appropriately and are you Satisfied with the results of his efforts?”

Response by the Commissioner:

The Commissioner advised that a report with a full response to the question would be emailed outside of the meeting.

The Commissioner advised that the majority of the force have less than five years in service and there were less, senior colleagues to support the younger officers. The Force have a People, Culture and Ethic Board where wellbeing strategies and occupational health issues are discussed. The 2021-22 Inspection Report highlighted work undertaken in the Dyfed Powys Force in offering staff a good range of support networks. The Commissioner was satisfied with the support for all staff and the Force had recently received a gold award for Investors in People. The Commissioner informed the Panel that staff have opportunities to hold private sessions with Occupational Health if requested.

5.2 QUESTION FROM PROFESSOR IAN ROFFE

“The report of Baroness Casey, into the Metropolitan Police highlighted many serious concerns with that force. What relevance do you see that the report has for Dyfed Powys and what steps will you be taking to ensure that the lessons identified are not missed.”

Response by the Commissioner:

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

The Commissioner advised that when speaking with new recruits, the one message he delivers is one of the high standards that the Dyfed Powys force holds. The Panel were informed that there is a National recommendation around vetting and re-vetting of staff and that his office had recently been through this process.

5.3 QUESTION FROM COUNCILLOR WILLIAM DENSTON POWELL

“The tackling of rural crime is an area where DPP has made real progress in recent years. However, there are concerns that momentum has slackened of late. Do you share these concerns. What steps will you be taking to ensure that the good progress is maintained in the future?”

Response by the Commissioner:

The Commissioner reassured the Panel that progress will be maintained in rural areas. The Force is more proactive around intelligence in criminal activities. The Panel was advised that there had been an investment in drones, supplementing the rural crime team. This will be part of the wider team as and when required. The Commissioner informed the Panel that access to the dashboard was now available to his team to monitor some of the performances. The Strategic Board would now be re-invigorated.

5.4 QUESTION FROM COUNCILLOR WILLIAM DENSTON POWELL

“In July 2022, the British Association for Shooting and Conservation published its review of police firearms licensing and highlighted significant variations in the efficiency and effectiveness of forces across England and Wales. Dyfed-Powys was in the middle quartile, taking an Average of 93 days to deal with each application. These delays are a cause for concern. What steps are you taking to ensure that the Force is maintaining an efficient and fit for purpose Firearms Licensing regime for Dyfed Powys?”

Response by the Commissioner:

The Commissioner informed the Panel that he meets with BASC along with the Chief Constable regularly to discuss issues. There is a new guidance to be published after the Plymouth incident. The Force Review Team are looking into why there are delays in processing licenses. The Commissioner informed the Panel that he would provide a comprehensive response into cost element of licenses.

6. **POLICING PROTOCOL - PERFORMANCE REPORT**

[NOTE: Councillor S. Hancock had earlier declared an interest in this item.]

The Panel considered a performance report in relation to the Policing Protocol for Q3 of the financial year 2022-23.

The following issues were raised:

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

In response to a query as to why the review of the Corporate Governance was a light touch, the Panel was informed that it was important to ensure that the document was up to date. There is a force review being undertaken currently and a re-organisation. Once the new structures were in place and embedded a deep dive on the framework would take place.

In response to a query on page 27, the Panel were advised that the timeframe for responses to be returned on the community consultation had been extended, and results would be reported back to the panel.

The Panel were informed that sustainability statistics would be reported to the panel at a future meeting.

Reference was made to priorities that were now green and the progress made to improve.

The Commissioner referred to energy efficiency savings being carried out at buildings to reduce costs.

RESOLVED that the report be noted.

7. EXTERNAL FUNDING 2022-2023

[NOTE: Councillor S. Hancock had earlier declared an interest in this item.]

The Panel considered a report detailing grant funding arrangements. The PCC has multiple income streams which can be utilised to fund additional projects and resources in support of the Police and Crime Priorities.

The External Funding Manager and the Chief Finance Officer meet on a fortnightly basis to discuss the budget balance, expenditure and commitments against each of the income streams.

The following issues were raised:

In response to a query regarding the Accountability Board Meetings, the Panel was advised that the next meeting would be held in Powys and that dates would be scheduled for the forthcoming year.

A query was raised on whether a Police Cadet scheme in the Gwendraeth valley could be formed, due to the level of anti-social behaviour in that area. The Commissioner stated that he would liaise directly with the member.

In response to a query raised over unsuccessful applications, the panel was informed that feedback was provided to agencies informing them as to why they

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

were unsuccessful and how their application didn't fit into the Crime Plan guidance.

The panel was informed that applications had been received in the past, from women's refuges.

Panel members thanked to the Neighbourhood Policing teams that have attended community meetings and hoped that having their presence would continue.

RESOLVED that the report be noted.

8. DECISIONS MADE BY THE POLICE AND CRIME COMMISSIONER

[NOTE: Councillor S. Hancock had earlier declared an interest in this item.]

The Panel considered a report on decisions taken by the Commissioner between 18th January 2023 to 11th May 2023. The Commissioner advised that the report contained some decisions predating December 2022, which had been omitted from previous reports.

In response to a query regarding the re-location of the Police Station in Milford Haven, the Commissioner advised that the level of Policing would remain the same in the area and that the public would be notified of the re-location.

RESOLVED that the report be received.

9. PANEL SCRUTINY REPORT HOW THE POLICE AND CRIME COMMISSIONER PERFORMS AGAINST THE POLICING PROTOCOL ORDER

[NOTE: Councillor S. Hancock had earlier declared an interest in this item.]

The Panel considered a report by the Performance sub-group scrutinising how the Police and Crime Commissioner performed against the requirements of the Policing Protocol Order as one of its key priorities for the coming year.

RESOLVED THAT:-

9.1 The PCC continues to provide performance reports to the Panel on a quarterly basis.

9.2 The quarterly reports appear to be unique to Dyfed Powys and there is the potential for disseminating this good practice elsewhere. This will have the added benefit of enabling benchmarking. It is therefore recommended

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

that the PCC and the Panel seek to use their influence to have this approach adopted in other force areas.

9.3 It is recommended that these reports appear higher on the agenda of Panel meetings to allow more time for their consideration.

9.4 It is recommended that the Panel review aspects of the Reports in more detail either in Panel meetings or via Panel sub-groups.

9.5 It is recommended that the Panel adopt a similar approach to rating and reviewing its operations against the span of its responsibilities.

10. PANEL SCRUTINY REPORT HOW THE POLICE AND CRIME COMMISSIONER HOLDS THE CHIEF CONSTABLE TO ACCOUNT

[NOTE: Councillor S. Hancock had earlier declared an interest in this item.]

The Panel considered a report by the Performance sub-group scrutinising how the Police and Crime Commissioner performed against the requirements of the Policing Protocol Order as one of its key priorities for the coming year.

RESOLVED that:

- 10.1 the PCC continue with his approach of holding Policing Accountability Board (PAB) meetings in local colleges.**
- 10.2 the PCC and CC reflect on the relative importance of public accountability and secure the dates in their diaries for these meetings.**
- 10.3 meetings should be held regularly and clearly promoted to the public and stakeholders. Dates of PAB meeting should be publicised on the PCP website well in advance.**
- 10.4 steps be taken to ensure that the way information is presented at the PAB takes into account the public nature of the meeting and its audience as this would be beneficial in helping the public in fully understanding the replies.**
- 10.5 the PCC should aim to more clearly demonstrate how he has held the CC to account in relation to all those matters specified in section 1(8) of the Police Reform and Social Responsibility Act 2011.**

11. UPDATE ON PANEL REVIEW OF ESTATES MANAGEMENT

[NOTE: Councillor S. Hancock had earlier declared an interest in this item.]

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

The Panel considered an update of estates management. Owing to significant delay in members of the Panel being appointed by the Home Office following the May 2022 local government elections, the Panel was unable to progress this piece of work during the 2022-2023 municipal year.

The Panel resolved to undertake this task during 2023-24 as part of its wider scrutiny of the Police precept.

Resolved that the report be noted.

CHAIR

DATE

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

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DYFED-POWYS POLICE AND CRIME PANEL
14 JULY 2023

| | | |
|---|--|--|
| POLICE AND CRIME COMMISSIONER'S ANNUAL REPORT | | |
| Recommendations / key decisions required: | | |
| To review the report and make such recommendations as the Panel thinks fit. | | |
| Reasons: | | |
| The Panel has a statutory power to do this | | |
| Relevant scrutiny committee to be consulted NA | | |
| Cabinet Decision Required | NA | |
| Council Decision Required | NA | |
| CABINET MEMBER PORTFOLIO HOLDER:- NA | | |
| Directorate: Chief Executives Name of Head of Service: Linda Rees-Jones Report Author: Robert Edgecombe | Designations: Head of Administration and Law Legal Services Manager | Tel: 01267 224018 Email addresses: rjedgeco@carmarthenshire.gov.uk |

**EXECUTIVE SUMMARY
POLICE AND CRIME PANEL
14 JULY 2023**

POLICE AND CRIME COMMISSIONER'S ANNUAL REPORT

Paragraph 24(e) of the Policing Protocol Order 2011 provides that the Police and Crime Panel has the power to review the Police and Crime Commissioner's Annual Report and make such reports and recommendations as it thinks fit, at a public meeting, which the PCC must attend.

The Commissioner's Annual Report is attached.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: *LRees-Jones*

Head of Administration and Law

| Policy, Crime & Disorder and Equalities | Legal | Finance | ICT | Risk Management Issues | Staffing Implications | Physical Assets |
|---|-------------|-------------|-------------|------------------------|-----------------------|-----------------|
| NONE | NONE | NONE | NONE | NONE | NONE | NONE |

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: *LRees-Jones*

Head of Administration and Law

1. Scrutiny Committee - NA
2. Local Members – NA
3. Community / Town Council – NA
4. Relevant Partners - NA
5. Staff Side Representatives and other Organisations

**CABINET PORTFOLIO HOLDER(S)
AWARE/CONSULTED**

NA

**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 file | PACP-077 | County Hall Carmarthen |

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Comisiynydd Heddlu a Throseddu
Dyfed-Powys
Police and Crime Commissioner

(Front cover)

Annual Report

2022-23

This document is also available in Welsh.

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Foreword

2022-23 has been a challenging but productive year for everyone involved in Policing. This is the second year of delivering projects aligned to my key priorities from my 2021-25 Police and Crime Plan. This has been done against the backdrop of ongoing financial pressures and low public confidence in policing in England and Wales. My office and I have worked hard together with the Force to ensure we are as efficient as we possibly can be, whilst always ensuring value for money and delivering highly effective services to those who need them.

As your Police and Crime Commissioner it is my responsibility to represent your voice in setting the priorities for Dyfed Powys Police, from engaging with the Communities of Carmarthenshire, Ceredigion, Pembrokeshire and Powys. It is clear to me that people want to see the police addressing local crime concerns and safeguarding the most vulnerable within our society.

Working in partnership is a key priority for me. An effective justice system can only be delivered through working together across the public sector and with subject matter experts. As the local 'Victims' Champion' listening and learning from the views of those who have had first hand experience of the criminal justice system is critical as is the provision of effective services for victims. I am proud of the work of the Victims Engagement Forum and the way in which their feedback has been used to improve services over the year and I look forward to continuing, and indeed increasing such activity.

In my Police and Crime Plan, I committed to preventing harm to individuals and communities caused through crime, anti-social behaviour and vulnerability. Early interventions and problem solving approaches are critical to preventing harm, hence my investment into a wide range of prevention and diversion programmes throughout the Dyfed-Powys area. A notable highlight for me during the year was when we hosted the Knife Angel in Aberystwyth. Despite the Dyfed-Powys area being the safest in Wales and England with low levels of violent crime, particularly knife crime, we must recognise that we are not immune and the anti-violence and anti-aggression messages need to be heard.

As Chair of the Local Criminal Justice Board, I am committed to working with partners, communities and victims to improve confidence in the criminal justice system. As the Senior Responsible Officer for the Wales Safeguarding Repository, I am delighted with the progress achieved under the Single Unified Safeguarding Review project which is a collaboration between Welsh Government, Cardiff University, the Home Office and other key stakeholders across Wales to ensure a pan-Wales approach to learning from reviews.

At a more local level, I am also proud of the partnership work being undertaken by the Dyfed-Powys Out of Court Disposal Scrutiny Panel, which was highlighted in a Magistrates Association report as being best practice in December 2022. I am grateful for the positive engagement and collaboration which we have achieved across a number of partnerships across the Dyfed-Powys area which are all focussed upon improving services for our local communities. I am confident that this

partnership approach will continue over this coming year in order to further improve services.

Continuing at a local level I would personally like to pass on my thanks to those volunteers who have given their time over the last year for their significant contributions. In particular the work that was undertaken as part of a National anti-rip suit pilot, the Independent Custody Visitors have been key in ensuring improvements around the use of anti-rip suits particularly in relation to the recording of their use.

Thank you all once again for you continued support – Diolch yn fawr iawn.



Dafydd Llywelyn

Dyfed-Powys Police and Crime Commissioner

DRAFT

The Role of a Police and Crime Commissioner

2022 marked ten years since Police and Crime Commissioners (PCCs) were first democratically elected and started making a real difference by giving the public a stronger voice in policing and criminal justice.

PCC Llywelyn stated “I am sincerely privileged to hold the office of PCC for an area I grew up and live in. It is a great honour to be the public’s representative within policing and the local criminal justice system and I often refer to my role as a bridge between the public and these important services.

This is a duty and responsibility I take very seriously and I thoroughly enjoy my work”



Here are 12 things to know about a Police and Crime Commissioner.

The Commissioner is responsible for

1. Setting the priorities for Dyfed-Powys Police;
2. Publishing a Police and Crime Plan;
3. Engaging with Communities and representing the public’s voice on policing matters;
4. Working closely with community safety and criminal justice partners;
5. Supporting victims and bringing people to justice;
6. Commissioning services to make communities safer and to support the vulnerable;
7. Appointing and, if necessary, dismissing the Chief Constable;
8. Dealing with complaints and disciplinary matters against the Chief Constable;
9. Holding the Chief Constable to account; and
10. Setting the annual Police budget and precept level.

The Commissioner is not responsible for:

11. Day-to-day deployment and delivery of police services known as ‘operational policing’; or
12. Investigating complaints against police officers below the rank of Chief Constable.

Visit our YouTube page to watch a video explaining the purpose, role responsibilities of Police and Crime Commissioners <https://www.youtube.com/watch?v=ZrPjq4xCf7k>

DRAFT

2021-25 Police and Crime Plan

One of the key roles of a Police and Crime Commissioner is to produce a Police and Crime Plan setting the direction for policing for a four year period.

Vision

“My overarching vision for 2021-25 is to keep the communities of Mid and West Wales safe, maintaining trust and confidence in our police and criminal justice system as a whole.”

Priorities

The Commissioner’s three key priorities are:

- 1. Victims are supported,**
- 2. Harm is prevented, and**
- 3. Our justice system is more effective.**

Values

In order to achieve these priorities and meet the Commissioner’s vision, a number of values must be adopted and underpin the work undertaken by the Commissioner, his team and partners:

- 1. Working Together**
- 2. Being Accountable**
- 3. Being Sustainable**
- 4. Engaging Widely**

The Plan details the Commissioner’s aims for Dyfed-Powys Police and how he will hold the Force to account to achieve them, as well as setting out steps the Commissioner will undertake with partners.

The 2021-25 Police and Crime Plan is available on the Commissioner’s website:
<https://www.dyfedpowys-pcc.org.uk/en/the-commissioner/the-police-and-crime-plan/>

A series of animated videos are available on the above link to support and summarise the Commissioner’s Police and Crime Plan, to make it more accessible to all.

This Annual Report reflects on the work undertaken to meet the priorities, as well as how the Commissioner has championed collaboration, accountability, sustainability, and engagement.

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 the PCCs when issuing or varying Police and Crime Plans. It supports PCCs as well as Chief Constables to plan, prepare and respond to these threats by clearly linking the local response to the national, highlighting the capabilities and partnerships that policing needs to ensure it can fulfil its national responsibilities.

A revised version of the SPR was published in February 2023 which provided strengthened detail around the action required from policing at the local and regional level against the critical national threats. The 2023 SPR sets out seven identified national threats. These are as follows: Serious and Organised Crime (SOC); Terrorism; Cyber; Child Sexual Abuse; Public Disorder and Civil Emergencies. These remain from the 2015 version with the addition in 2023 of Violence Against Women and Girls (VAWG), reflecting the threat it presents to the public safety and confidence.

Given this annual report is for the year April 2022 to March 2023, it will not respond in detail to the revised SPR due to the timing of its publication. However, the Commissioner is confident that due regard has been given to the six threat areas identified in the SPR in his Police and Crime Plan and has been holding the Chief Constable to account accordingly. VAWG, while not previously contained in the SPR, nonetheless was identified as a key and pressing issue by the Commissioner which is reflected in the Police and Crime Plan and is included in this report.

Progress against the Police & Crime Plan 2021-25

Priority 1: Victims are supported

Investment in support services for victims

The Commissioner is committed to ensuring that victims are recognised and supported, that their voices are heard and responses are tailored to their individual needs.

For the 2022-23 financial year the Commissioner continued to fund essential support services for victims. In many instances, this is done using the Ministry of Justice victims grant funding; a key outcome of which is that services help victims to cope and recover from the impact of crime.

Goleudy multi-crime service

Throughout 2022-23, Goleudy continued to offer personalised, emotional, and practical support to help victims, their families and witnesses of crime and anti-social behaviour. Goleudy undertook a series of development events during the year to identify necessary service improvements. This has resulted in police officers undertaking a consistent needs assessment to identify whether a victim is entitled to receive an enhanced service under the Victims' Code of Practice.

Can the following text be presented different please?

During 2022-23:

- Just over 35,000 victims of crime and anti-social behaviour were referred to assess their need for support. 86% of these victims engaged with Goleudy.

Goleudy refers victims into specialist support services where needed, including mental health, domestic abuse, sexual violence and substance misuse services.

Can the following text be presented different please?

Outcomes of Goleudy support service:

- 88% felt safer.
- 80% felt their health and wellbeing improved.
- 87% felt able to cope as a result of support from Goleudy.



Independent Domestic Violence Advisory service

The Commissioner's funding allowed service providers to support victims of domestic abuse from the immediate point of report through to court appearances.

This service sets an example of best practice where the Commissioner joins together with the four Local Authorities across the Dyfed-Powys area to fund a single service, ensuring that a consistent and offer of support is provided to victims and their families.

The Independent Domestic Violence Advisory (IDVA) service run by Hafan Cymru and Pobl supports vulnerable, repeat and high-risk victims of domestic abuse, along with their families. They ensure that risk levels were reduced, and safety plans put in place.

During 2022-23:

- 1,649 referrals were made in to the IDVA service.
- 85% of those referred engaged with the service.
- 38% were repeat referrals.
- In 82% of cases the victim was contacted within 1 working day, in line with recognised standards.
- 15% of users received face to face support, with the remainder opting for online or alternative support provision.

Outcomes achieved by service users of the IDVA service:

- 71% reported an improved quality of life.
- 61% of clients reported increased feelings of safety.
- 70% of clients were satisfied with the overall service they received.

During the summer of 2022, the Commissioner's office led on the re-commissioning of this service, along with the 4 Local Authorities covered by Dyfed-Powys Police. This included input from partners and agencies that work closely with the service, as well as previous clients. The new contract, delivered by Dal i Godi Consortium commenced on 1st April 2023.



Independent Sexual Violence Advisory service

Due to funding delivered by the Commissioner, New Pathways continued to provide 24-hour access to crisis and ongoing support for victims of sexual abuse throughout 2022-23. This support offers first aid, safeguarding and specialist clinical and

forensic care in a safe space as well as access to ongoing specialist support through the criminal justice system.

During 2022-23:

- 612 referrals were made into New Pathways.
- 49% of these were historic cases.
- 15% of referrals were for children under 16 years of age.
- An additional 7% of victims referred were aged 16 or 17.

Outcomes of New Pathways' support service:

- 87% of service users reported feeling more able to cope.
- 84% experienced a reduction in symptoms of anxiety.

The Commissioner has continued to act as the Lead Commissioner representative in the joint policing and health model of sexual abuse service delivery across Wales. This provides a model that ensures clinical governance of cases and meets the required standards for forensic evidence, thereby ensuring the best possible service for victims. As part of this, the Commissioner will be working with South Wales and Gwent PCCs to procure an ISVA service covering the 3 Force areas, to commence in April 2024.



Additional funds for victims of domestic and sexual violence

During 2022-23 the Commissioner's Office secured £271,041 from the Ministry of Justice for organisations supporting those experiencing domestic or sexual violence. This funding helps to ensure that some of the most vulnerable individuals in our communities are able to access the support they need. The recipients included:

- Advocacy for Fatal Domestic Abuse;
- BAWSO;
- Aberystwyth University – running Dewis Choice services;
- Calan Domestic Violence Service;
- Carmarthenshire Domestic Abuse Service;
- Pembrokeshire People First ;
- Goleudy;
- Threshold Domestic Abuse Services;
- Parental Education Growth Support (PEGS).

The additional Ministry of Justice funding for Independent Sexual Violence Advisors (ISVAs) and Independent Domestic Violence Advisors (IDVAs) continued during 2022-23, with Dyfed-Powys receiving £521,991.

An **ISVA** provides emotional and practical support for victims of rape or sexual assault. Their main role is to provide support around the criminal justice process.

An **IDVA** provides crisis support to victims of domestic abuse assessed as being at high risk. They work to reduce risk and implement safety plans.

The increase in both the complexity and volume of cases first seen as the result of the Covid-19 pandemic has continued, placing ongoing high demand for services. The additional funding enables the provision of dedicated resources such as specialist children and young people and Male ISVAs/IDVAs to ensure a focus on those with protected characteristics.

Missing young person's debrief service

Funding from the Commissioner ensured that Llamau were able to continue to offer independent de-briefing, support and mediation. The service is for children, young people and their families who have been reported as 'missing' and at risk of sexual exploitation or victimisation.

17% of the young people referred for de-brief displayed signs of possible child sexual exploitation. Issues were identified during debriefs where young people were at significant risk, as both victims and perpetrators, of crime. Llamau were able to provide the necessary support and mediation in these cases to try to break this cycle.

The impact of the service continues to be demonstrated in terms of benefits to those receiving the service.. Evidence shows that the provision of an independent debrief service, rather than being conducted by police or social care officers allows the young person to speak freely and for risk factors to be more accurately identified.

During 2022-23, 449 missing children and young people were referred to Llamau for the de-briefing service. 320 of these children received debriefs, with the remainder either being inappropriate referrals or parents/guardians refusing the offer of service.

In 75 of the debriefs, risks of sexual exploitation were identified and in 52 cases onward referrals were made to safeguarding services.



It was recognised during 2022 that the service was experiencing a significant increase in both volume and complexity of the referrals into the service. As a result, the Commissioner approved an uplift in the funding to resource the service. This enabled additional capacity to ensure that all referrals could

be accepted. The increase in service provision will continue to the end of the contract period in March 2025.

DRAFT

Operation Soteria Bluestone

Op Soteria is a national approach to transform the policing response to rape and other serious sexual offences. Dyfed-Powys Police is one of 14 'expansion' forces. The operation originally focused, through detailed deep dives, on the policing of rape and other serious sexual offences in 5 forces, including South Wales Police. The operation was then expanded to include Dyfed-Powys Police and 13 other forces. These were asked to complete self-assessments on their approach to: suspect-focused investigation, disrupting repeat offending, victim engagement, officer training, data and performance, and digital forensics.

The Commissioner and his team were given the opportunity to provide information for the self-assessments, specifically in relation to victim engagement and commissioned services.

The Force received a 2-day visit from the Op Soteria team in November 2022, where they met with key individuals and partners to delve deeper into each of the assessment areas. The Commissioner was invited to attend the Force's debrief session where four areas of focus were recommended:

1. Governance and ownership of investigations;
2. Introducing a specialist capability;
3. The need for more subject matter experts; and
4. The development of a problem profile for rape and serious sexual offences for the Force area.

In 2023-24, Op Soteria will develop a National Operating Model for the policing of rape and serious sexual offences. The Commissioner and his team will set out to support and oversee the Force's progress against this, as well as the recommendations from their self-assessment.

Operation Signature identifies and supports vulnerable victims of fraud, providing preventative and supportive measures to protect them and safeguard from further targeting. Three posts are funded by the Commissioner within the Economic Crime Team out of the Proceeds of Crime ACT (POCA) Reserves fund.

Table presenting the following please:

| | 2020-21 | 2021-22 | 2022-23 |
|-----------------|---------|---------|------------|
| Total referrals | 407 | 376 | 281 |

Of the 281 individuals who entered Operation Signature, 71 were categorised as high risk victims and 86 as medium risk.

The Fraud Safeguarding Officer provided support through direct contact and engagement with 166 victims.

The average age of those who entered Operation Signature was 64.

| | |
|----------|----|
| Under 20 | 8 |
| 21 – 30 | 17 |
| 31 – 40 | 23 |
| 41 – 50 | 21 |
| 51 – 60 | 34 |
| 61 – 70 | 45 |
| 71 – 80 | 69 |
| 80+ | 64 |

154 of the victims entering Operation Signature were female, 127 were male.

The **Banking Protocol** is a national scheme between the police and financial sector. It aims to identify bank customers who are in the process of being victimised, and to refer them into Operation Signature.

112 victims were referred into Operation Signature through the Banking Protocol during 2022-23.

Through this protocol, the Fraud Safeguarding Officer and Dyfed-Powys Police were able to prevent the loss of £1.2million.

An example of a case referred to the Banking Protocol:

- The Banking Protocol was activated for an elderly male due to concerns for the value of the cash withdrawal.
- The victim claimed the money was to be given to his granddaughter however, branch staff did not believe him to have any local family other than his wife.
- Officers attended the branch and challenged the victim, whereby they discovered that he did not have a granddaughter and was in fact trying to withdraw cash believing he was assisting a police investigation.
- The victim had been subject to courier fraud. The bank and Force's actions prevented any financial loss to the victim.
- The victim received advice and several fraud prevention measures were introduced.

During 2022-23, the Fraud Safeguarding Officer continued to engage with a high number of victims of romance fraud.

Criminals engaging in romance fraud invest significant amounts of time in socially engineering their victims, knowing that as they gain their trust, their chances of extracting considerable funds from them increases.

The emotional, mental and financial impact of this type of fraud upon victims cannot be underestimated. Considerable levels of engagement are required from the Fraud Safeguarding Officer to even initially convince the victim that they have been criminally targeted.

Dyfed-Powys Police received 102 reports of romance fraud throughout the year, resulting in a total financial loss to the victims of £1,165,000



Action Fraud

Dyfed-Powys Police does not signpost victims who contact the force to Action Fraud but record all offences in force and then report each individually to Action Fraud on behalf of the victim. This approach has received national recognition and praise. City of London Police's Romance Fraud Assessment 2022 recognises the following: *"Dyfed-Powys Police launched an initiative to ensure increased and more accurate reporting to Action Fraud and a better quality of victim care for victims of fraud and cyber offences. It proved very successful."*

A total of 4,069 reports were made to Action Fraud by residents of the Dyfed-Powys area during 2022-23.

2,603 of these were reported to Dyfed-Powys Police as a call for service.

1,466 were reported directly to Action Fraud, where the losses are not recorded.

The total recorded financial losses suffered by all victims of fraud was £9,065,065.

Fraud Triage Officer

During 2020, Dyfed-Powys Police's Economic Crime Team took over the management of all fraud and cyber-crime incidents reported directly to Dyfed-Powys Police. They triaged the reports and engaged with victims at the earliest opportunity to provide consistent subject matter expert advice, guidance and support, and to ensure accurate reporting to Action Fraud.

It was identified that a Fraud Triage Officer role within the Team would be hugely beneficial both to the Force and importantly, the victims of fraud. For the 2022-23 financial year, the Commissioner continued to fund 50% of the salary of the role.

The primary role of the Fraud Triage Officer is to:

- Contact every person who reports fraud to provide subject matter expert advice, guidance and support;
- Identify vulnerability and where necessary refer into Operation Signature;
- Liaise with the Fraud Safeguarding Officer;
- Report all fraud reported to force to Action Fraud on the victim's behalf; and
- Provide advice and guidance to frontline staff in relation to fraud related matters.

Community Investment

The Commissioner also distributed funding to community organisations and charities to support the vulnerable.

Physical Empowerment

Following a successful meeting with Physical Empowerment CIC is a Community Interest Company, who provide self-defence courses and awareness raising to victims and survivors of domestic abuse, the Commissioner agreed to fund the development of a pilot project in the Dyfed-Powys area.

The Commissioner contributed £12,000 to this activity in line with his commitment to ensuring victims are supported.

The pilot included physical self-defence courses and incorporated mental and emotional resilience support. These activities empowered domestic abuse survivors to respect their own personal space, being self-aware, saying no, encouraging assertive behaviour and positive self-talk.

The pilot project has been a huge success with participants providing positive testimonies of their experiences on the course.

"I am grateful for this opportunity to change my life."

Thank you for this programme, it's really beneficial, emotionally and physically.

Feedback from Threshold Domestic Abuse Services spokesperson:

The women are loving the sessions and would love this to continue, they have really benefitted from these sessions... please let me know how we can help support this going forward.

Pembrokeshire Pride

Pembrokeshire Pride is made up of both LGBTQ+ and heterosexual people of all genders and of all ages. The group is driven by the experiences of its own members, some of whom have first-hand experience of hate crime, bullying and harassment.

Pembrokeshire Pride seeks to address the lack of inclusivity and diversity in Pembrokeshire by providing a safe environment and a central contact point. They offer support, advice and information to anyone struggling with their sexual identification or who has experienced hate.

The Commissioner agreed to award funding of £1,200 to create a website promoting their activities. The service supports the delivery of the Police and Crime Plan in relation to engaging with under-represented groups and ensuring equality and diversity in our service delivery.

Giving victims a voice - Victim Engagement Forum

Victim Engagement Forum

The overarching aim of the Victim Engagement Forum is to work together to ensure the victims support the delivery of outstanding services.

Through the Forum, the Commissioner continues to provide opportunities for those with lived experience to engage in local discussions about criminal justice priorities and to co-design services where appropriate. It is vital that engagement through the Forum makes a difference to service delivery.

Below are some of the victim services considered by the Forum during the year, the activities undertaken, and importantly, the outcome of their work.

Domestic Abuse Conference

- Victim service considered: An insight to a victim's journey throughout the Criminal Justice System
- What Forum members were asked to do: Engage with Dyfed-Powys Police's Domestic Abuse and Stalking Perpetrator Schemes Co-ordinator, relaying their experiences of navigating the criminal justice process in relation to a domestic-related crime.
- Outcome: Dyfed-Powys Police held a domestic abuse conference, where a victim's map was displayed, demonstrating their journey through the criminal justice system and the impact this had both on them and those close to them. Some members of the Victim Engagement Forum also felt comfortable enough to provide an input during the Conference, talking about their own personal experience of being a victim of domestic abuse.

Domestic Abuse Virtual Response Unit

- Victim service considered: Dyfed-Powys Police launched a new Rapid Video Response Unit as part of the Force's focus on working towards the elimination of domestic abuse, stalking and harassment. The service gives victims who report domestic-related incidents which do not require an urgent response the option to speak to an officer over a video call. Those who choose this will receive an immediate video service rather than a delayed physical attendance.
- What forum members were asked to consider: Members were asked for their thoughts and views of a new virtual response to reporting particular crimes. Speaking with the members from the Victim Engagement Forum was a vital and valuable part in understanding the appropriate approach and implementation of a new virtual response to domestic abuse.
- Outcome: A two-month pilot goes live in April 2023 in Carmarthenshire, with the aim of rolling the service out across the Force area. Victims commented that they felt more comfortable knowing neighbours would not be aware of police involvement, an immediate video call had less impact on family life and it was less daunting than the prospect of attending a police station.
- Quote from Dyfed-Powys Police Officer leading the engagement with the Forum – *"It was vital that we linked in with and listen to the members of the victim engagement forum so that they could assist us with the current design of the unit and also to assess and implement the ways of practice to ensure the victim service is first class and at the centre of everything we do."*

CREST Advisory Research

- Victim service considered: Crest Advisory, a crime and justice consultancy organisation, were commissioned by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) to support the Inspectorate's research into how well the criminal justice system meets the needs of victims of crime across England and Wales.
- What forum members were asked to do: Members were asked to engage with the co-ordinators of this research by attending interviews and workshops to focus on understanding experiences of the criminal justice system, and what could be improved.
- Outcome: Co-production workshops were organised where all the victims who took part in the interviews across England and Wales were brought together to discuss their recommendations to improve the victim experience. The outcome of this research will inform future criminal justice inspections and underpin how the criminal justice system responds to the needs of victims going forward. The resulting report is due to be published by HMICFRS in the summer of 2023.

Other activities undertaken by Forum members during the year included:

- Providing views and feedback to Goleudy Victim and Witness Service on the Safe Video Link Evidence Sites information materials for victims;

- An online survey and online focus groups to discuss their experience of accessing the IDVA service, where the results were used in the development of a specification for the new force-wide IDVA service contract;
- Expressions of interest for Forum members to sit on the Police and Crime Commissioner's Commissioning Advisory Board; and
- Invitations to join the Commissioner at the opening ceremony of the Knife Angel's visit to Aberystwyth in June.

Dyfed-Powys Police and partners have sought feedback from the Forum regularly through the course of the year. Other local justice partners are encouraged to engage with victims through this platform.

New Terms of Reference to support a structured approach to engaging with Victims

The Victim Engagement Forum's Terms of Reference was reviewed and updated in readiness for the new financial year. Up until 2023, the only information held on the database for each member was their name and preferred contact details. The revised approach will see the Commissioner's office collecting additional data from Forum members in regard to the crime they have been a victim/survivor of, demographic data and where they reside. This will allow the office to undertake a crime-specific, structured approach to targeted engagements. It will also enable the Commissioner and partners to assess whether feedback from engagement activity is representative, whilst reducing consultation fatigue among participants.

Code of Practice for Victims of Crime

The Commissioner has a collective duty with partners to comply with the Code of Practice for Victims.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974377/victims-code-rights.pdf sets out victims' rights and the minimum standard that organisations across the criminal justice sector must provide to victims. The infographic at the following link sets out the 12 rights of victims [Victims' Code \(publishing.service.gov.uk\)](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974377/victims-code-rights.pdf)

At the end of the 2022/23 financial year, the Commissioner's team commenced a quarterly dip sampling activity to analyse partners' compliance with the rights. Partners are asked to consider 10 cases (a mixture of domestic abuse, hate crime and rape/serious sexual offences cases) and report information on their compliance with the relevant rights in the service they provided to each victim.

The findings of each quarterly exercise are discussed at the Local Criminal Justice Board (LCJB) Victim and Witness Sub-Group, and any concerns or areas of best practice are raised at the main LCJB meetings.

Priority 2: Harm is prevented

Knife Angel

In June 2022 the Commissioner supported and sponsored the Knife Angel's second visit to Wales.

The Commissioner first welcomed the sculpture to Newtown, Powys in January 2020 and more recently to Llys y Brenin Square in Aberystwyth, as a physical reminder of the effects of violence and aggression.

As part of the visit to Ceredigion, the Commissioner's office co-ordinated 28 days of educational workshops and engagement activity in Aberystwyth town, alongside numerous partners. Children and young people, local residents, community groups, partners and visitors to the area were all invited and encouraged to take part.

Key prevention, anti-violence and anti-aggression messages were shared throughout the month, allowing people, and importantly, young people, to stand up against violence and aggression in all forms, not just knife crime.

Whilst there has been a 105% increase in knife crime in Wales over the last decade, the Knife Angel was not brought to Aberystwyth because of any major problem with this kind of crime in the area. However, we must not be complacent, and the PCC's hope is for our communities to remain safe and to take a preventative approach in reducing crime over the long term. The Knife Angel assisted in raising critical awareness of knife crime whilst creating a widespread intolerance to violent behaviour within our communities.

PCC Dafydd Llywelyn said: "I am motivated to continually see Dyfed-Powys as a safe place to live, work and study, and I want our youngsters to feel safe and secure. Any form of violence and aggression will not be tolerated. I was proud with what we achieved in June with the Angel's visit to Ceredigion. The Dyfed-Powys area is the safest in Wales and England; we have low crime rates, low levels of violent crime and certainly low levels of knife crime, but we are not immune. The Knife Angel's message is about prevention as I am motivated to continually to see the Dyfed-Powys area as the safest place.

Aberystwyth Town Mayor, Dr Talat Chaudhri, said, "We welcome the Knife Angel to Aberystwyth and stand together with towns and cities where knife crime is a bigger problem than it is here. There is no place for violence of any kind in our community."

Further information about the Knife Angel visit to Aberystwyth, Ceredigion can be found here:

[knife-angel-report-2022-final.pdf \(dyfedpowys-pcc.org.uk\)](https://www.dyfedpowys-pcc.org.uk/knife-angel-report-2022-final.pdf)

Investment in specialist services to prevent harm

For the 2022-23 financial year, the Commissioner continued to fund essential services with the aim of providing early intervention and supporting offenders away from offending.

Offender Diversionary Scheme

The Offender Diversionary Scheme, provided by Pobl Care and Support, covers the Dyfed-Powys area in its entirety and has now become a well-established scheme.

It allows eligible offenders to get the support and guidance they need to keep out of the criminal justice system. It seeks to address criminal behaviour at a much earlier stage in an individual's offending journey by tackling the root causes of offending and associated health and community related issues.

By delivering this early intervention, Pobl provide low level offenders with support and guidance to access services and make better choices. This has the potential to reduce the demand not only on policing and criminal justice, but also other agencies and health services.

The Scheme also aims to reduce the number of victims of crime by offering eligible offenders a four-month long programme of interventions as an alternative to prosecution. Offenders are provided with a comprehensive assessment, and a programme of support is developed, with direct access into agencies such as Dyfed Drug and Alcohol Service (DDAS) and Kaleidoscope. The offenders must desist from offending for the duration of the intervention. If they re-offend, they can be taken back through the original prosecution route.

"The Scheme continues to deliver by giving people a second chance. There were over double the number of offenders referred during the last year compared to 2021/2022. Many successfully completed the scheme that critically led to a reduction in reoffending." Dafydd Llywelyn

"I didn't understand why I needed to engage with a scheme following my arrest, I was actually quite abrupt with the worker when he first phoned. I'm grateful that he didn't give up on me and took the time to explain why the scheme had been introduced and what the expectations were for me. He asked me if I had anything I needed help with, or if I was struggling with anything. I answered no because I didn't think he would be able to help me. He was persistent and gave some examples of things the scheme could help with. To my shock, he was able to help me with some issues I had been suffering with for a very long time. 3 months later and I have made some changes done to my home, which means I am able to shower safely, my front door step has been changed so I can get in and out of my home. I am no longer walking up frustrated with my home and situation I was living in. My mental health has improved and I look forward to the next day rather than dread it. As an older person, I felt as though society had forgotten about me, now I realise they haven't. I just didn't know where to get help. I'm on the waiting list for supported living. This is all down to the help from the Diversion scheme" Quote from an individual supported by the scheme.

During 2022-23, the Commissioner's office and Force colleagues have worked closely to ensure that referral processes into the scheme are automated wherever

possible, and that all eligible offences are identified. This has ensured that the capacity of the scheme is being maximised and as many offenders as possible are supported:

- 1,101 offenders were referred.
- 88% engaged with the service.
- The predominant needs within the cohort were: attitudes, thinking and behaviour, substance misuse, education, accommodation, finance and benefit debt, and mental health. Diversionary scheme workers will ensure a package of support is in place to address these needs, with some of this provided by Pobl and some requiring onwards referral to specialist agencies.
- 87% successfully completed and exited the scheme after the four-month period. Additional outcomes include:
 - 87% felt empowered to make positive changes.
 - 88% reported improved safety.

Substance misuse services

These jointly commissioned services, provided by Dyfed Drug and Alcohol Service (DDAS) in Carmarthenshire, Ceredigion and Pembrokeshire, and Kaleidoscope in Powys, aim to reduce substance misuse-related harm to service users, significant others, and the wider community in support of the Future Generations Act.

The Commissioner jointly funds these services as part of a wider contract shared with partner agencies within the Area Planning Boards including Health, Welsh Government and His Majesty's Prison and Probation Service. It is vital that these services work proactively to target those that are causing disruption in local communities and yet are not actively engaged with services. Both organisations work to identify and engage offenders from the point of arrest through to sentence, and to maximise the proportion of individuals successfully completing treatment programmes.

During 2022-23:

- Police colleagues referred a total of 426 individuals for substance misuse treatment. This includes those given conditional cautions and individuals tested on arrest in custody.
- 42% of eligible referrals took up the offer of treatment and support.
- 56% of individuals exited the service with a positive closure e.g. being drug free or completing treatment.
- In the Hywel Dda area, 67% of referrals were for primary alcohol misuse whereas in Powys 80% of referrals were for primary drugs misuse.

During 2022-23 the Commissioner's office and Force colleagues have worked closely with the services to improve the support provided within custody suites and for offenders who test positive for substances upon arrest. They also work closely with partner agencies to ensure this support continues whilst in prison and upon reintegration into communities.

Nyxoid / Naloxone

Officers within Dyfed-Powys Police now carry Nyxoid which is a nasal spray version of Naloxone. Dyfed-Powys Police takes a multi-agency approach and Area Planning Board partners have promoted the use of naloxone in Accident and Emergency (A&E) Departments. The Commissioner's aim to support victims and prevent harm is achieved through proactive and innovative diversionary and preventative activity, as well as educating communities. Notably since the roll out of naloxone to police officers and nurses in A&E, the Hywel Dda Health Board area has seen a decrease in the number of drug related deaths. Chief Inspector Christina Fraser said: "The impact of all partner agencies, working together with absolute determination, to reduce the unnecessary harm from illicit drugs is having real tangible and significant outcomes for service users; we are excited about the future of harm reduction."



Investment in community initiatives

The Commissioner continued in 2022-23 to invest in local community initiatives and groups to enable them to work with their communities to prevent harm.

Premier League Kicks

The three-year funding awarded to Swansea City AFC Foundation in 2021 continues to demonstrate positive impacts on young people in the Dyfed-Powys area.

The project focusses on delivering physical health activities to boost wellbeing; practical and social development activities to enhance life skills and sensitive support to avoid criminal pathways.

In March 2023 a young volunteer, who is volunteering as a coach on the programme in Seaside, Llanelli won a Community Champion Award at the National Children of Wales Awards.

Ashlee Charles, a Sport Coaching student at Coleg Sir Gar, has been a regular volunteer on the PL Kicks project for two years, volunteering across three different sessions per week. During this year she also took over the running of the girls only groups.

Craig Richards, Youth Engagement Manager at Swansea City A.F.C.

Foundation said, "We are particularly proud of the impact that our Kicks programme has on the community, particularly young people within Swansea and Dyfed-Powys.

“For Ashlee to be awarded Community Champion at the Child of Wales Awards in an amazing achievement and a real special moment for her.

“Ashlee understands the project and has single-handedly increased the number of activities that the group do, enabling participants especially girls to partake in activities they would not have normally been able to, and has also been instrumental in attracting new participants to the group.

“Parents mention how much Ashlee’s coaching gives their children an abundance of confidence, and self-esteem which was lacking before the sessions began. Her selfless nature and her kind and caring instincts shine through to everything she does, and she always makes herself available for all activities and events. She has become an invaluable member of our team”.

Police and Crime Commissioner Dafydd Llywelyn said; “It was a pleasure to be at the National Children of Wales Awards Ceremony this evening to see Ashlee receive her award. Her work with Swansea City FC Foundation dramatically enhances the lives of the PL Kicks participants in Seaside Llanelli.

“At only sixteen years of age, she is a role model to all the participants, and should be immensely proud of herself. Congratulations to her for winning this prestige award, and I look forward to seeing her developing as a coach and leader for the future.”

“By working with Swansea City Foundation to bring the PL Kicks initiative to areas within Dyfed-Powys, I wanted to try to reduce the amount of anti-social behaviour and youths congregating, as you would expect during the evenings, and give them an alternative.

“What better way to do it than to engage through football? It gives children and young people an outlet for some of their frustrations and allows them to burn up a little bit of energy.

“The sessions are having a positive influence on young people and building stronger communities to reduce and prevent crime.”

2021-22 Season (September 2021 to August 2022)

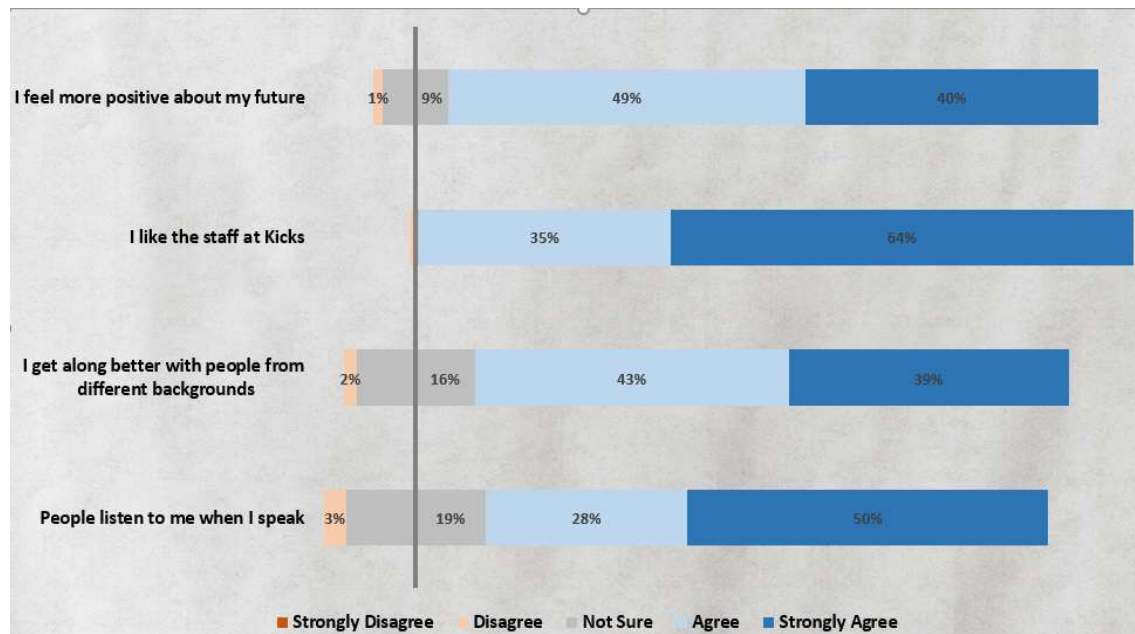
Swansea City A.F.C. Foundation are providing activity reports to the Commissioner at the end of every football season. The following data reflects the season which ended within the 2022-23 reporting period.



Anti-social behaviour by young people has reduced at most of the locations hosting this project. This demonstrates the positive impact that this initiative is having on the whole community. A comparison of data from figures provided by Dyfed-Powys Police highlights this general reduction although there was an increase in Carmarthen and steps were taken to improve these figures for the next reporting period.

| Season | 20-21 | 21-22 | Reduction |
|-------------|-------|-------|-----------|
| Aberystwyth | 347 | 290 | 16% |
| Carmarthen | 253 | 280 | -11% |
| Newtown | 190 | 157 | 17% |
| Pembroke | 189 | 155 | 18% |
| Seaside | 473 | 314 | 34% |


Participant feedback



Parental feedback

Since attending PL Kicks...

 **82% feel their child is more confident**

 **78% feel their child has improved mental wellbeing**

 **86% their child has developed their social skills**

Boxing INTACT

In 2022, two INTACT Police Community Support Officers requested funding from the Office of the Police and Crime Commissioner to start a BOXWISE intervention club in Pembrokeshire. . INTACT is a multi-agency partnership programme to tackle Serious Violence and Organised Crime. BOXWISE is a national social enterprise that helps young people build confidence, improve their health and wellbeing and maximise all opportunities available to them

The aims of the project included giving young people, at risk of being involved with serious violence and organised crime, an opportunity to focus on positive activity. It also directed them away from criminal pathways, preventing future harm and anti-social behaviour.

The Commissioner agreed to contribute £990 to this worthwhile project and provided positive feedback to the Police Community Support Officers (PCSOs) for their invaluable work on this initiative.

The Commissioner also presented this project with the Police and Crime Commissioner Partnership Award at Dyfed-Powys Police Force Awards in March 2023.

PCSO Laura Edward, said: *“The funding from the PCC helped to provide the intervention class to over a hundred young people in Pembrokeshire. Some of these young people have carried on boxing and now attend the club regularly and are off the streets.”*

Having seen the success of the intervention work taking place in Pembrokeshire, the BOXWISE national social enterprise agreed to fund 1 block of 10-week intervention sessions per Local Policing Area in Dyfed-Powys until January 2023, which offered over 50 young people the opportunity to do a 10-week boxing programme in Llanelli, Brecon, Letterston and Llandysul.

Due to the popularity and success of the sessions in these areas, BOXWISE have agreed to fund further programmes in Pembroke Dock, Ammanford, Aberystwyth and Newtown.

PCC Dafydd Llywelyn said at the Force Awards ceremony in March 2023: *“I would like to take this opportunity to congratulate both PCSO Laura Edward and PCSO Rachel O’Neill for winning the partnership award today. The boxing intervention programme has gone from strength to strength over the last six months following the pilot scheme that I funded in Pembrokeshire in 2022.*

“The initiative is having a positive impact on hundreds of young lives in the Dyfed-Powys area, and it is down to the commitment and dedication of both Laura and Rachel.

“Services which have been commissioned and key projects such as the BOXWISE intervention are making a real difference to the way the force operates and that is being seen and felt by the communities that we serve.”

The Hive

This project based in the Garth area of Haverfordwest successfully applied for multiple funds to implement a Cruyff Court. The Cruyff Court offers a multi-functional activity project providing a safe community space to improve physical health and emotional wellbeing.

Families residing in the area experience high levels of poverty and child disadvantages. This results in families unable to access, participate in or support their children in sporting opportunities. The project is at the heart of the community and contributes to reducing anti-social behaviour, improving public confidence and reducing harm.

Alongside other funding received from Street Games Wales, Sport Wales and the Cruyff Foundation, the Commissioner contributed £10,000 to this worthy project.

Paws on Patrol

Dyfed-Powys Police and Mid and West Wales Fire and Rescue Service worked together to launch a 'Paws on Patrol Scheme' within Dyfed-Powys.

The aim is to use dog walkers to help fight against crime and anti-social behaviour by reporting and gathering evidence whilst out walking their pets. Members will receive a welcome pack and bi-monthly newsletters with information and crime prevention advice.

The Commissioner provided a charitable donation of £877.50 to help with the set-up of the Scheme.

Investment with Partners

The Commissioner also invested funds alongside partners into projects aimed at preventing harm.

Home Office Safer Streets funding

Working with partners such as Carmarthenshire County Council, West Wales Domestic Abuse Services and Dyfed-Powys Police, the Commissioner's office created a bid for the Home Office Safer Streets funding that was submitted for several projects.

Work continued towards the end of 2022-23 to progress the bid's projects:

- Community Champions Programme – Working in partnership with West Wales Domestic Abuse Services the project intends to deliver an awareness raising and educational programme in relation to stalking, harassment and

hate crimes, in support of working towards creating Safer Streets and communities. The project aims to deliver 20 Community Champion programmes, recruit 200 Community Champions and facilitate two learning and sharing practice events. To date the programme has been successfully delivered to over 100 people.

- Anti-Social Behaviour (ASB) Help Initiative – this project was led by Dyfed-Powys Police Force working with ASB Help. This national charity focusses on reducing the impact of ASB on victims and supporting practitioners with effective case management. The project delivered 5 consecutive days of training to police and key partners in relation to ASB tools and powers and the community trigger process. The event was delivered to 421 individuals and raised awareness of an ASB Toolkit. It was agreed at the event that collaborative partnership working is critical in the everyday management and prevention of anti-social behaviour. 87% of those who attended the event thought it was good or excellent.
- Technical Support Unit (TSU) CCTV Rapid Deployment Units – there were 14 overt and covert cameras purchased aimed at not only tackling ASB but also violence against women and girls (VAWG) and acquisitive crime. The intervention works directly by deterring offenders utilising overt methods whilst also supporting the detection of offenders via covert tactics.
- Youth Support Service Prevention Interventions Co-ordinator – the role is based in Carmarthenshire County Council and works closely with Dyfed-Powys Police to assess and deliver interventions for children and young people aged 8-18, with the aim of reducing their risk of committing offences or Anti-Social Behaviour. The role is responding to the identified hot-spots and is using Trauma Informed Approaches in intervention design and delivery.

These projects will continue to be monitored by the Commissioner's office as they continue into 2023-24. The office will also prepare to bid for any further rounds of Safer Streets funding.

Stalking and Perpetrators Regional Project

The Commissioner is a key partner of the Mid and West Wales Regional Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Board. The Board has established several schemes and pilot interventions for perpetrators of domestic abuse, some of which are best practice examples of delivery in rural areas. These include innovative online provision of support to reach individuals in areas where group work is not feasible due to location and access challenges. Dyfed-Powys Police has worked closely with academic experts to deliver an intervention for stalking perpetrators, where the psychological support required differs from that of domestic or sexual abuse. The Commissioner provides a contribution of £19,850 per annum to this work as part of a shared ownership and funding arrangement between key partners.

The Commissioner's team also regularly submits applications for additional funding sources, having secured income from the Home Office for a number of years to enhance the offer of support to perpetrators and their families. During 2022-23, the Commissioner was successfully awarded a total of £410,597 following a bid to the Home Office for the Domestic Abuse Perpetrator funding. This enabled the delivery of a number of schemes including:

- Inspiring Families programme - a partnership led by Calan Domestic Violence Services offering a 10-week programme to perpetrators and their families where domestic abuse is acknowledged but the family wish to stay together. The victim and perpetrator work in separate groups throughout the programme with children and young people receiving individual support alongside.
- A perpetrator coordinator post within Dyfed-Powys Police, who works to effectively identify eligible perpetrators, manage risk and coordinate referrals into the relevant intervention. The post also monitors the progress and impact of interventions by tracking attrition and re-conviction rates.
- Bespoke training from a recognised national lead in stalking research to assist in raising awareness and usage of stalking prevention orders and referrals into specialist support.
- Investment in training for frontline officers in all partner and provider agencies regarding child to parent abuse, and other emerging issues.

The Commissioner will be lobbying the Home Office for the continuation of such vital funding and that this should be awarded to all areas without the need for Commissioners to bid against each other to receive funds.

Rural Crime

In July 2022, Aberystwyth University, funded by the Commissioner, published their third in a series of evaluations [110541-rural-crime-report-a4-eng-proofv4.pdf](#) ([dyfedpowys-pcc.org.uk](#)) of rural crime work undertaken in the Dyfed-Powys area.. On this third occasion, consultation was extended to the other Welsh forces. The Commissioner sought reassurance from the Force's lead for rural crime and was advised of the steps already in place to improve the policing of rural crime.

In February 2023, the Commissioner met with the newly assigned Police Sergeant from Dyfed-Powys Police's Rural Crime Team, and the Inspector appointed to oversee the rural agenda for the Force. The Commissioner was updated on the Team's increased proactivity across the force area and with bordering police forces, as well as their plans to increase partnership working to fight rural crime.

At a national level the Commissioner continued his involvement with the National Rural Crime Network during 2022-23. The Commissioner also continued to maintain close contact with the Rural and Wildlife Crime Co-ordinator for Wales who brings best practice or concerns to the Commissioner's attention.

The first ever Wales-specific Wildlife Strategy is due to be launched at the end of April 2023, when Dyfed-Powys Police's Rural Crime team will work on the local rural crime strategy along with a delivery plan and performance framework. The Commissioner will continue his oversight of both local and national rural crime matters in 2023-24.

Closed Circuit Television (CCTV)

The reinvestment and improvement of CCTV provision across the Force area was one of the key priorities of the Commissioner when elected in 2016. Progress has continued during 2022/23 to deliver on this pledge for local communities.

The total number of cameras now stands at 156, with additional CCTV installed in Narberth, Ammanford and Builth Wells. In addition to this, following a successful bid to the Safer Streets 4 funding programme, funding was provided to purchase rapid deployment CCTV equipment which will further enhance the service.

The dedicated CCTV team working out of Headquarters have vigilantly assisted in safeguarding our communities with noteworthy outcomes including:

- CCTV Operators were involved in a total of 5,436 incidents in 2022-23;
- Through proactive monitoring Operators identified 195 incidents which were unlikely to have been identified without the use of CCTV;
- A total of 72 missing / vulnerable people were located as a direct result of CCTV assistance;
- CCTV Operators provided key evidence and intelligence in relation to 6 incidents involving potentially lethal weapons; and
- Swiftly located suspects in 4 separate sexual offence incidents facilitating in the arrest of individuals.

Serious Violence Duty

The Serious Violence Duty commenced on 31st January 2023 and places a duty on specified authorities to work together to prevent and reduce serious violence. The Home Office has allocated grant funding for partners in each police force area to deliver the Duty, support the delivery of serious violence reduction strategies and prevent harm.

Roles and Responsibilities under the Serious Violence Duty

Police and Crime Commissioner – the Commissioner is not subject to the duty, but has specific functions granted by legislation that permits him to assist the specified and relevant authorities by issuing funding, supporting and monitoring their activity and reporting their findings to the Secretary of State.

Specified Authorities – Specified authorities are the organisations responsible for delivering the Duty. They include Local Health Boards, Fire and Rescue Authorities, Policing, Probation and Youth Offending Teams.

Relevant Authorities – these include education, prison or youth custody authorities. They must be consulted by specified authorities in their preparation of a serious violence strategy and may be required to carry out actions, such as intervention activity, under such a strategy.

Governance arrangements are in place and will continue to be monitored for effectiveness, with all Specified and Relevant partners engaged in support of achieving the statutory responsibilities. Work continues in 2023-24 to develop a strategic profile of serious violence which will lead to a joint delivery plan.

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Priority 3: Our justice system is more effective

Local Criminal Justice Board

The Dyfed-Powys Criminal Justice Board brings together senior representatives of criminal justice agencies operating in the Dyfed-Powys area. The Board's purpose is to improve the delivery of justice and the service provided to victims and witnesses. It meets quarterly and is chaired by the Commissioner.

The vision of the Dyfed-Powys Criminal Justice Board (LCJB) is to improve the efficiency and effectiveness of the criminal justice system in Dyfed-Powys, including improving the experience for victims and witnesses and building confidence in the system as a whole.

During 2022-23, the Board had 4 key priorities:

- A focus on victims and witnesses, especially victims suffering from serious sexual offences;
- People who offend;
- Early intervention and prevention; and
- Race equality.

Some of the work conducted to meet these objectives included:

- **Remote Evidence Sites** – These sites continue to be promoted, with a site in Pembroke Dock opening on 3rd October 2022. Special advocates are now in place in each witness care unit to ensure all vulnerable witnesses going to court to give evidence are aware of their rights set out within the Victims' Code to apply for special measures if they wish. The Code of Practice for Victims of Crime in England and Wales and supporting public information materials - GOV.UK (www.gov.uk)
- **Victims Code of Practice** - Work commenced in November to assess if victims' rights as set out in the Code were met. This is a key piece of work which will continue throughout 2023-24 to enable the Board to understand and identify where more work needs to be done.
- **Victim Engagement Forum** – The Forum supported the Board by focussing on how the use of the Welsh language impacted positively on their experience of the justice system.
- **Offending Landscape** - One of the key local priorities was to map criminogenic need across all offending cohorts. This mapping exercise will enable the Board to challenge whether the support structures and services in place currently are meeting the needs of offenders. It will then inform whether there is a gap which can be addressed through commissioning additional services.
- **Accommodation Pilot** – The Commissioner funded an Integrated Offender Management (IOM) accommodation pilot in Ceredigion demonstrating positive outcomes and which is now almost cost neutral. It is intended that this model will be rolled out to the wider Dyfed-Powys area.
- **Youth Prevention** - Aberystwyth University completed a review of the Commissioner's investment into youth prevention services to demonstrate the value added.

- **Dashboards** – Several dashboards have been created at an All-Wales level to ensure transparency and an understanding of the issues to respond effectively. These include adult and child rape, all crime, domestic abuse rates and race. Evolving, implementing and utilising these dashboards is a priority for Dyfed-Powys LCJB in 2023-24 in order to support service improvement.
- **Anti-Racist Action Plan** - The All-Wales Plan was launched and published in September 2022. All LCJB members are represented at the race equality taskforce and working groups that are leading on the delivery of the this. A delivery plan covering 2023-25 has been developed in order to deliver against the commitments made.

The Terms of Reference for the Local Criminal Justice Board as well as a Structure Chart is available on the Commissioner's website: <https://www.dyfedpowys-pcc.org.uk/en/accountability-and-transparency/criminal-justice-board/>

Criminal Justice in Wales Board

The Commissioner, as Chair of the Local Criminal Justice Board, is an active member of the Criminal Justice in Wales Board. Here he works with senior representatives of criminal justice agencies across Wales to ensure a joined-up approach to tackling the key priority areas of supporting victims, people who offend, early intervention and prevention and race equality.

The Criminal Justice Board for Wales Annual Report details the work being undertaken in Wales to drive an efficient, effective and fair criminal justice system. <https://www.gov.uk/government/publications/criminal-justice-board-for-wales-annual-report-2022-23>

Single Unified Safeguarding Review (SUSR)

The Single Unified Safeguarding Review (SUSR) project has continued through the year alongside Welsh Government, Cardiff University, the Home Office and other key stakeholders across Wales. The overarching aim of the project is to establish a pan-Wales approach for commissioning, undertaking and learning from reviews. The SUSR statutory guidance is currently undergoing a Welsh Government formal consultation process that commenced on 6th March 2023. Once the consultation responses have been received, analysed and changes are made to the statutory guidance, the SUSR process will replace the existing Child Practice Review, Adult Practice Review, Mental Health Homicide Review, Domestic Homicide review and Offensive Weapons Homicide Review processes in Wales.

The Commissioner has been involved in the development of the SUSR process through his role as the Senior Responsible Officer for the Wales Safeguarding Repository (WSR) Task and Finish Group. The WSR has undergone testing by practitioners to ensure that is fit for purpose for those who will use it. There is further

work required and the Commissioner will contribute to Ministerial Board meetings where capacity issues for reviewers who conduct the SUSRs will be discussed during the course of the ensuing year.

Public Sector Equality Duty

Under the Public Sector Equality Duty, the Commissioner must support collective efforts to eliminate discrimination, harassment and victimisation; advance equality of opportunity for all and foster good relations between people.

Criminal Justice in Wales's new Anti-Racism Action Plan

On Thursday 8th of September 2022, Criminal Justice in Wales launched its new Anti-Racism Action Plan, outlining the determination of partners, including Police and Crime Commissioners in Wales, to do all they can, individually and collectively, to root out any form of racism across the Criminal Justice System.

The plan has been developed to compliment the Welsh Government Anti-Racist Wales Action Plan, launched in June 2022. This Plan includes a Crime and Justice section to support a whole system, one public service response to race equality. This approach provided the opportunity to outline how partners will address hate crime and community cohesion, whilst also explaining how the Plan will work seamlessly with the Criminal Justice Anti-Racism Plan for Wales.

From the outset, Criminal Justice in Wales committed to listening, hearing and incorporating the experiences and voices of those from Black, Asian and Minority Ethnic communities to guide the development of the Action Plan.

This has seen the Anti-Racism Action Plan evolve over an 18-month period, capturing and establishing each step required to achieve real change across the Criminal Justice System. This has involved over 600 members of Black, Asian and Minority Ethnic communities, helping to co-produce a plan that recognises the unique landscape in Wales and which truly meet the needs of our communities.

With support from Ethnic Minorities & Youth Support Team Wales, Criminal Justice in Wales have also introduced a new Independent Oversight & Advisory Panel to oversee the progress of the Plan. The Panel consists of 12 members, drawn from across Wales with diverse professional backgrounds and lived experience, to provide scrutiny and crucially will hold the Criminal Justice Board to account for the delivery of the Plan. The Panel will play a crucial role in ensuring that the ambitions of the plan are realised, bringing the necessary change to all levels of the Criminal Justice System in Wales.

PCC Dafydd Llywelyn said, "I was pleased to be at Cardiff for the launch of the Criminal Justice in Wales' (CJIW) Anti-Racism Action Plan. In working closely with our Criminal Justice partners over recent years in the development stages of the action plan, our aim is to make the Criminal Justice System in Wales fairer, more efficient and more effective with anti-racism as a core value and approach.

“To support the delivery of the CJIW’s action plan I was appointed as the joint Chair of CJIW’s Race Equality Data and Performance Task Group. The task is to create a performance framework and dashboard to monitor racial injustice and workforce representation within criminal justice partners in Wales. I appointed staff to my Office to support this development.

“I now look forward to working closely with partners to ensure that all Criminal Justice in Wales agencies actively join in turning our vision into action.”

The Anti-Racist Action Plan can be accessed here; <https://www.dyfedpowys-pcc.org.uk/media/11398/criminal-justice-anti-racism-action-plan-for-wales-september-2022.pdf>

Strategic Equality Plan 2020-24

The annual joint Strategic Equality Plan Progress Report highlights the progress both the Force and Commissioner’s office have made in 2020-24 against the 4 objectives;

1. To increase the diversity of our workforces so that we are truly representative of our communities.
2. To ensure that once in employment, our diverse workforce is being treated fairly and equitably.
3. To improve our understanding of our diverse communities in order to ensure that our services are fit for purpose, and that all of our communities have a voice in policing.
4. To ensure that we are effectively identifying and reacting to issues relating to community cohesion with a view to reducing the number of hate related crimes and incidents being committed within our Force area.

The report can be accessed via the following link:
<https://www.dyfedpowys-pcc.org.uk/media/11645/sep-progress-report-2023-opcc-s.pdf>

Youth Forum

The Commissioner’s Youth Forum provides a platform for young people to influence the future of policing and crime prevention in their local areas. The Youth Ambassadors who are members of the Youth Forum play a key role in its success: they challenge, question, support and make sure that the Force and Commissioner’s Office keep their promises to the children and young people of the Dyfed-Powys area.

Following a recruitment drive in Summer 2022, the Police and Crime Commissioner welcomed young people from across the Force area to Police Headquarters in Carmarthen. A total of 15 young people were appointed as new members to the Forum, ranging in age from 15 to 19 years old. In October 2022, they received an induction session and training to support and prepare them in representing young people from Powys, Ceredigion, Carmarthenshire and Pembrokeshire.

PCC Dafydd Llywelyn first established the Youth Forum in 2018 so that Dyfed-Powys has a Forum of Youth Ambassadors who are ready to 'influence' and 'challenge decision-making', to ensure that the communities of Dyfed-Powys have a Police Force that successfully safeguards children and young people and promotes their wellbeing.

Last year, as part of the recruitment campaign for the Youth Forum, the Commissioner's Office launched a youth survey asking young people for their views and perception of policing in their area. The survey findings identified three priority areas for the Youth Forum to focus on for 2022/23:

- Mental Health support for young victims;
- Substance mis-use prevention activities for young people;
- Support for young adults who are committing low level offences, to build their confidence and access training and employment.
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In response to the survey findings, the Youth Forum launched 'Y Sgwrs' (The Conversation) consultation for young people. Young people and professionals working with young people were invited to take part, to share their experiences of issues in relation to the priorities - mental health, being a victim or witness of crime, youth offending and substance misuse.

The consultation included an online survey that asked teenagers and young adults to explain what is working, what doesn't and how things might be improved. The Youth Forum also held focus groups to ensure a wide reach and to get views from children and young people in their area. The consultation came to an end in April, culminating in a report being prepared to share with the PCC, Chief Constable and decision-makers from local councils and youth organisations at a Youth Conference in July 2023.

Carmarthenshire Policing Hub and Custody Suite development progress

Planning permission was granted to the Office of Police and Crime Commissioner by Carmarthenshire County Council in April 2021 for the proposed development of a new custody facility and policing hub in Carmarthenshire, which is to be an ambitious sustainable construction, with a BREEAM excellence rating. There has been significant progress made in relation to the development of the custody suite based at Dafen, Llanelli. The Commissioner visited the site in March 2023 as part of a national open doors to construction sites campaign and was accompanied by a group of construction students from nearby Coleg Sir Gar.

During the event they were shown around the construction site, spanning approximately 4000m² over two storeys. The build includes an 18 cell custody suite, interview rooms, charge desk, open plan office space and associated meeting rooms. Work continues on the site, with the official opening planned for Spring 2023.

Values

In order to achieve the Commissioner's vision of '**A Dyfed-Powys of safe communities**', the Commissioner encourages the police and all other criminal justice system organisations to work efficiently and effectively by:

...

Working Together

Being Accountable

Being Sustainable

Engaging Widely

Working Together

Welsh Government

Throughout 2022-23, the Commissioner and his team continued to work closely with the Welsh Government, alongside the Commissioner's counterparts and Chief Constables across Wales.



Llywodraeth Cymru
Welsh Government

The **Policing Partnership Board for Wales** chaired by the Deputy First Minister discusses and advises on policing issues. Policing-specific matters are considered by all Welsh Police and Crime Commissioners and Chief Constables, alongside senior Welsh Government officials.

During the year, the Board has considered the following, amongst other topics: homelessness and associated substance misuse, emergency services covenant, substance misuse, anti-racist Wales action plan, cost of living crisis/winter pressures, police funding pressures and precept implications and public trust and confidence in policing.

The Welsh Government publishes the minutes from these meetings on their website:
<https://gov.wales/policing-partnership-board-wales>

The **Cross-Party Group on Policing** provides an opportunity for members of Senedd Cymru to engage with and hear from senior police leaders on policing across Wales, including the Police and Crime Commissioner.

During 2022-23 the Group met to receive an input from the Chief Constable of South Wales Police and the Police and Crime Commissioner for Dyfed-Powys on the topic of 'A Day in the Life of a Police Officer'. The event highlighted the demands faced by Welsh police forces. For example, Senedd Members were informed that, at the time, Dyfed-Powys Police recorded 12 crimes a day in a county that can take 4 hours vehicle travelling time from one corner to the other.

At the meeting the Group also discussed the funding of Police Forces and the ongoing review. Lobbying as part of the review included representation from Dyfed-Powys Police that it requires additional funding due to a lack of capital investment and the geographical challenges in rural forces. In particular it was noted that the Dyfed-Powys area needs to have 7 custody facilities.

Senedd Cymru – Welsh Parliament publishes the minutes from the Group's meetings on their website:
<https://business.senedd.wales/mgOutsideBodyDetails.aspx?ID=780>

The **Policing in Wales** strategic group met on four occasions during 2022-23. It consists of the Police and Crime Commissioners and Chief Constables of the four Welsh police forces, as well as key members of their own teams. The Group aims to identify and pursue opportunities to collaborate, seeks to improve the service provided to communities across Wales and provides a platform through which to collectively represent Welsh policing during engagement with partners such as Welsh Government. The group made some significant achievements during the year including:

- Securing Welsh Government Commitment to fund a further 100 PCSO's in Wales by the end of the current Senedd term, taking the overall total funded by Welsh Government to 600;
- Successful introduction of the removal of the defence of reasonable punishment legislation, following close partnership working;
- Significant progress in the implementation of the Violence Against Women, Domestic Abuse and Sexual Violence Strategy;
- Leadership of the co-produced Criminal Justice in Wales Anti-Racism Plan and key commitments to delivery on its 7 objectives;
- Achievement of targets for police officer recruitment in relation to the Police Uplift Programme.

Close links between Welsh Government's Police Liaison Unit (PLU), Commissioners and Chief Constables have achieved a number of successes, including:

- Completion of a review of Policing in Wales, conducted jointly by the Association for Police and Crime Commissioners and the National Police Chiefs' Council. The review provided further direction on the role of the Police

- Liaison Unit and recommendations for further improvement, which are being acted on;
- Joint funding secured from Welsh Government for a seconded role to work with blue light partners in addressing the recommendations from the Manchester Arena inquiry;
- Significant progress in highlighting the police position relating to the enforcement around the 20mph scheme, following pilots at eight sites across Wales;
- First All-Wales Wildlife and Rural Crime Conference held in partnership with Welsh Government;
- Establishment of a Policy Officers' network across the four Commissioners' offices, co-ordinated by the PLU Analyst/Policy Officer.

Public Service Boards

As a statutory invitee to each of the four Public Service Boards across the Dyfed-Powys area, the Commissioner works with partners to ensure positive, sustainable outcomes for communities.

During 2022-23 the Commissioner has championed the real living wage agenda and has presented to all four Public Service Boards across the Dyfed-Powys Police force area encouraging partners and public services to commit to being a real living wage employer. The Commissioner's team have worked with partners to ensure that the crime and disorder priorities of the Police and Crime Plan and the priorities of the new Well-Being plans are aligned and complementary.

Community Safety Partnerships

Close partnership working across the four Community Safety Partnerships (CSPs) continued throughout 2022-23. The Commissioner has routinely supported the CSPs to develop projects which met their own local community safety objectives in addition to the Commissioner's priorities.

Key discussion areas for the Commissioner and the CSPs during 2022-23 have included the national review of Community Safety and implications locally, Domestic Homicide Review structures and the Single Unified Safeguarding Review. The Commissioner and his team have also worked very closely with CSP managers in developing the local response to the newly introduced Serious Violence Duty. This will be a significant priority across the partnerships during 2023-24 and the Commissioner will be working alongside CSPs and other partners to deliver interventions aimed at reducing the risk and impact of serious violence in our communities.

Wales Data and Analysis Innovation and Improvement Network (WDAIIN)

A partner network of the Safer Communities Board, WDAIIN provides leadership, oversight, and direction between all partners in regard to data analysis. It aims to

support multi-agency, evidence based, intelligence-led partnership working to support safe, strong and more confident communities. As chair of the network, the Police and Crime Commissioner and Welsh Government jointly sponsored a national conference in March 2023 which brought together practitioners across Wales to reflect on data driven approaches to community safety.

Dafydd Llywelyn said “I am proud to have sponsored the WDAIIN Conference in Cardiff. I am committed to working with partners and communities to improve confidence in public services across Wales. One way of ensuring this is by collectively improving our data collection as partners, in order to not only understand and address any inequalities, but also to identify ground-breaking approaches to ensuring community safety”.

Following feedback from the event, the Commissioner will be working with WDAIIN members throughout 2023-24 to ensure the Network continues to provide the support and direction sought by its members.

Real Living Wage

In 2021 the Commissioner worked with Dyfed-Powys Police to become an accredited Real Living Wage Employer. Established in January 2022, the Living Wage Steering Group for Mid and West Wales is chaired by the Police and Crime Commissioner. The Group is working to increase the number of workers paid the Real Living Wage across Pembrokeshire, Carmarthenshire, Ceredigion, Powys, Swansea, and Neath Port Talbot. The Steering Group has submitted an action plan to the Living Wage Foundation to be officially recognised as Wales’s first Living Wage Region. The activity supports the Commissioner’s Police and Crime Plan by working together to build resilience and address one of the root causes of crime and anti-social behaviour.

As part of Living Wage Week 2022, the Steering Group arranged an event at the John Burns Centre, Kidwelly, to celebrate committed employers in the region and to understand more about what’s next for making Mid and West Wales a Living Wage Region. The Commissioner opened the event, which promoted the progress made as a region, and there were speeches from employers and employees about the difference the Real Living Wage makes to them.

Being Accountable

Governance arrangements are in place to ensure appropriate accountability at all levels. These arrangements encourage better decision making and efficient use of resources, resulting in positive outcomes for service users.

During 2022-23, the Commissioner continued to discharge his scrutiny role through holding his Policing Board and Policing Accountability Board meetings.

Policing Board

Policing Board is a fortnightly forum at which the Commissioner holds the Chief Constable to account for the delivery of policing services across the Dyfed-Powys area.

From April 2022 Policing Board adopted a new approach where the first meeting of the month focussed on Force Performance and the meeting two weeks later focussed on a Police and Crime Plan priority. The new approach has been welcomed by the Force and has increased the level of assurance due to targeted scrutiny of specific areas. This has been vital through the year as the Force undertakes a significant review of itself with a view to identifying efficiencies and savings.

Between April 2022 and March 2023, Policing Board focus included:

- Performance and Summer Demand
- Force Performance
- Stop and Search
- Investigation Standards
- End to End Project / Force Operating Model
- Performance and Capital Programme and Investments.
- Dyfed Powys POLICE Anti-racism plan

Policing Board minutes are available to download on the Commissioner's website:

<https://www.dyfedpowys-pcc.org.uk/en/accountability-and-transparency/policing-board/>

Policing Accountability Board

Policing Accountability Board is a quarterly public meeting. In October 2022 meetings returned to 'in person' following the Covid-19 Pandemic, with the first held in Aberystwyth University. It has subsequently been held in other areas of the Dyfed-Powys area, with good attendance from the public. The main focus is the force's performance against the Commissioner's Police and Crime Plan priorities. It also provides the opportunity for attendees to ask the Commissioner and Chief Constable questions directly. Details of each meeting are published on the Commissioner's website.

Commissioning Advisory Board

Members of the Commissioning Advisory Board support the Commissioner in relation to the awarding of grant funding or the tendering for services. Their role includes ensuring that there is a return on investment and evaluation of service impact. The Board focusses on scrutinising activity and holding service providers to account.

During 2022-23, the Board received presentations from several commissioned service providers, along with other funding recipients and key delivery partners for Home Office grant activity. This included a focus on the Goleudy victim and witness service, the programmes delivered with the Domestic Abuse Perpetrator funding and the Swansea Kicks initiative funded by the Commissioner.

The membership of the Board has been refreshed, with nominated deputies identified to ensure core attendance at meetings. In addition, during the coming year the Board will hold a bespoke extraordinary meeting to offer an opportunity for victims and service users to share their experiences and feedback on the services they have received.

Out of Court Disposal Scrutiny Panel

The Out of Court Disposal Scrutiny Panel, co-ordinated by the Commissioner's Office, brings together representatives from across the criminal justice sector, including Courts, Probation, Youth Offending Teams and the Crown Prosecution Service.

Panel members independently assess, scrutinise and quality control the use of out of court disposals (such as cautions, community resolutions and youth restorative disposals) issued by Dyfed-Powys Police. They make recommendations, provide feedback on individual cases to officers, communicate findings, promote best practice and identify potential policy development or training needs for consideration by the Force or other agencies involved.

Within their online scrutiny activities during 2022-23, the Panel reviewed 60 cases covering: violence against women and girls, stalking and harassment, hate crime and firearms, and possession of drugs cases.

The Dyfed-Powys Out of Court Disposals Scrutiny Panel was highlighted as best practice in a Magistrates Association report 'Out of Court disposals: Fit for purpose or in need of reform?' <https://www.magistrates-association.org.uk/Portals/0/221208%20Report%20-%20Out%20of%20court%20disposals.pdf> in December 2022. The report stated that "The majority of OOCSD scrutiny panels do not publish their findings publicly; just nine police forces reported their panels regularly publish minutes, a further ten said they produce an annual report on this matter. Dyfed and Powys stood out as the example of best practice; it publishes not only the minutes of each panel, but also an anonymised summary of the case and the outcome of the review."

Following last year's findings, the Panel identified that there was a need for further assurance to be sought regarding whether looked after children were supported consistently across police borders. The Commissioner has since been endorsing and supporting the work of the Mid and West Wales Safeguarding Board, who have created Practice Guidance.

This guidance has been produced to address recommendations set out in the Welsh Government's 'All Wales Protocol for reducing criminalisation of care experienced children and young adults', providing clear operational guidance for residential providers and agencies within the Criminal Justice System. The work aspires to reduce the unnecessary criminalisation of care experienced children and young adults in an ethical and proportionate way. This work will be launched next year.

To read all of the Panel's previous reports please visit <https://www.dyfedpowys-pcc.org.uk/en/accountability-and-transparency/scrutiny/out-of-court-disposal-panel/>

Volunteer Schemes

Throughout the year, the Commissioner and his team continued to work with volunteers and panels who support him in holding the Chief Constable to account for the delivery of an efficient, effective and legitimate police services.

The Commissioner is grateful to those who have continued to volunteer for his Office as part of the Independent Custody Visiting and Animal Welfare Schemes, the Quality Assurance Panel, Victim and Youth Engagement Forums.

All help to monitor and ensure professionalism within Dyfed-Powys Police.

Quote from the Commissioner to be presented alongside this section: "Volunteers across all schemes, panels and forums within my office play an important role within the scrutiny function of my office, in helping me hold the Chief Constable to account. I am thankful to each and every single person who volunteers to help me deliver this vital work." Dafydd Llywelyn

Independent Custody Visiting Scheme

It is a statutory requirement for Police and Crime Commissioners to have an Independent Custody Visiting Scheme.

Independent Custody Visitors (ICVs) provide independent assurance that detained persons are treated appropriately and fairly by Dyfed-Powys Police.

During 2022-23...

- 26 active ICVs
- 180 physical custody suite visits
- 434 detainees in custody during calls/visits
- 196 detainees spoken to

- 86 detainees observed
- 174 custody records reviewed

This is an improvement on the previous year's position. Through these visits there have been improvements made for detainees and the staff alike.

Training Day

An ICV training day was held in August 2022 at Headquarters where a custody trainer attended and showed ICVs the complete booking in and release processes, with a focus on risk assessment. ICVs also received an input on the Equality Act and an input on detainee dignity within custody. This important training has allowed ICVs to further understand custody processes and assisted them in asking additional relevant questions whilst they undertake their visits.

Estates Issues

As part of their visits, ICVs consider the buildings and the facilities that they visit and highlight any concerns or issues they have. Issues identified at our Newtown suite in relation to fire doors and intercom system have been flagged and are being addressed. Concerns relating to staffing levels have also been raised with the Chief Constable via the PCC and are being addressed. An additional improvement that came directly from an ICV visit is the purchase of a universal phone charger for custody suites so that detainee mobile phones can be charged to obtain family contact numbers.

Anti-harm suit pilot

Anti-rip clothing or anti-harm suits are clothing that are used in many custody suites across the UK. The material of the clothing is made to prevent detainees being able to rip the material and make ligatures.

The issue of anti-rip clothing was originally raised by the Independent Custody Visiting Association (ICVA) following a systematic review of Inspectorate reports of police custody nationally. The reports highlighted a number of consistent and worrying issues – in particular the use of anti-rip clothing in the absence of risk information; dignity issues when using the clothing and poor justification and review when anti-rip clothing was used.

The Commissioner's office has led on a national anti-harm suit pilot scheme in partnership with Dyfed-Powys Police and ICVA. On a monthly basis ICVs independently reviewed custody records of individuals within Dyfed-Powys custody suites who were issued with an anti-harm suit. ICVs considered whether the suits were being issued appropriately or not, being removed as soon as possible and that sufficient rationale for their use had been recorded within individual custody logs.

ICVA published an interim evaluation of the pilot in December 2022, which acknowledged a significant improvement in the monitoring of the use of anti-rip clothing in Dyfed-Powys Police. It also confirmed the quality of the recording and

justification of the use of the clothing had considerably improved, resulting in better outcomes for detainees in custody.

Sherry Ralph, Chief Operation Officer from ICVA “I am delighted that Dyfed-Powys Police and the Office of the Police and Crime Commissioner have been working with ICVA to ensure that where this measure is used, it is done so proportionately, with full justifications and only circumstances where all other options had been exhausted. The maintenance of detainee dignity during their time in custody is a key driver for all those involved in the pilot, and I am grateful to Dyfed-Powys Police, the OPCC and of course the independent custody visitors for their admirable engagement and consistently hard work”.

Bernard Whitney, ICV “the Custody Record Reviewing sessions is a powerful tool in which also allows the ICV to gain a good insight as well as a better understanding from an officers perspective, given their role to provide a duty of care during a detainee’s detention”.

To read more of about the independent Custody Visitor Scheme please visit [Independent Custody](https://www.dyfedpowys-pcc.org.uk/en/the-office/volunteer-schemes/independent-custody-visitors/Visitors) <https://www.dyfedpowys-pcc.org.uk/en/the-office/volunteer-schemes/independent-custody-visitors/Visitors> (dyfedpowys-pcc.org.uk)

Animal Welfare Scheme

The Commissioner’s Animal Welfare Visitors check on the welfare of police dogs engaged in police work. They also consider the condition in which the dogs are housed, trained, transported and deployed.

Animal Welfare Visitors are expected to make at least one visit to a Dog Handler and their dogs every 6 months.

During 2022-23 the 5 Animal Welfare visitors conducted a total of 38 visits, 7 of which were undertaken at the new Dyfed-Powys Police kennels. No significant concerns were raised through these visits.

The Commissioner and his Team were sorry to hear of the loss of one of the Commissioner’s longest serving volunteers in March. Ben Davies was a committed Animal Welfare Visitor and the office is very grateful for his significant contributions for over ten years. Our thoughts are with his family and friends.

Quality Assurance Panel

The 14 members of the Commissioner’s Quality Assurance Panel scrutinise the quality of Police contact with the public, in a transparent and independent manner. The Panel’s scrutiny activity supports improvements within the Force.

The Panel met five times during 2022-23, reviewing:

- Stalking and Harassment on two occasions – the panel provided feedback on a number of cases that could have been handled differently. Learning from this was

fed into the OPCC's deep dive into the management of perpetrators of stalking harassment in early 2023-24.

- Use of Force incidents – the panel made a number of observations relating to recording practices. The Force noted and advised that they would look to review and amend the forms in line with the new Niche record management system being introduced in May 2023;
- Calls into the Force Communication Centre – In January 2023 the Panel considered a random selection of 999 recordings. Members considered that in general calls were handled well. It was noted that the reference number was not provided to the caller in the majority of calls. The Force accepted this ought to be done and would consider this as part of daily audit processes. Members also noted that it would be beneficial for the What3Words app and British Sign Language live line to be promoted. The Force agreed this would be revisited this with their Corporate Communications department.
- Domestic Abuse cases where the victim did not support or had withdrawn support for police action – Members showed a great deal of knowledge in relation to this area having undertaken reviews in previous years. A suggestion was made by the Panel that increased communication may promote awareness and increase public confidence in reporting. The Force agreed to look at the matter in more depth.

To read more about the Quality Assurance Panel's 2022-23 recommendations and activities, visit the Commissioner's website: <https://www.dyfedpowys-pcc.org.uk/en/the-office/volunteer-schemes/quality-assurance-panel/>

Police and Crime Panel

The Dyfed-Powys Police and Crime Panel has a statutory responsibility for scrutinising the work of the PCC and supporting him in the performance of his statutory functions. During 2022-23, the Panel continued to discharge this responsibility, with a particular focus on:

- Scrutiny of the Police Precept;
- How the Commissioner manages the police estate in light of the financial pressures on the capital budget;
- Scrutinising how the Commissioner holds the Chief Constable to account;
- Scrutinising the Commissioner's performance against the Policing Protocol Order.

In addition to these priorities the Panel scrutinised all key decisions made by the Commissioner, including those in relation to commissioned services. They also undertook their statutory function of handling complaints made against the Police and Crime Commissioner. Two complaints were received which were considered in accordance with the Panel's complaints protocol. It was resolved to take no further action in relation to either of them.

For further detail on the Police and Crime Panel and their scrutiny activity, go to: <https://www.dppoliceandcrimepanel.wales/>

A register of complaints is published on the Panel's website:
<https://www.dppoliceandcrimepanel.wales/home/the-commissioner/>

Complaints and Concerns

In his scrutiny of the Force, the Commissioner considers complaints received against the Chief Constable. The Chief Constable is responsible for investigating complaints and conduct matters against police officers (below the rank of Chief Constable) and staff within the force.

Alongside complaints against the Chief Constable, the Commissioner and his team also consider dissatisfaction reports raised by members of the public regarding various issues that they have encountered within our Force area. These are referred to as 'community concerns' which are recorded on the OPCC's recording system. Each quarter the community concerns are analysed to identify any themes or trends in order for the Commissioner to hold the Chief Constable to account.

It was highlighted that there was an increase in community concerns relating to Firearms Licensing. The Commissioner listened to the concerns of the public and shared these with the Chief Constable via Policing Board. A particular focus was placed on the timeliness of applications being processed and whether it posed any risk to the public. Reassurance was provided that one of the primary objectives of the Firearms Licensing Department is the identification of preventable and avoidable harm. To that end, Dyfed-Powys Police will always ensure due diligence in accordance with statutory guidance and most importantly in the interest of public safety. Furthermore, the Commissioner was reassured that considerations towards the current firearms processes and procedures will be considered as well as whether the current resource level is appropriate as part of the ongoing Force Review. The Commissioner and his team will continue to monitor the performance of the Firearms Licensing Department in the coming year to ensure it meets the needs of the public.

| 2022-23 Complaints and Concerns numbers | |
|--|------|
| Number of formal Chief Constable complaints | 9 |
| Number of Chief Constable complaints recorded | 5 |
| Number of appeals against the decision made to the Independent Office for Police Conduct | 0 |
| Number of appeals upheld in favour of the Commissioner's decision | 0 |
| Total community concerns received | 412 |
| % Closed cases resolved within 30 working days | 100% |

Complaint Reviews

The Policing and Crime Act 2017 and supporting regulations made significant changes to the police complaints and disciplinary systems. These changes were designed to achieve a more customer-focused complaints system. Importantly, the

reforms aimed to make the disciplinary system more proportionate and encouraged a much greater emphasis on learning from mistakes.

Since 1st February 2020, if an individual's complaint was recorded under Schedule 3 of the Police Reform Act 2002 and the individual is unhappy with the outcome of their complaint, they can apply for a review to the Relevant Review Body, either the Independent Office for Police Conduct (IOPC) or the Police and Crime Commissioner.

The Commissioner has a duty to consider requests for review to determine:

- Whether the request for a review was valid;
- Whether the outcome of the complaint was reasonable and proportionate; and
- Whether any recommendations should be made to the Force because of the handling and/or outcome of the complaint.

| 2022-23 Reviews | |
|---|----|
| Total valid reviews received | 48 |
| Total reviews completed | 74 |
| Total upheld | 23 |
| Total not upheld | 51 |
| Total ongoing | 5 |
| Total lessons learnt / recommendations identified by the Commissioner | 23 |

*It should be noted that the number of reviews completed in 2022-23 was higher than the number of reviews received due to 31 reviews being carried over from the previous year.

The outcome of a review must be communicated to the complainant in writing. It must include sufficient information to enable the reader to understand what decisions and recommendations have been made, and why.

In January 2023 an assurance review of complaint handling was conducted by Internal Auditors, TIAA. Considerations were made towards the arrangements in place within the Office of the Police and Crime Commissioner to record, acknowledge, review and respond to those complaints that have been made against Dyfed-Powys Police where the complainant is dissatisfied with the outcome. The review ensured compliance with requirements set out in the Policing and Crime Act 2017, effective from February 2020. The review identified that there were some issues concerning compliance with the timescales set out in the Complaints Policy. This had already been recognised by the Commissioner's Office and action had been taken to ensure there were appropriate resources in place to address the backlog and improve timeliness and resilience. As a result of this action, no recommendations were been raised and no single points of failure were identified during the audit.

Transparency

The Commissioner is elected by the public and must be accountable to the public during his term of office. The Elected Local Policing Bodies (Specified Information)

Order 2021 requires certain information about Police and Crime Commissioners to be published. The public can then use this information when holding their Commissioner to account. A consistent set of published information will also allow the public to compare services with other police force areas. In previous years the Commissioner's Office has been awarded the Transparency Quality Mark by CoPaCC, the police governance experts, in recognition of high-quality standards in relation to transparency of governance structures and information publishing.

In the absence of funding, CoPaCC regrettably took the decision that they could no longer conduct a transparency audit of Police and Crime Commissioners' websites.

In previously being awarded the Transparency Quality Mark, the Commissioner's Office has proven its provision of timely, consistent and clear information, demonstrating a continued commitment to transparency. To ensure that the Commissioner's Office maintains this position, regular internal checks on the website are conducted.

Work is continuing to develop a new website for the Police and Crime Commissioner which will be launched during the coming year. As part of this work the Team is ensuring that all statutory requirements continue to be complied with.

Full details of the Statutory Publishing Requirements, with details of how this is being achieved is available on the Commissioner's website. It includes the need for detail about office holders, staff, income and expenditure, property, rights and liabilities, decisions and policies. <https://www.dyfedpowys-pcc.org.uk/media/11102/website-transparency-information-2022-23.docx>

Welsh Language Standards

Throughout the year, the Commissioner's Office continued to work closely with Dyfed-Powys Police to ensure adherence to the Welsh Language Measures of 2011. A representative from the Office attends quarterly "Yr Iaith Ar Waith" meetings in order to stay abreast of the Force's compliance levels.

A new training provision collaboration through the medium of Welsh has commenced with Welsh speaking recruits now having the opportunity to undertake much of their training in Welsh. This has come about following the work of a task and finish group on making improvements in relation to the Welsh language. Representatives from the Office sat on the group that recommended a collaboration with Coleg Cymraeg Cenedlaethol and the University of South Wales to increase the opportunities for Welsh speaking new recruits. In addition, a new Welsh language tutor post has been agreed and will commence in post during 2023 to support officers and staff to improve their Welsh language skills.

On two occasions during 2022-23 Policing Board meetings have been held through the medium of Welsh. Meetings of the Policing Accountability Board always welcome

Welsh language contributions and simultaneous translation is provided for those who cannot fully understand Welsh.

All job vacancies within the Office of the Police and Crime Commissioner stipulate the ability to speak Welsh to level one is required, or that the individual must attain level one within 6 months of being in post. All staff are offered the opportunity to attend Welsh lessons and during the year a monthly “Clwb Clecs” was introduced that allowed staff to use their Welsh language skills in a safe environment. Currently 65% of the Team are confident speaking through the medium of Welsh. This ensures the Office are able to offer a bilingual service.

Joint Audit Committee

The Joint Audit Committee provides independent assurance to the Commissioner and Chief Constable on the effectiveness of governance arrangements risk management and control frameworks, including financial reporting, annual governance processes and internal and external audit findings.

The Committee’s work helps to ensure efficient and effective arrangements are in place. Their judgements may be informed by the scrutiny undertaken by the Police and Crime Panel.

During 2022-23 there were a number of changes to the membership of the Committee, with Chair Martin Evans and member Lynne Hamilton standing down. Both will be greatly missed, and we wish them the very best for the future.

Kate Curran has been appointed as the new Chair of the Joint Audit Committee moving forward. Farhan Shakoor and Brian Jones were appointed to the Committee during the year, with other newly appointed members due to commence later in 2023.

During 2022-23 the Committee met on 5 occasions. The Committee considered reports on:

- Risk management – where the Committee noted the ongoing work within the Force to create a culture of engagement and ownership across risk management. Also noted were the risks in relation to custody CCTV failures, healthcare cover within custody and the loss of forensic Home Office pathology capabilities in Wales.
- Information Management – the Committee received an update on matters relating to Data Protection including Freedom of Information Requests and Subject Access Requests. The Committee considered data breaches and how these had been managed to mitigate any risk.
- Governance – the Committee considered and approved the Annual Governance Statements for both the PCC and the CC and provided an input to the revision of the Corporate Governance Framework.

For further information, please see the Committee's Annual Report - <https://www.dyfedpowys-pcc.org.uk/media/11682/2022-23-jac-annual-report-final-english.docx>

Internal Audit

There is an agreed audit plan in place with the Commissioner and Chief Constable's internal auditors, TIAA. They target resources at areas of risk and concern identified by the Commissioner and the Chief Constable.

Internal Audits conducted during 2022-23 included:

- Property Management;
- Security of Seized Proceeds of Crime (Cash and Assets);
- Counter Fraud (Anti-Fraud Procurement);
- Estate Management – Planned and Preventative Maintenance; and
- Complaint Handling (OPCC).

Internal Audit activity was also undertaken on an all-Wales basis including:

- Review of Creditors, Expenses and Additional Payments;
- Agile Working; and
- Risk Management – Mitigating Controls.

External Audit

Audit Wales are the appointed external auditors to the Commissioner and Chief Constable. Each year, they comment on the financial aspects of corporate governance, including the legality of financial transactions, financial standing systems, systems of internal financial control and the standards of financial conduct, fraud and corruption.

During the year, Audit Wales issued unqualified audit opinions in respect of the 2020-21 accounts to both the Police and Crime Commissioner and Chief Constable. They were satisfied that there are appropriate arrangements in place in year to secure economy, efficiency, and effectiveness in the use of their resources. Both the Commissioner and the Chief Constable complied with the statutory closure of accounts, which were finalised by the end of July 2021 despite the impact of the COVID-19 Pandemic on public services.

In relation to the 2021-22 Statement of Accounts, despite having achieved submission to Audit Wales by the end of May 2022, a number of issues were identified during the statutory audit process in relation to the quinquennial asset valuation. After extensive discussion, review and due consideration by key stakeholders, including the Joint Audit Committee, a further independent valuation was competitively procured. After appropriate due diligence of the new valuations, which were received in late November, the Statement of Accounts were updated and

submitted to Audit Wales at the end of January. The statutory audit was due to be concluded in June 2023.

HMICFRS

His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) independently assesses Dyfed-Powys Police. The Commissioner is required by law to consider and respond to each of the assessments.

Last year the Commissioner reported on the Force's efforts to improve following the Inspectorate issuing an accelerated cause for concern regarding crime data integrity. Following a revisit in May 2022, HMICFRS identified that the Force had made marked improvements, particularly in relation to the accuracy of recording sexual offences.

Between April 2022 and March 2023, the Commissioner responded to 10 separate HMICFRS inspection reports, all of which can be found on the Commissioner's website: <https://www.dyfedpowys-pcc.org.uk/en/accountability-and-transparency/force-performance/hmic/>

April 2022

- A joint thematic inspection of the police and Crown Prosecution Service's response to rape – Phase Two

July 2022

- A joint thematic inspection of Multi-Agency Public Protection Arrangements (MAPPA)
- The impact of Covid-19 pandemic on the criminal justice system – a progress report

August 2022

- Police perpetrated domestic abuse: Report on the Centre for Women's Justice super complaint
- Dyfed-Powys Police Effectiveness, Efficiency and Legitimacy (PEEL) inspection 2021-22

September 2022

- The police response to burglary, robbery and other acquisitive crime

November 2022

- An inspection of vetting, misconduct, and misogyny in the police service

December 2022

- An inspection into how well the police and other agencies use digital forensics in their investigations

February 2023

- How the police respond to victims of sexual abuse when the victim is from an ethnic minority background and may be at risk of honour based abuse: Report on Tees Valley Inclusions Project's super complaint

March 2023

- Values and Culture in Fire and Rescue Services

DRAFT

Being Sustainable

Sustainability

Sustainability is a key value for the Commissioner. Overseeing the work is the Dyfed-Powys Sustainability Group, which has been operating for several years. The Group monitors the work of the Force to drive forward the sustainability agenda, to ensure that the organisation reduces its carbon footprint and positively impacts on the environment. Key initiatives include:

- The new Llanelli Custody and Police Station Hub requires the use of no fossil fuels. The building has been built to BREEM Excellent standard and includes solar panels on the roof, grey water for flushing toilets and electric vehicle charging capabilities.
- 'No Mow May' was introduced with wildflower meadows promoted with walkways for staff at Headquarters. In addition, bird habitats and boxes have been installed at Headquarters.
- There has been a removal of a significant amount of electrical equipment in the form of fridges and electric heaters across the estate that has reduced the consumption of energy.
- A reduction in the number of printers/copiers from 140 to 65 during the last year will result in an estimated environmental saving of 6,513kg of CO₂ - a 20.5% reduction.
- Localised utility monitoring is in place to assist in reducing demand and consumption.
- Electric vehicle fleet charging infrastructure is now at 8 key sites, aligned with current Neighbourhood Policing Teams and the central pool of an electric vehicle fleet.
- Work continues on property benchmarking and consolidation with a view to further reducing and sharing of services' collective carbon footprint. During 2022-23 7 collaboration projects commenced looking at sharing property with Pembrokeshire County Council, Powys County Council and Mid and West Wales Fire and Rescue Service. These have progressed throughout the year and will allow benefits to occur in 2023-24.

Engaging Widely

The Commissioner seeks to promote and develop greater community involvement in policing to ensure that people who reflect the diversity of the force area are involved in decisions that matter to them.

Throughout 2022-23, the Commissioner and his Team engaged local communities and consulted them on important policing matters.

Commissioner's Engagement Activities

Summer Shows and Events

2022 saw the return of some of the large national events that had been postponed due to the Covid-19 pandemic. During the summer months the PCC and staff from the Office exhibited at the Royal Welsh Show, Builth Wells in July and the National Eisteddfod in Tregaron and Pembrokeshire Show, both in August.

These were key opportunities to engage and consult with the public and key partners and to promote the work of the Office. Members of the Commissioner's volunteering schemes were also in attendance at some of the events, as well as some Commissioned Services to talk to the public about the work they are doing to support the Police and Crime Commissioner.

These events were also important to support the Youth Forum recruitment campaign and youth survey. Results from the survey identified three priority areas for the Youth Forum to focus on over the course of the year.

Other Community Engagement highlights

Ceredigion Community Engagement

The Commissioner undertakes regular Community Engagement Days, where he meets with key partners, service providers and members of the public.

During a visit to Ceredigion, the Commissioner attended Aberystwyth University to observe and experience a virtual reality tool they have created around domestic abuse. He then went on to the Aberystwyth Justice Centre to visit the pre-trial Witness Suite and Court, as well as meeting some of the staff that offer support to help witnesses give the best evidence.

This was also an opportunity to visit commissioned services. The Commissioner visited Dyfed Drug and Alcohol Service (DDAS), who provide substance misuse support service for adults, and New Pathways who provide rape crisis and sexual abuse support services. He also attended a property offered through the Integrated Offender Management housing pilot scheme, to witness the vital emergency rehabilitative support being provided to offenders.

Carmarthenshire Community Engagement

The Commissioner hosted the open doors event for local stakeholders at Dyfed-Powys' new Custody Suite and Policing Hub in Dafen, Llanelli. He also met with Llanelli Deaf Club, to see the improvements being made to their premises, which was being undertaken by Willmot Dixon, the firm responsible for the new Dafen build.

As part of its contract with Dyfed-Powys Police, Willmot Dixon must ensure it gives back to the community through activities such as offering training and providing practical support, such as materials and labour, to organisations in the local area.

One of those nominated to benefit from this agreement was Llanelli Deaf Club, also known as Llanelli Centre for the Deaf. The centre offers friendship and support for people of all ages who are Deaf/deafened, runs British Sign Language (BSL) courses, and even has its own church.

Members showed the Commissioner around the building and explained the work they do, all on a voluntary basis and relying solely on grant funding. It was also invaluable to learn more about the needs of Deaf or deafened people when interacting with the police, and their experiences of crime or reporting incidents.

Pembrokeshire Community Engagement

During a visit to Pembrokeshire, the Commissioner was thoroughly inspired by his visit to a Veterans' art charity that is creating a hub for the whole community in Pembroke Dock.

Founded by Army veteran Barry John MBE in 2013, the VC Gallery uses art and other creative projects to engage veterans and other members of the community. Along the way they help combat loneliness and social isolation, supporting people of all ages and abilities, including individuals with mental or physical disabilities.

Earlier this year the charity's Pembroke Dock studio moved to bigger premises at the former primary school on Britannia Road. The Commissioner was given a tour of the site by Barry and volunteer co-ordinator Chris Paling, as they shared their ambitious plans to transform the site into a hub for the whole community.

Powys Community Engagement

During a visit to Powys, the Commissioner spent time with the Rural Crime Team.

Powys is the largest county in Wales and the most rural within the Dyfed-Powys Police area. This can be very challenging when it comes to policing the area. The Commissioner shadowed the Rural Crime Team whilst they provided some crime prevention advice to local farmers.

Hate Crime Awareness Week

To support Hate Crime Awareness Week in October 2022, the Commissioner attended the Premier League Kicks session in Aberystwyth that he has funded. The session was supported by PCSOs and representatives from Victim Support to talk to young people that attend the free football sessions about the effects of Hate Crime.

Following the session, the Commissioner attended a Welsh Premier League Football match between Aberystwyth FC and Haverfordwest FC, where Hate Crime awareness activity was taking place before the match and during the interval.

Here for You

Towards the end of the year, the Commissioner held engagement events for community representatives in six locations across the Dyfed-Powys area. The aim of the Here for You engagement events was to inform councillors and other representatives of recent developments and changes within Dyfed-Powys Police, and to provide an opportunity for people to share any local concerns or issues with the Force.

The events took place in Carmarthen, Llanelli, Haverfordwest, Lampeter, Newtown, and Brecon.

During the events, councillors were briefed on the Force's current priorities for tackling crime, the new Neighbourhood Policing Team model, how the Force Communication Centre operates and the Force's partnership approach to tackling anti-social behaviour.

There was also an opportunity for Councillors to engage with the Dyfed-Powys School Beat Team Officers, Rural Crime Officers and representatives from several of the Commissioner's Commissioned Services such as Goleudy and New Pathways.

Police and Crime Commissioner Dafydd Llywelyn said, "As Police and Crime Commissioners, we are often considered to be the bridge between the communities and the Police. In that sense, these engagement events were key for us as we look to ensure that our communities understand and know of any developments within their Police Force, and the level of service that they should expect.

"Not only are they an opportunity for us to update councillors and other community representatives of key messages and developments within Dyfed-Powys Police, but also an opportunity for us to listen, and for councillors to raise their concerns directly with us."

St David's Day Conference

Policing by consent was the topic of discussion at Police and Crime Commissioner Dafydd Llywelyn's annual St David's Conference this year, which took place on Friday 3 March 2023 at Dyfed-Powys Police Headquarters in Carmarthen.

Policing by consent, which is the theory behind the Peelian principles that were designed to define an ethical police force, is heavily reliant on public confidence. Addressing the challenges of rebuilding public trust and confidence is essential to safeguard a legitimate future for policing.

Public confidence and trust in policing services today is amongst its lowest ever. High profile cases, such as the murders of Sarah Everard here in the UK, and George Floyd in the U.S, to name but two, has cast a light on what appears to be a culture of misogyny, racism, and corruption within policing.

Police and Crime Commissioner Dafydd Llywelyn said; “I recently heard a highly regarded and dedicated senior police officer speaking publicly that he has never been so embarrassed and ashamed of working for the Police, despite some of the excellent work that is taking place in some areas of policing.

“Rebuilding public confidence in our policing service is essential if we are to safeguard a legitimate future for policing. This cannot be done overnight. It will take years, but it’s our responsibility, and we need to address the challenges, today.”

Guest speakers at the Conference included:

- Professor Richard Wyn Jones and Dr. Robert Jones, authors of the recently published book 'Criminal Justice in Wales: On the Jagged Edge';
- Professor Emmanuel Ogbonna, who worked with both Welsh Government and Criminal Justice in Wales Board on their Anti Racist Action Plans;
- Deputy Chief Constable Maggie Blyth, who is now working for the College of Policing and is the National Police Chiefs’ Councils’ lead on Violence Against Women and Girls; and
- Nerys Llewelyn Jones who was a Commissioner on The Thomas Commission, chaired by Lord Thomas of Cwmgeidd, which undertook a review of the justice system in Wales.

This was Dafydd Llywelyn’s seventh annual St David’s Conference, with previous conferences focusing on Coercive Control (2017), Mental Health in Policing (2018), Cyber-Crime (2019), Rural Crime (2020), Victims (2021) and Anti-Social Behaviour (2022).

Consultations

Restorative approach to low level crime and anti-social behaviour

In March 2023 the Office made recommendations to the Commissioner to undertake necessary consultation on a new community remedy menu.

A public survey will be undertaken during 2023-24 asking the public to have their say on the options available to victims of low-level crime and anti-social behaviour.

A community remedy is victim-focussed, aiming to give victims a greater say in how offenders should be dealt with and increase the public's confidence in out of court disposals.

Taking a restorative approach, the community remedy offers a list of appropriate sanctions that can be used by the police and authorised investigating officers, sometimes in conjunction with other, more formal, out of court disposals.

Such sanctions can include repairing damage caused, mediation to support the resolution of disputes, substance misuse and alcohol dependency programmes, a verbal or written apology, and educational, diversionary or anger management courses.

The suitability of the options will depend on the nature of the offence, the age of the offender and the circumstances of situation. Community remedy is most often used with first time, low-level offenders.

Police and Crime Commissioner Dafydd Llywelyn said: "As your Police and Crime Commissioner, I am committed to ensuring age appropriate, sustainable and meaningful services here in Dyfed-Powys, being mindful of the needs of those involved. This includes restorative practices in education, family and community settings used for preventative measures and ongoing support; and out of court disposals to divert young adults from the Criminal Justice System. Supporting victims of crime to recover and move on is a key part of a Police and Crime Commissioner's role, and making restorative justice, such as the community remedy, available is one of the best ways to do it. I urge the public to have their say on the options available here in Dyfed-Powys by completing a short survey."

Police precept

To inform his considerations for the police precept for 2023-24 and in order to fulfil his responsibilities as Commissioner, Mr Llywelyn consulted with the public to obtain their views on the level of police precept increase. Of the 1,194 respondents, 67.2% noted that they would be happy to pay between 5% and 12.5% towards local policing, with 47.7% of those happy to pay between 7.5% and 12.5%.

Further details on the consultation results were incorporated into the Medium-Term Financial Plan, available on the Commissioner's website: <https://www.dyfedpowys-pcc.org.uk/en/theoffice/finance/precept-and-medium-termfinancial-plan/>

Resources

Resources

2022/23 Budget & Outturn

The Dyfed-Powys Police service has faced significant financial challenges since 2010. This is due to significant reductions in funding from central government, the legacy of implications arising from previous decision making, along with significant cost pressures and continual changes in the complexity and demand for policing services. This is all set against a very challenging financial and economic landscape.

Following a rigorous process of scrutiny and deliberations over financial assumptions, risks that threaten our communities, investment requirements and priorities, the Commissioner set a net revenue budget of £127.4m to deliver policing services for the Dyfed-Powys area for 2022-23.

As part of this budget, the Commissioner set a precept of £290.16 per Band D property which, once again, saw Dyfed-Powys with the lowest council tax precept in Wales.

The 2022-23 grant settlement for Dyfed-Powys was £62.9m and included additional funding to support 42 officers in both of the first two tranches of the Police Uplift Programme, along with a further specific grant to support the third tranche of a further 57 officers by year end.

Highlight on the page – Budgeted Pay & Pension costs for Police Officer & Police Staff amount to £117.2m

The last few years have been unprecedented for a variety of reasons, but 2022-23 unfortunately continued in this vein with a weakening economy, higher interest rates and soaring inflation. The impacts of the cost-of-living crisis have been far reaching and are also set against the backdrop of the War in Ukraine, post-Brexit, the Covid-19 pandemic and political turmoil, which have all contributed to a volatile economic landscape. The impact of these have had significant implications for all public services and undoubtedly will impact on future government funding.

Having recognised the extent of the financial challenges, the Chief Constable formally announced the initiation of a Force Review in June 2022 to assess all areas of activity, seeking efficiencies, savings and transformational opportunities. All senior leaders have and continue to be fully engaged in this review.

In addition, the Chief Constable took a range of early steps to proactively contain expenditure within 2022-23, seeking to mitigate financial burdens as well as assisting in meeting one-off future cost pressures. The Commissioner also took measures to contain expenditure within his own office. These steps have resulted in a positive year end position, which provides some headroom and resilience in dealing with the financial challenges in 2023-24 and beyond.

The following table is a variation statement which sets out the final out-turn position for 2022-23 and compares this to the original and revised budget.

| Revenue Budget Summary 2022/23 | Original Budget | Revised Budget | Actual | Variance (Positive Saving) |
|---|--------------------|-------------------|----------------|----------------------------------|
| | £000 | £000 | £000 | |
| Total Budget - Commissioner | 2,288 | 2,256 | 1,936 | |
| Total Budget - Chief Constable | 126,126 | 126,157 | 122,783 | 3 |
| Movement in Reserves | - 969 | - 969 | 2,725 | - 3 |
| Net Spending After Transfer from/to Reserves | 127,445 | 127,445 | 127,445 | |

Highlight on the page - The total 2022/23 budget for the Office of the Police and Crime Commissioner is £2.3m. As of 31st March 2023 there were 19 staff members excluding the Commissioner.

The final out-turn position demonstrates that there was a positive variance on the Commissioner's Revenue budget of £0.3m which related to staff vacancies, additional funding received to support commissioned services and delays in the regional project for Sexual Assault Referral centres. As part of considerations for the 2023-24 precept and budget setting, the Commissioner agreed to utilise this variance to establish a specific reserve of £0.3m to mitigate future uncertainties in relation to inflationary increases.

The final out-turn position shows that the Chief Constable costs were £3.4m below the revised budget for the year. The Force exercised considerable financial restraint over the year and took a range of measures including holding police staff vacancies, which realised £0.6m of savings. In addition to this there were variances in the recruitment profile for Police Officers which accounted for £1.4m of the variance. Measures were taken to contain non pay expenditure wherever possible, off-setting a number of areas of pressures including forensics and collaboration activities, as well as delays in the implementation of new telephony/ Customer Management System which all resulted in non-pay costs being £0.9m lower than anticipated. There were also a number of other variances within the budget, including additional grants of £0.8m relating to the 2022-23 pay award and £0.2m to allow for the overshoot police recruitment targets. An additional income of £0.4m was also received from mutual aid deployments which included the Queen's funeral.

As part of in-year budget monitoring and when setting the 2023-24 budget, an underspend of around £1.1m had already anticipated to offset against future budget requirements and to meet additional one-off cost pressures.

Much has been achieved over the last year with continued and significant investment in estates, fleet and critical IT infrastructure:

- The new station and custody facility for Carmarthenshire is nearing completion;
- Final design and site work continues to be progressed in relation to the Joint Firearms Training Facility;
- The project to replace the Force's Record Management System which is due to go live in June 2023; and
- Investment in a range of IT projects to better support operational delivery and agile working continue to progress.

The Commissioner set an original budget of £27.4m for 2022-23. This was revised when the Medium-Term Financial Plan was set for 2023-24 to £22.7m, but as a result of delays in relation to estates schemes and IT projects, in addition to some market supply challenges, the year-end spend totalled £20.2m. £2.4m will be carried forward to support relevant projects in 2023-24. Work will continue to review all existing and future capital investment requirements.

Financial performance is reported monthly through the Commissioner's Policing Board and quarterly through the public Police Accountability Board. The overall year-end position was discussed in detail at a Policing Board meeting on the 20th June 2022. The Commissioner approved the creation of a number of new reserves and several reserve movements to fund various initiatives and projects and assist in mitigating one-off pressures. Importantly, the Commissioner also took the decision to increase his General Reserve by £1m, recognising the extent of financial uncertainties, risks and importance of financial resilience. This will see general reserves standing at c3.77% of the annual net revenue budget. At the end of 2022-23, reserves totalled £20.3m, which includes a sum of £7.1m to support future capital budget commitments and a general reserve of £5.0m.

For further information on the 2022-23 financial position, please see the Group Statement of Accounts that will be published here once they have been audited by Audit Wales and certified. [Statutory Accounts \(dyfedpowys-pcc.org.uk\)](https://www.dyfedpowys-pcc.org.uk/en/the-office/finance/precept-and-medium-term-financial-plan/)

The final year-end position was very positive, 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/en/the-office/finance/precept-and-medium-term-financial-plan/>

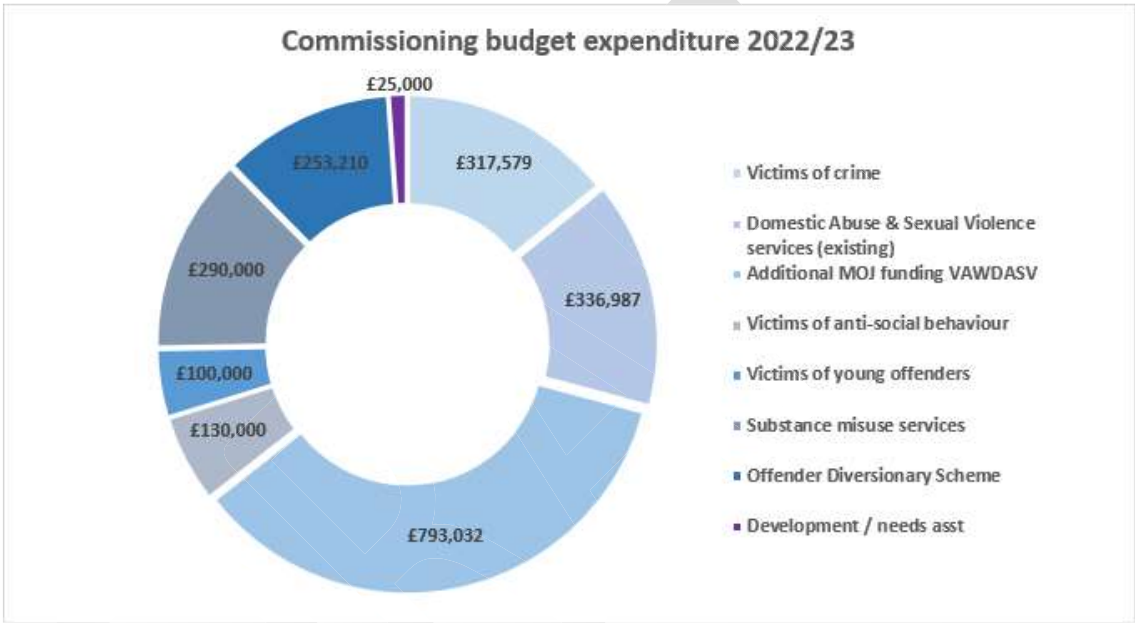
Commissioning Budget

The commissioning budget for 2022-23 was £2,354,375, which included staff costs in addition to costs incurred for direct service provision.

£660,827 of the overall budget was funded through the core Victims' Grant from the Ministry of Justice (MOJ).

As previously noted, during 2022-23 an additional £793,032 MOJ funding was secured by the Commissioner to support victims of Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV).

The following image shows the detail of this allocation:



(Back cover)

(Logo)

Imagery from the Police and Crime Plan

Contact the Commissioner

(phone icon) 01267 226440

(email icon) opcc@dyfed-powys.police.uk

(postal letter icon) Office of the Dyfed-Powys Police and Crime Commissioner
PO Box 99
Llangunnor
Carmarthen
SA31 2PF

(computer icon) <https://www.dyfedpowys-pcc.org.uk/>

(Facebook icon) Facebook @DPOPCC

(Twitter icon) Twitter @DPOPCC

DYFED-POWYS POLICE AND CRIME PANEL 14 JULY 2023

| | | |
|---|--|--|
| POLICING PROTOCOL – PERFORMANCE REPORT | | |
| Recommendations / key decisions required: <ol style="list-style-type: none"> 1. To scrutinise the performance of the Commissioner 2. To make such recommendations to the Commissioner as the Panel considers appropriate | | |
| Reasons: The Policing Protocol Order 2011 sets out how the functions of Police and Crime Commissioner and Chief Constable are to be exercised in relation to each other | | |
| Relevant scrutiny committee to be consulted NA | | |
| Cabinet Decision Required | | NA |
| Council Decision Required | | NA |
| CABINET MEMBER PORTFOLIO HOLDER:- NA | | |
| Directorate: Chief Executives Name of Head of Service: Linda Rees-Jones Report Author: Robert Edgecombe | Designations: Head of Administration and Law Legal Services Manager | Tel: 01267 224018 Email addresses: rjedgeco@carmarthenshire.gov.uk |

**EXECUTIVE SUMMARY
POLICE AND CRIME PANEL
14 JULY 2023**

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.

Paragraph 17 of 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 powers and duties

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: *LRees-Jones*

Head of Administration and Law

| | | | | | | |
|---|-------------|-------------|-------------|------------------------|-----------------------|-----------------|
| Policy, Crime & Disorder and Equalities | Legal | Finance | ICT | Risk Management Issues | Staffing Implications | Physical Assets |
| NONE | NONE | NONE | NONE | NONE | NONE | NONE |

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: *LRees-Jones*

Head of Administration and Law

1. Scrutiny Committee - NA
2. Local Members – NA
3. Community / Town Council – NA
4. Relevant Partners - NA
5. Staff Side Representatives and other Organisations

**CABINET PORTFOLIO HOLDER(S)
AWARE/CONSULTED**

NA

**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 file | PACP-077 | County Hall Carmarthen |

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

The Policing Protocol Order 2011

Quarter 1 2023/24 Summary Performance Report

Introduction

The Police Reform and Social Responsibility Act (PRSRA) 2011 establishes 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 healthcheck 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 healthcheck 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 2023/24 (Apr, May, June 2023)

RAG status comparison

This Quarter as seen an increase in 2 actions that are marked Green and a decrease of 2 actions that are marked Amber. The improvements came again within the area of external funding and the introduction of new policies and procedures in relation to external funding which has seen an increase in funding sourced and allocated. The decreases came from the delay in undertaken the training needs analysis of staff due to competing priorities and secondly, a delay in finalising the Commissioner's annual report.

Further work will be undertaken to fine tune some of the work undertaken in the last quarter with a view to there being an increased number of improved green areas at the time of the next report.

Summary:

Of the 50 action areas:

| | Qtr 4 | Qtr 4 | Qtr 1 | Qtr 1 |
|--------------|-------|-------|-------|-------|
| Red/Coch | 0 | 0% | 0 | 0% |
| Amber/Ambr | 19 | 38% | 17 | 34% |
| Green/Gwyrdd | 31 | 62% | 33 | 66% |

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 3 Progress Update |
|--|-----|--|
| Development of Police and Crime Plan in line with requirements set out in Police Reform and Social | | The Police and Crime Plan for 2021- 2025 was published in December 2021. Work is continuing to deliver what is |

| | | |
|--|--|--|
| Responsibility Act 2011 (Part 1; Chapter 3; 7) | | contained under each priority within the plan. Progress achieved is reported formally within the Annual Report. |
| Development of a Police and Crime Delivery Plan to support the achievement of the objectives as set out in the Police and Crime Plan | | A new Business plan has been prepared and has been agreed by the Senior Management Team and Executive Team. Progress for delivery will be monitored through internal mechanisms and presented to the Police and Crime Panel for their information. |
| Review the Police and Crime Plan to ensure it remains fit for purpose | | Through the business plan and other work plans the Police and Crime Plan is constantly under review to ensure that the items contained within it are deliverable. Through engagement with the public at several events the Commissioner is able to ensure that the work being undertaken adds value and is in the public's interest. |

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

| Action Required | RAG | Quarter 3 Progress Update |
|---|-----|---|
| There are formal governance arrangements in place to support effective scrutiny | | Clear governance arrangements are in place with escalation routes available to support the PCC in discharging his statutory responsibilities. These were reviewed as part of the annual review of the Corporate Governance Framework to ensure they support the PCC and appropriately take cognisance of the governance arrangements being put in place by the Chief Constable. A mapping exercise has been undertaken to ensure OPCC attendance at appropriate Force governance meetings to support PCC scrutiny responsibilities. |
| Development and annual review of Corporate Governance Framework | | <p>The Corporate Governance Framework has been subject to a light touch review this year but still has included some important amendments. The main amendments have been in relation to increasing contract values and their level of scrutiny. The amendments were discussed and agreed at both the Joint Audit Committee and Policing Board.</p> <p>The next review of the Framework will be undertaken following the next Police and Crime Commissioner elections, post May 2024.</p> |

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| | | |
| Establish a risk-based, forward looking schedule of activity to support improvements in Force performance | | <p>There is a schedule of activity in place which is regularly reviewed to ensure that scrutiny focusses on the most pressing areas. During the last quarter activity has included a Deep Dive into the management of stalking and harassment perpetrators, Victims' Code of Practice dip-sampling across the criminal justice system, monitoring of firearms licencing concerns from members of the public and a review of the status of restorative justice delivery in Dyfed Powys.</p> <p>The Out of Courts Disposal Scrutiny Panel reviewed 18 cases of knife crimes dealt with via out of court disposals. Four (3 youth, 1 adult) were deemed to have been dealt with inappropriately and should have been escalated. The Panel raised concerns in regard to the accessibility of purchasing knives, requesting that this be brought to the Chief Constable's attention.</p> <p>Due to OPCC staffing constraints the Quality Assurance Panel meeting scheduled for May was postponed to early July.</p> <p>A new Head of Assurance has been appointed recently who will review the workplan for assurance activity and ensure that it delivers in line with the Business Plan.</p> |
| Ensure the public's views are represented in the PCC's scrutiny work | | <p>This quarter has seen the finalisation of a deep dive scrutiny review into the effectiveness of DPP's management of perpetrators of stalking and harassment. The review was prompted by considerable focus both nationally and locally on policing stalking and harassment, Police and Crime Plan priorities and the Chief Constable's aim to eliminate Domestic Abuse, Stalking and Harassment. It involved feedback from victims/survivors of the crimes as well as detailed reviews of case files, force plans, profiles and data, and consultation with leading figures in VAWDASV and Stalking and Harassment research.</p> <p>This remains Amber as the OPCC recognise that there is a need to improve the diversity of our volunteer schemes. Timescale for achieving this: October 2023.</p> |
| Oversight and implementation of external inspectorates recommendations | | Two out of three responses were submitted within the 56 day deadline. The third was delayed due to a manual error |

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| | | <p>in planning timescales for consulting with the Chief Constable.</p> <ol style="list-style-type: none"> 1. An inspection of how well the police tackle serious youth violence. Due 03/05/23. Submitted 28/04/2023. 2. Values and culture in fire and rescue services - Police Recommendation. Due 25/05/2023. Submitted 25/05/2023. 3. An inspection of how well the police and National Crime Agency tackle the online sexual abuse and exploitation of children. Due 31/05/2023. Submitted 07/06/2023. |
|--|--|---|

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

| Action Required | RAG | Quarter 3 Progress Update |
|--|-----|--|
| Development of a performance framework and structure that allows a greater understanding of the Police and Crime Plan outcomes | | A new OPCC Business plan has been developed and agreed by the Office and is being presented to the Police and Crime Panel for information on 14 th July 2023. The Business Plan along with the Policing Protocol Order 2011 Report will be used to monitor performance against the implementation of the Police and Crime Plan. |
| There are formal governance arrangements in place to hold the Chief Constable to account for the performance of officers and staff | | Clear governance arrangements are in place with escalation routes available to support the PCC in discharging his statutory responsibilities. These were reviewed as part of the annual review of the Corporate Governance Framework to ensure they support the PCC and appropriately take cognisance of the governance arrangements being put in place by the Chief Constable. A mapping exercise has been undertaken to ensure OPCC attendance at appropriate Force governance meetings to support PCC scrutiny responsibilities. A further review of governance will be undertaken as part of preparations for the Annual Governance Statement. |
| Chief Constable's Professional Development Review | | The review of the Chief Constable's performance has been undertaken. Progress in relation to the Chief Constable's priorities for 2023/24 are monitored through regular meetings between the Commissioner and the Chief Constable as well as through formal scrutiny arrangements. |

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

| Action Required | RAG | Quarter 3 Progress Update |
|--|-----|---|
| Inform PCC's decision in respect of the precept | | Detailed work continued during 2022/2023 which was provided to the PCC to inform his deliberations in relation to the precept for 2023/2024. This has included many discussions with Chief Officers, a seminar with Police and Crime Panel and JAC Members and subsequent meetings with the Police and Crime Panel's Precept Sub Group. The precept proposal for 2023/2024 were scrutinised by the Police and Crime Panel on 27th January 2023, and unanimously supported. Work has now commenced in 2023/24 in relation to the Budget and MTFP for 2024/25 and there are a range of meetings scheduled to give due consideration to the array of financial considerations, including a number of sessions with the Police and Crime Panel Finance sub-group. |
| Setting of Medium term financial plan | | Following extensive scrutiny by both the Police and Crime Panel and Joint Audit Committee, the MTFP for 2023/24 - 2027/28 has now been published. Work has already commenced in relation to the budget for 2024/25 and MTFP. |
| Funding of capital programme to provide force with appropriate assets to deliver effective policing services | | Detailed work continues to further develop the longer term (10 year) capital programme which forms part of the approved MTFP and Capital Strategy which are considered by the Police & Crime Panel. All schemes within the programme have been reviewed to inform the MTFP for 2023/24 and beyond. The MTFP is also considered by the Joint Audit Committee in conjunction with the Reserves Strategy, Capital Strategy and Treasury Management Strategy |

17e) Appoint the Chief Constable

| Action Required | RAG | Quarter 3 Progress Update |
|--------------------------------|-----|---|
| Appointment of Chief Constable | | The Chief Constable was appointed in December 2021. |

17f) Remove the Chief Constable

| Action Required | RAG | Quarter 3 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 3 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 both the PCCs and CCs use of resources with the Finance and Strategy Board overseeing arrangements. The CFO participates in a number of force governance meetings which routinely consider aspects of VFM. The Efficiency and savings plan is considered as part of the MTFP and a focus has been brought to project proposals and business benefits realisation which will seek to assist in the continual drive for VFM. VFM is an intrinsic part to procurement activity at a local, regional, and national level and continued engagement with BlueLight Commercial will assist in driving further VFM. The CC initiated a Force Review in June 2022 which is reviewing all aspects of service delivery seeking to make cost reductions/ efficiencies / productivity savings and organisational change to help mitigate the impacts of the cost of living crisis. This work continues in earnest as work commences on budget setting for 2024/25 and the next MTFP. |
| Statutory compliance of estates ensuring fit for purpose for operational use | | All TIAA actions have been satisfactorily closed, the HSE team continue to carry out structured periodic assessments of statutory compliance ensuring that high compliance standards result. This is an independent mechanism to the reporting of compliance to the governance OEG/SEG and Health and Safety Board meetings. Changes in the Estates Department through bringing all mechanical and maintenance under direct management since June 2023 ensure that direct ownership of the performance results with all providers carrying out the works directly reporting to DPP Estates staff. Central collation of all planned works for statutory reporting will be monitored closely in this transfer period |

| | | |
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| | | <p>to ensure that the standards are maintained at a high compliance level.</p> <p>Timescales: There will be a continued requirement to make decisions on Force estate at various junctures over the ensuing year.</p> |
| Explore opportunities to reduce environmental impact | | <p>The Sustainability Group continues to operate under the chair of Director of Finance. This group has the responsibility to review all sustainability impacts the Force and its operations has on our wider environment. Energy Management and Utility Management Groups are in place which track consumption and energy savings initiatives and action plans on an ongoing basis. Utility consumption trends and improvements are tracked at a building utility level. The Estates operation has under its Decarbonisation Plan identified further capital scheme feasibility studies, these cover Potovoltaic, LED lighting, and energy reduction technologies and fabric improvements. Funding for the works are included in the Mid Term Financial Capital plan and will be focussed on the sub divisional headquarter buildings in the coming years. The trend of year of year reduction in utility consumption continues. The new Waste management contract has been mobilised across the force, this is targeted to reduce our waste to landfill significantly and is targeted to provide a reduced carbon footprint and costs savings to the force. DPP continue to input and participate in the All Wales Sustainability and Decarbonisation Group where an overall tracker by Force is used to determine progress and share best practice. The ongoing review of the estate and opportunities to collaborate has identified further opportunities to collocate and reduce our carbon footprint. This structured plan will be mobilised in the coming period.</p> <p>Timescales: Ongoing</p> |
| Explore and maximise external funding opportunities | | <p>SS4 continues into 23/24 with Period 2 grant funding values shared with all partners. 3 projects to be completed from 1st April 2023 to 30th September 2023.</p> <p>Project Boards have been initiated to monitor progress until the end of the funding period.</p> <p>Discussions held with Drug Intervention partners in relation to NIHR Innovation Fund to reduce Illicit Rereational Drugs. Whilst decisions were made not to pursue the funding opportunity, positive relationships built</p> |

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|---|--|---|
| | | <p>with partners and agreement to share future funding opportunities as they arise.</p> <p>A new funding opportunity has presented itself in late June 2023 relating to drug intervention activity - this will be explored between partners from July 2023 onwards.</p> <p>A funding bid was submitted to Ceredigion and Powys Shared Prosperity Fund in May 2023. The bid focussed on educational activity targeting the 16+ age group in relation to exploitation by high street retailers</p> <p>The results of the funding awards have not yet been released.</p> |
| Explore and maximise sponsorship initiative opportunities | | <p>Ongoing discussions are being held with Swansea University in relation to a funding opportunity to support the health and wellbeing of police officers and staff.</p> <p>The SMART partnership includes consideration of a wellbeing toolkit to support managers and staff with work stress and pressures.</p> <p>Initial partnerships discussions have also been held with Carmarthenshire Voluntary Service to explore funding opportunities from the National Lottery. Whilst the OPCC cannot apply directly, collaboration is permitted with partner organisations.</p> <p>The discussions are at an early stage in identifying ideas to support communities with growth, safety and development.</p> <p>Timescales: Ongoing</p> |
| Implement and maintain a risk register to identify and mitigate risks to the OPCC and force | | <p>Risks are reported to the Joint Audit Committee and OPCC Exec. Team on a quarterly basis.</p> <p>Additional work is being undertaken on the reporting of risk to ensure there is sufficient line of sight on the risks and the mitigations in place</p> <p>The Force has changed the format of their Risk Register and implemented changes on how risks are recorded, updated and scored. Work is continuing on the format of the OPCC Risk Register and this will be finalised in this following quarter. This work has been delayed due to competing priorities but the risks are still being managed.</p> <p>Timescales: Review of risk reporting to be completed by September 2023.</p> |

| | | |
|---|--|--|
| Utilise training and development plans for all OPCC staff | | <p>All staff within the OPCC have had their training and development requests discussed and where there have been requests for specific training these have been discussed as a Senior Management Team and where appropriate the training has been arranged. This has resulted in significant upskilling within the office.</p> <p>A Training Needs Analysis has been undertaken by staff and the results will be considered by the Senior Management in due course.</p> <p>Timescales: Training plan for the office to be prepared by September 2023.</p> |
|---|--|--|

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

| Action Required | RAG | Quarter 3 Progress Update |
|--|-----|---|
| Explore collaboration opportunities in accordance with the Policing Vision for Wales | | <p>Collaboration opportunities are at the forefront of office thinking and wherever appropriate the PCC will engage with the activities. As part of the Policing in Wales group there are currently several projects ongoing as part of an All Wales Policing and Academic Collaboration that is seeing Universities from across Wales working on different projects. The outcomes of the projects are due to be reported during the Summer.</p> <p>Further work has been proposed for this work to be extended during 2023-2024.</p> <p>Timescales: Ongoing</p> |
| Explore collaboration opportunities with other partners | | <p>Funding Manager has contributed to the All Wales Sport Strategy Report that was presented to All Wales Policing Board in June 2023.</p> <p>This includes consideration of the funding support provided to Sport intervention activity across Wales and what is required collectively to capture the need, uptake and evaluation of these interventions.</p> <p>Funding Manager is also a member of the national VRU/PCC Sport, Youth Crime and Serious Violence Prevention Board.</p> <p>Funding Manager meets regularly with SWP OPCC Funding Officer to discuss process and share best practice. SWP is currently focussing on monitoring and evaluation whilst DPP has focussed on application and scoring.</p> |

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| | | <p>The next meeting (scheduled Sept 23) will focus on sharing each others' processes to improve service and develop ideas for future collaboration.</p> <p>Timescales: Ongoing</p> |
| There are formal governance arrangements in place to scrutinise collaboration agreements | | <p>Collaboration is also scrutinised from a Dyfed Powys perspective through Policing Board and at an All Wales level through Policing in Wales. The CEO has commenced discussions with the newly appointed ACC for Regional Collaboration in relation to how governance arrangements may be further strengthened and draft Terms of Reference are being developed.</p> <p>Timescales: Ongoing</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 3 Progress Update |
|--|-----|---|
| Working with the Force to develop and implement our joint Strategic Equality Plan; meeting the objectives within | | <p>A regional survey has been launched this quarter by public sector partners to seek views from residents across Carmarthenshire, Ceredigion, Pembrokeshire and Powys about the experiences they, and others may have, when trying to access a range of public services from housing to health.</p> <p>Local authorities in the four regions along with Powys Teaching Health Board, Hywel Dda University Health Board, Dyfed-Powys Police, Mid and West Wales Fire & Rescue Service, Bannau Brycheiniog National Park Authority, Pembrokeshire Coastal National Park Authority and the Dyfed-Powys Police and Crime commissioner, have collaborated to create the survey. Feedback will inform work around equality and how people with protected characteristics are affected or treated when trying to access services provided by the sector. The Survey will close 31 July.</p> <p>Timescales: April 2024</p> |
| Development and implementation of OPCC Engagement and Communication Strategy and action plan, and Social Media Policy and Strategy incorporating providing opportunities for local | | <p>Here for you – Engagement Events</p> <p>At the beginning of April, we continued with the 'Here for you' engagement events which began in March. Four of the six events took place in April in Powys, Ceredigion and Pembrokeshire, with the other two events in Carmarthenshire in March. These events were hosted by the PCC for community representatives in Carmarthenshire, Powys, Ceredigion and Pembrokeshire</p> |

communities to inform and influence decision making and proactively promoting the work of the PCC and CC

with the aim of informing councillors and other representatives of recent developments and changes within Dyfed-Powys Police, and to provide an opportunity for people to share any local concerns or issues with the Force.

During the events, councillors were briefed on the Force's current priorities for tackling crime in our area, the new Neighbourhood Policing Team model, how the Force Communication Centre operates, and the Force's partnership approach to tackling Antisocial behaviour. There was also an opportunity for Councillors to engage with the Dyfed-Powys School Beat Team Officers, Rural Crime Officers and representatives from several of our Commissioned Services such as Goleudy, and New Pathways.

A report was created for Policing Board summarising feedback from the events.

Community Engagement Days

In June, we arranged a Community Engagement Day for the PCC in Pembrokeshire, where he had an opportunity to meet with several voluntary and third sector organisation and charities to see some of the positive work that is being carried out with young people in Pembrokeshire. The PCC attended The Hive centre in Haverfordwest, which is a youth and community project supporting the young people of the Garth Ward and local area, and who have recently received funding from the OPCC. The PCC also travelled to meet with staff who provide a successful boxing intervention programme for young people in Pembroke Dock. The PCC also attended a graffiti exhibition launch to celebrate graffiti art boards created by young people from across Pembrokeshire earlier this Spring. The boards highlight improvements the young people would like to see in their local communities. A meeting was arranged with Spt. Craig Templeton to discuss local Policing matters, and with a local councillor to discuss matters in relation to the relocation of the Milford Have station.

Dafen Custody Suite Opening Event

On 26 May 2023, we organised the opening of the new Carmarthenshire Policing Hub and Custody Suite in Dafen, Llanelli. Local community representatives in the Llanelli area were invited to attend the opening where they were given an opportunity to walk around the new modern, sustainable development, which has taken over 18 months to construct. A commemorative plaque was unveiled during the opening to mark the occasion.

National Urdd Eisteddfod

We attended the Urdd National Eisteddfod in Llandoverly, Carmarthenshire for 6 days end of May / beginning of June. We had a designated joint space with Heddlu Dyfed-Powys Police where we were engaging with the public and asking them to complete our general public survey on policing perceptions. We were also aiming to promote our volunteering schemes, as well as our commissioned services, and asking young people for their thoughts, views and ideas, on mental health, substance mis-use, and youth offending for our Y Sgwrs youth consultation.

Monthly bulletin

In this period, we published 2 monthly e-bulletins summarising the work of the Commissioner and his Office and have continued to publish the PCC's weekly highlights for social media.

Youth Forum

During this quarter, the Youth Forum have met several times with us, to discuss the findings from our youth consultation – Y Sgwrs – which focused on three key areas; Mental Health Support for young victims; Substance mis-use prevention activities; Support for young people who are committing low level offences. The consultation was launched last quarter, and closed in May.

Youth Forum members have been working with our Policy Advisor and Engagement Advisor to prepare a report summarising the consultation findings, and which also includes several recommendations. Forum members have also been working with the Office to prepare for a Youth Conference that will take place in July to discuss the findings with partners.

Victim Engagement Forum

Following the sign off of the Victim Engagement Forum (VEF)'s new Terms of Reference last quarter, we asked VEF members to complete a short survey seeking additional information from them in regards to demographics, and what crime(s) they have been a victim of. A total of 55 responses were received. During this quarter VEF members were asked to take part in a consultation aimed at Survivors of Domestic Abuse (DA) and Rape and Other Serious Sexual Offences (RASSO)

The aim of the consultation is to understand the barriers to reporting, and to find out how the Force can increase victims' confidence in reporting. In particular we want to know what victims' preferred contact methods are when reporting crimes and receiving follow-up contact, as well as victims' views on automatic referrals to relevant specialist support services.

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| | | <p>The survey went live on Thursday 11th May and closed on Monday 12th June. It received 26 responses in total. 6 people also took part in focus groups held in June. A report will be drafted summarising the findings to be presented to Policing Board in the next quarter.</p> <p>Community Remedy Survey</p> <p>The Community Remedy Survey closed on 19th of May, where we consulted with the public on a range of sanctions that can be used to deal with low-level crime and anti-social behaviour outside of the court system in their police force area, with the Police and Crime Commissioner and Chief Constable ensuring the final menu is proportionate.</p> <p>Strategic Equality Plan Survey</p> <p>A regional survey has been launched this quarter by public sector partners to seek views from residents across Carmarthenshire, Ceredigion, Pembrokeshire and Powys about the experiences they, and others may have, when trying to access a range of public services from housing to health.</p> <p>Local authorities in the four regions along with Powys Teaching Health Board, Hywel Dda University Health Board, Dyfed-Powys Police, Mid and West Wales Fire & Rescue Service, Bannau Brycheiniog National Park Authority, Pembrokeshire Coastal National Park Authority and the Dyfed-Powys Police and Crime commissioner, have collaborated to create the survey. Feedback will inform work around equality and how people with protected characteristics are affected or treated when trying to access services provided by the sector. The Survey will close 31 July.</p> |
| Respond to community concerns in a timely manner | | <p>There was an increase in Local concerns reported in this period. 84% related to illegal foxhunting. The OPCC sought assurance from Dyfed Powys Police to respond to the correspondence. 12.5% was concerning Stradey Park Hotel in Llanelli which will be housing asylum seekers. A response has been provided by the OPCC.</p> |
| Engage residents in contributing to assurance and scrutiny activity | | <p>Custody reviewing has continued and ICVs have identified several issues during the period that have been reported to the Force and responses have been received. One area in particular that has been considered and will form part of a more in-depth piece of work during the year is in relation to health care provision.</p> <p>The area remains Amber as the OPCC recognises that there continues to be a need to improve the diversity of our volunteer schemes, which will be undertaken once the</p> |

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| | | <p>staffing complement of the Assurance part of the office increases following some staffing changes from the office.</p> <p>Timescale for achieving this: October 2023.</p> |
| Provide effective and accessible services for victims and vulnerable people | | <p>MOJ reporting not due until mid-year point. Awaiting grant agreements and formal reporting mechanisms from MOJ to share with providers.</p> <p>No complaints received. Complaints process forms part of annual audit cycle for commissioned services.</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. Having reviewed the APCC equality framework, we will be asking providers as part of quarterly monitoring meetings to undertake and discuss equality monitoring assessments; this will be in addition to the data required by MOJ.</p> <p>Timescales: Ongoing</p> |

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 3 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 3 Progress Update |
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| Publish information in accordance with the Elected Local Bodies Order | | <p>All required information is published on the website and monitored on a regular basis to ensure compliance with the Specified Information Order. There are some issues in relation to duplicate information which is currently being addressed. Full details of the Statutory Publishing Requirements are available on our website.</p> |

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| | | <p>Work has continued to develop a site map for the new website and has been agreed by the Senior Management Team and Executive Team. IT are now to be engaged to consider the capacity to design and deliver the new website.</p> <p>In the meantime the website continues to be monitored to ensure that any missing information is updated in line with the Specified Information Order.</p> <p>Timescales: Ongoing review mechanisms to be utilised until the new website is complete to ensure continued compliance with the Elected Local Bodies Order.</p> |
| Publish information in an accessible and easy to reach format | | <p>The Transparency Quality Mark obtained in previous years evidences the quality of the information available on the website and the ease of accessibility to everyone.</p> <p>The regular monitoring of the website ensures that it will remain accessible to all. Work is still ongoing to develop a new look website for the office to further improve accessibility of information, but this has been delayed by staffing issues. Consultation has been undertaken in relation to the website and the responses will inform the development of the new website.</p> <p>Timescales: New website to be in place for next PCC term</p> |
| Publish information in accordance with the Welsh Language Standards | | <p>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.</p> <p>We will shortly commence work on our Welsh Language Annual Report that will highlight the work undertaken in accordance with the Welsh Language Standards.</p> <p>Timescales: Annual Report to be published in September 2023</p> |
| Proactively promote and raise awareness of Commissioned Services | | <p>Some ongoing challenges with our existing website platform where service information is not being accurately displayed. This is being further investigated in order to rectify. Website information is checked as part of the Transparency Award and regularly updated by the Commissioning team where amendments are required. Link to the website is included within Victim Information Packs. Service performance and overview documents will</p> |

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| | | <p>be updated as part of transition to new website during summer 2023.</p> <p>PCC Engagement team are linked into the press teams within all commissioned services and work jointly to share social media and press articles. Engagement team linked into new service provision and grant funded activity to ensure awareness and communication. Recent discussions include the need to continually highlight provision of services within appropriate news articles, for example mentioning Goleudy whenever we release an article on crime trends in Dyfed Powys to ensure victims are aware of how to seek support.</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. Commissioned services are required to acknowledge PCC /MOJ funding source in all publicity and materials. Following the APCC equality framework, we will be working with providers to ensure they are undertaking equality assessments and raising awareness amongst all communities.</p> <p>Timescales: Ongoing.</p> |
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17I) Comply with all reasonable formal requests from the Panel to attend their meetings

| Action Required | RAG | Quarter 3 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 receive 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 draft MOU has been prepared to further facilitate communications. |
| 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 key officer to ensure members |

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| | | receive relevant and timely information. A draft MOU has been prepared to further facilitate communications. |
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17m) Prepare and issue an annual report

| Action Required | RAG | Quarter 3 Progress Update |
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| Prepare and issue an annual report to the Panel on the PCC's delivery against the objectives set within the Plan | | <p>The PCC's draft Annual report is being presented to the Police and Crime Panel on 14th July 2023 and will be published shortly thereafter and available at the Royal Welsh Show. The Annual Report evidences the work undertaken by the Commissioner, his team and partners during 2022/2023 financial year in delivering against the priorities set out within the 2021/2025 Police and Crime Plan.</p> <p>Timescale: Publication by 24th July 2023</p> |

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

| Action Required | RAG | Quarter 3 Progress Update |
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| Handling of complaints against the Chief Constable | | <p>There was one Chief Constable complaint was received during this period. The complaint was in relation to a delegated authority and was therefore directed through to the Appropriate Authority.</p> <p>Timescales: Ongoing</p> |
| 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 | | <p>There were 4 cases where some learning was identified, however the learning identified would not have affected the outcome of the complaint, therefore the reviews were not upheld. Learning is added to the Oversight tracker and has been discussed with PSD.</p> |

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

| Action Required | RAG | Quarter 3 Progress Update |
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| Development and annual review of Corporate Governance Framework | | <p>This was completed in Quarter 4 of 2022/2023 in what was a light touch review of the Framework. Although there</p> |

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| | | <p>were some changes made in relation to the Delegated Powers aspect and the values for agreement of contracts.</p> <p>A fuller in depth and total review of the framework will be undertaken following the election of the next Police and Crime Commissioner. However, the framework and its component parts will be monitored to ensure there are no compliance issues.</p> |
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19) Access to information, officers and staff

| Action Required | RAG | Quarter 3 Progress Update |
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| Handling of information in accordance with Data Protection legislation | | <p>As a corporation sole, the OPCC are subject to and responsible for FOI requests.</p> <p>There were 5 Freedom Of information requests received for the last Quarter and the OPCC held the information to respond to them all. All were responded to within the statutory timeframe. The themes of the requests were re-offending, traffic, domestic abuse and waiting times for victims. All OPCC responses to FOI requests are available to view on our website.</p> <p>No Subject Access Requests were received this quarter.</p> <p>2 potential data breaches were reported this quarter. Neither were from our office and were in relation to external organisations sending an email to the office that included sensitive personal data about other individuals. The sender was advised that they had breached Data Protection Legislation and that they should inform their Data Protection Officer. All emails in question were double deleted and not shared with anyone further.</p> <p>Staff have been reminded of their responsibilities in relation to cyber security and received documentation about password safety on computer devices.</p> |

20a) Delivery of community safety and crime reduction

| Action Required | RAG | Quarter 3 Progress Update |
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| Development and implementation of a Governance | | Commissioning strategy in place for Term 3 which replaces previous documents. Available on PCC website. |

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| <p>Framework for Commissioning and Partnerships</p> | | <p>Latest Board meeting received presentation from Kaleidoscope regarding provision of substance misuse treatment within Powys. Low attendance from members, DoC will refresh invitation encouraging members to attend. Next Board scheduled for July with presentation regarding Safer Streets 4, some key lessons to be learned prior to bidding for round 5.</p> <p>Tender evaluation process for new services and scoring for grant bids includes requirement to link to PCP priorities. Head of Assurance was undertaking work to review service provision compared to demand on Force, Police and Crime Plan priorities and unit costings - this was paused whilst the post was vacant and will need to be resumed by the new post holder.</p> <p>LCJB members undertook a bespoke consultation as part of PCP development. LCJB priorities and delivery plan aligned to Criminal Justice in Wales priorities. Recent review by OPCC Head of Assurance recommended that local focus be retained more strongly. Future agenda and structure has been revised accordingly. 2023/24 delivery plan drafted, reflecting local priorities such as Community Payback alongside national work on RASSO and VCOP etc.</p> <p>Timescales: Ongoing</p> |
| <p>Commissioning of services in support of community safety and crime reduction</p> | | <p>MOJ victims grant is match funded by PCC core funding. Total grant for 23/24 is £1,432,033 of a total £2.36m commissioning budget. Therefore the PCC provides approximately 39% of funding for services. This is noted in MOJ returns where match funding is reported to Ministers. Within the MOJ grant award is a total of £803,326 for 23/24 for provision of VAWDASV services. At present, grant awards are secured until end of March 25. OPCCs are making continual representation to the MOJ to encourage early indication of future allocations to avoid disruption to contracts and frontline service provision.</p> <p>Quarterly meetings are diarised between YOPS managers, CSP managers and OPCC representatives. Some recent examples of topics discussed include first time entrants and crime trends, availability of secure accommodation for young offenders and young people under the national referral mechanism. Work continues with CSP and YOPS partners to deliver Serious Violence duty, in particular the strategic needs assessment and delivery plan.</p> |

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| | | <p>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.</p> <p>Contract no longer required since reunification of Probation services as provision of RJ is statutory function for HMPPS. Therefore RJ facilitation for victims will continue - HMPPS work with Goleudy to identify and refer victims appropriately. OPCC Policy team have prepared a paper for Policing Board to scrutinise the Force approach to RJ including policies, training, onward referrals and outcomes.</p> <p>All partnership contacts, including CSP managers, involved in consultation phase and contributed to metrics for performance framework. Head of Policy and Strategy has provided input to all PSB WellBeing plans.</p> <p>Timescales: Ongoing</p> |
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20b) Community Safety Partnerships

| Action Required | RAG | Quarter 3 Progress Update |
|-----------------|-----|---------------------------|
| N/A in Wales | N/A | N/A |

20c) Crime and disorder reduction grants

| Action Required | RAG | Quarter 3 Progress Update |
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| Development and implementation of a framework for the provision of crime and disorder grants | | <p>The External Funding has developed a new process map to capture the steps to assess funding applications and confirm decision points. A new scoring panel has also been introduced to ensure fair and balanced assessments.</p> <p>A new application form and scoring model has also been created to streamline the process and align with modern funding standards.</p> <p>The Grant agreement template has been updated with support from Legal Services on content and legislative requirements.</p> <p>Work will continue to develop processes and instructions to complement the changes already made.</p> |

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| Provision of crime and disorder reduction grants within 2022/2023 | | <p>Since the new External Funding Manager commenced in post, 12 new funding requests have been received.</p> <p>Three have been accepted.</p> <p>The others are awaiting application form completion or discussions around project detail and funding values are ongoing.</p> |
| Evaluation of crime and disorder reduction grants to determine social return on investment | | <p>The new application form has been developed to include a renewed focus on social value initiatives and adherence to circular economy principles.</p> <p>This is also reflected in the new scoring model to assess value for money and positive collaboration with local suppliers/ customers as appropriate.</p> <p>Timescales: Ongoing</p> |

20d) Collaboration agreements

| Action Required | RAG | Quarter 3 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 3 Progress Update |
|---|-----|--|
| Monitor the performance of all commissioned services, ensuring they are fit for purpose and provide value for money | | <p>Q4 review meetings all held and Q1 of new year scheduled for August. Meeting structure, minutes and actions audited as part of annual audit checklist.</p> <p>Annual audit almost complete for 22/23 and includes review of timeliness and positive progress against KPIs. Goleudy performance concerns have been addressed and actions implemented by the Force. OPCC require performance reporting information to ensure that the actions have remedied the issues and that improved performance is being sustained. However, at present the Force cannot produce this data. This remains a risk.</p> <p>PCC continues to visit appropriate services as part of Community Engagement Days. Commissioning team feed into schedule for PCC visits to services and funding recipients in line with community engagement activity. Commissioned services have been involved in recent visit</p> |

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| | | <p>by National VAWDASV Advisor and Older People's Commissioner.</p> <p>Latest Board meeting received presentation from Kaleidoscope regarding provision of substance misuse treatment within Powys. Low attendance from members, DoC will refresh invitation encouraging members to attend. Next Board scheduled for July with presentation regarding Safer Streets 4, some key lessons to be learned prior to bidding for round 5.</p> |
| PCC's contribution to the All Wales Criminal Justice agenda | | <p>DP LCJB work closely with CJiW coordinator to ensure alignment of priorities and reporting into All Wales arrangements. Policy lead for CJ meets regularly with CJ leads for other Welsh OPCCs. Reporting structure agreed and meeting dates aligned to ensure DP highlight positive progress on national and local activity as well as escalate areas of concern/risk where required. Some recent examples where DP have shown best practice across Wales are the links between CJ partners and other partnerships including Area Planning Board and Community Safety Partnership, and the support provided by our diversionary scheme for those eligible for out of court disposals.</p> <p>LCJB meeting held May 2023 produced draft local 23/24 delivery plan. Detailed discussions on performance data available to evidence the work of the Board. September meeting will provide updates from sub groups, who have taken responsibility for delivery of elements of the plan.</p> |
| PCC's national portfolio responsibilities | | <p>All Wales Criminal Justice Board Single Unified Safeguarding Review Board with Welsh Government</p> <p>Policing Board for Wales National Police Air Service Board Safer Communities Programme Board for Wales National Rural Crime Network - on the Executive Board VAWDASV National Partnership Board Co-Chair alongside Minister for Social Justice Jane Hutt MS</p> |

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DYFED-POWYS POLICE AND CRIME PANEL
14 JULY 2023

| DECISIONS MADE BY THE POLICE AND CRIME COMMISSIONER | | |
|---|--|--|
| Recommendations / key decisions required: To consider the decisions made by the Commissioner and make such report or recommendations as the Panel thinks fit. | | |
| Reasons: The Panel has a statutory duty to do this | | |
| Relevant scrutiny committee to be consulted NA | | |
| Cabinet Decision Required | NA | |
| Council Decision Required | NA | |
| CABINET MEMBER PORTFOLIO HOLDER:- NA | | |
| Directorate: Chief Executives Name of Head of Service: Linda Rees-Jones Report Author: Robert Edgecombe | Designations: Head of Administration and Law Legal Services Manager | Tel: 01267 224018 Email addresses: rjedgeco@carmarthenshire.gov.uk |

**EXECUTIVE SUMMARY
POLICE AND CRIME PANEL
14 JULY 2023**

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

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

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

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: *LRees-Jones*

Head of Administration and Law

| Policy, Crime & Disorder and Equalities | Legal | Finance | ICT | Risk Management Issues | Staffing Implications | Physical Assets |
|---|-------------|-------------|-------------|------------------------|-----------------------|-----------------|
| NONE | NONE | NONE | NONE | NONE | NONE | NONE |

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: *LRees-Jones*

Head of Administration and Law

1. Scrutiny Committee - NA
2. Local Members – NA
3. Community / Town Council – NA
4. Relevant Partners - NA
5. Staff Side Representatives and other Organisations

**CABINET PORTFOLIO HOLDER(S)
AWARE/CONSULTED**

NA

**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 file | PACP-077 | County Hall Carmarthen |

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Decisions made by the Commissioner (including those made at Policing Board) from the 11th of May 2023 to the 5th July 2023.

| Title & Summary | Date |
|--|---------------------------------|
| <p>Dolen Teifi – Asset Tracker Funding</p> <p>The PCC approved the funding request of £2520 form Dolen Teifi, with a contribution to be made from the Driver Retraining reserves.</p> <p>A funding request was received from Dolen Teifi for asset trackers to be purchased for a fleet of Electric Vehicles (EV) cycles that will be made available for young adults who commit low level offences in the Llanelli area. Dolen Teifi are working with partners to develop a tailored approach to working with young adults with an aim to divert them from the criminal justice system. This project supports the Commissioner's Police and Crime Plan priority 2: harm is prevented.</p> <p>Unreported in last log to Panel</p> | <p>10th May 2023</p> |
| <p>Facilities Management Contract Update</p> <p>During a Policing Board meeting the PCC approved the award of extension for the provision of Professional Estates Services to be awarded to CBRE Ltd for a period of 3 years, in line with the permitted length of overall contract.</p> <p>The Head of Estates informed the PCC that in order to secure Project Management support for the current and new short term Estates Capital Programme requirements, the existing Facilities Management Contract – Professional Works Services element only will be extended with CBRE until 27th May 2026 (in line with the permitted length of overall contract). Although the contract extension is for a period of three years, it is proposed to utilise CBRE for a period of 12 months from May 2023, whilst the Estates strategy for tendering project works is established.</p> | <p>16th May 2023</p> |
| <p>Facilities Management Contract: Novation of Cleaning contract</p> <p>At the Policing Board meeting held on the 16th May the PCC approved that Kingdom Ltd were awarded the contact for a period of 1 + 1 years, in line with the permitted length of overall contract, under the existing National Procurement Service Framework and Call Off Terms for the provision of Cleaning Services.</p> | <p>16th May 2023</p> |

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| <p>Facilities Management Contract: Novation of Waste Management</p> <p>At the Policing Board meeting held on the 16th May the PCC approved that the waste management contract is awarded to Reconomy for a period of 1 + 1 + 1 years, in line with the permitted length of overall contract, under the existing National Procurement Service Framework and Call Off Terms.</p> | <p>16th May 2023</p> |
| <p>Minerva Programme Section 22a Collaboration Agreement</p> <p>The PCC in conjunction with the CC approved section 22a of the Minerva collaboration agreement.</p> <p>The Minerva Programme was created in 2013 as a collaboration of 10 UK police forces based upon their common use of the Niche Records Management System (RMS). It had been identified that the RMS was highly configurable locally and as such, there were no common data standards for its use. In addition, UK forces were often making opposing requests for changes to the system, activity that created silos of data with massively reduced opportunities for data sharing both between forces and with national systems. The initial aims of the Minerva Programme were to promote best practice between member forces and to create an agreed approach to the use of the RMS.</p> <p>This project supports the Commissioner's Police and Crime Plan of creating an effective Criminal Justice System.</p> | <p>16th May 2023</p> |
| <p>Donation to Wales Air Ambulance Service</p> <p>At a recent Policing Accountability Board meeting held at the Llanelli base of the Wales Air Ambulance charity the Commissioner thanked the Charity for their assistance during the build of the new custody suite next door and for the partnership working.</p> <p>To acknowledge this and the very important work and service of the Wales Air Ambulance charity, the PCC committed to donating £500 to the Charity. This project supports the Commissioner's Police and Crime Plan of priority 1: victims are supported.</p> | <p>26th May 2023</p> |
| <p>Sponsorship of Black Police Officers' Association Conference</p> <p>The PCC approved to provide a sponsorship of ££,750 for the Black Police Officers' Association Conference which will take place in October 2023.</p> | <p>7th June 2023</p> |

It was decided at the Policing in Wales meeting (8/9 June 2023) for Police and Crime Commissioners and Forces in Wales to jointly provide sponsorship for the conference which will take place in October 2023.

Funding to Area 43 – The Depot

12th June
2023

The PCC agreed to contribute £9,500 towards the furnishing and decoration of The Depot, Area 43 in Ceredigion.

The Depot is a youth led cafe which is run as a safe space by Area 43 in Ceredigion in partnership with young people.

The Depot offers an open, inclusive service to 14–25 year olds who are at risk of becoming both victims and perpetrators of crime.

They work with all young people to address issues related to vulnerability.

The Depot empowers and support young people's right to access local, high quality, evidence-informed advice, counselling, and support services to improve their life opportunities for a better future.

This project supports the Commissioner's Police and Crime Plan by preventing harm and supporting victims.

Forensic Collision Investigation Network

20th June
2023

The PCC in conjunction with the CC approved section 22a of the Forensic Collision Investigation Network agreement.

The Forensic Collision Investigation Network (FCIN) is a formal collaboration hosted by North Wales Police for delivery across the 43 Police Forces in England and Wales. The FCIN is responsible for defining the standards for Forensic Collision Investigators and ensuring compliance to regulatory standards. The FCINs objective is to deliver a professional, impartial and accredited Forensic Collision Investigator Service, whilst keeping pace with advancements in science and technology.

This project supports the Commissioner's Police and Crime Plan by creating an effective Criminal Justice System.

Reserve Considerations and Recommendation

20th June
2023

During the Policing Board meeting held on the 20th June the PCC approved the reserve considerations and recommendations proposed by the Director of Finance.

The following proposals were approved:

- a) An increase in general reserves of £1.000m has been incorporated to reflect an increase in risk from pay awards in 2023/4, future pensions revaluation and potential formula funding implications. In addition, the Force would be required to fund the first 1% of any major operation before applying for special grant. General Reserves would be set at £5.035m which represents 3.8% of the net budget for 2023/4.
- b) The insurance and litigation reserve remains at £0.450m with no increase in reserves suggested. The self-insurance limit for claims was increased from £50K to £150K.
- c) The budget for 2023/4 is predicated on the use of reserves to fund £0.424m of the increase in utilities on a one-off basis. A sum of £1.482m was to be earmarked to fund the non-recurring costs and savings profiling of the Force Review, £0.290m to fund additional bank holidays in 2023/4, £0.283m from OPCC funds towards recurring Force costs and £0.146m from the Chief Constables Fund towards overtime. These have been reflected in the reserve movements.
- d) A sum of £0.166m was to be earmarked towards Police Now training costs in 2023/4. The financial requirement for Police Now has been reduced to £83K. Outstanding purchase orders funded from the 2022/3 training budget of £89k have been committed for delivery in 2023/4 and the Costed Training Plan is some £85K over budget in 2023/4. A reserve of £0.174K has therefore been retained for training purposes to avoid a potential overspend.
- e) An increase in the CCs Reserve by £0.046 million is suggested to reduce the maximum reduction in this fund to £0.4m at the end of 2023/4.
- f) A sum of £0.414K was needed to increase the change and transformational projects reserve to the budgeted amount of £1.482 million which was to fund Force Review costs.

- g) Changes in OPCC Reserves and Driver Retraining Balances agreed during the year have already been processed at these are reflected in the Table below
- h) A new reserve of £0.262m is suggested to fund amounts committed from 2022/3 budgets but not received at year end. This is arrived at as follows
- i) A reserve of £0.107m has been created to offset potential Sexual Assault Referral Centre cost increases in 2023/4 from an OPCC perspective.
- j) An Energy Cost Reserve of £0.424m has been created to meet the costs of the energy increases in 2023/4 as planned at budget setting time and included in the MTFP at that time.
- k) The PCC planned to establish a Reserve to cater for increased pay and non-pay inflation of £0.250m whilst setting the budget for 2023/4. It is felt prudent to increase this reserve further to £0.508m – equating to a 3.5% pay increase from September 2023. A summary of the estimated impact of pay awards for staff and officers above budgeted amounts for 3%, 3.5%, 5% and 7% (from September 2024) on the 2023/4 budget is shown below. The left-hand columns show the impact of a full year and part year 1% change for police staff and officers respectively. An exposure of £1.015m and £2.368m remains in 2023/4 should pay awards be 5% or 7% respectively from September. This is part of the rationale for increasing general reserves at this point.
- l) A contingency of £0.249m has been established in respect of the DPP share of the Go Safe deficit predicted in the 2023/4 original budget. This represents 1/7th of the total deficit across the 4 Welsh Forces in 2023/4 of £1.781m.

Community Remedy Menu

20th June
2023

The PCC in consultation with the Chief Constable and subject to confirmation of the appropriateness of the inclusion of domestic abuse counselling, approved the revised Community Remedy Menu.

Community Remedy derived from a public consultation in 2012-2013 run by the Home Office. After receiving support from the majority of respondents, the idea of Community Remedy became a key element of the Anti-social Behaviour, Crime and Policing Act 2014. The act is victims focused, aiming to give victims of low-level crime and ASB a greater say in how

offenders should be dealt with. It was also hoped the act would increase the public's confidence in out-of-court disposals.

The Office of the Police and Crime Commissioner (OPCC) for Dyfed-Powys, in consultation with Dyfed-Powys Police (DPP), undertook a public consultation during 2013, where a community remedy menu was agreed. Since 2013, the menu has been updated in terms of the practical guidance that is provided to police officers to progress under each of the items on the menu. In September 2022 the Association of Police and Crime Commissioners (APCC) reported that they had conducted provided examples of well-produced Community Remedy documents and a checklist. The OPCC identified that we do not currently meet any of the document checklist requirements. Also, the community remedy menu may not necessarily be representative of the views of the current incumbent PCC, and it has been 10 years since the last public consultation. Therefore, a decision was taken to:

1. Undertake necessary consultation on a new Community Remedy menu.
2. Create a dedicated page on the Dyfed-Powys OPCC website.
3. Publish the outcome of the public consultation on the dedicated website page.
4. Create an official document outlining a revised list of potential Remedy options, as agreed during the consultation.

Policing Education Qualifications Framework (PEQF)

20th June
2023

The PCC approved the four-year contract for PEQF to the University of South Wales.

The initial contract period is due to expire in September 2023 for the Policing Education Qualifications Framework ("PEQF") a national approach to recognising and raising educational standards in policing and supports the development of policing as a profession. The new contract will cover recruitment from Jan 2024 to 2027. This project supports the Commissioner's Police and Crime Plan by creating an effective Criminal Justice System.

Forensic Medical Services

20th June
2023

The PCC approved that the Forensic Medical Services contract be awarded to HCRG Medical Services.

The current contract for the provision of Forensic Medical Services (custody doctors and nurses) with CRG Medical Ltd expires on 30th June 2023.

The retender will be a Collaborative exercise facilitated by Gwent Police. There have been significant delays to the progression of the tender exercise due to resource issues and the requirement to specify and collaborate on the Sexual Assault Referral Centres (SARCs) in line with progression of the Regional SARC units.

Builth Wells Events Safety Group

26th June
2023

The PCC approved to contribute £5,000 towards the production and social media costs of the 2023 "Have Fun, Take Care, Stay Safe" campaign.

Builth Wells Events Safety Group have launched the "Have Fun, Take Care, Stay Safe" safety campaign for the 2023 Royal Welsh Show. This campaign will enhance and improve the activity undertaken in 2022, and will focus on encouraging appropriate behaviours, responsible drinking, substance misuse, and looking after your friends.

This work contributes to the harm is prevented priority of the Police and Crime Plan. All work of the Builth Wells Event Safety Group tackles drivers of harm, including violence, substance misuse and anti-social behaviours. Early intervention and prevention initiatives are at the heart of all activity.

This project supports the Commissioner's Police and Crime Plan by preventing harm.

Rekindle

26th June
2023

The PCC approved to contribute £4,999 to support Rekindle's One-to-One Recovery Support project.

Rekindle was started in 1997 in Newtown by people who had experienced mental health problems within their families. Since 2014, Rekindle has focused purely on the 16-25 age group; an age group where many experience challenges as they transition from childhood to adulthood, and where it is common for individuals to fall between the gaps for statutory service provision. A large number of their clients have been, or are at

risk of being, exploited or involved in county lines gangs. Others have been victims of domestic abuse or sexual violence, have been involved in criminal activities, have a history of Adverse Childhood Experiences, use drugs and alcohol, or have violent tendencies. The organisation also manages a safe place for victims of exploitation.

Rekindle is seeking funding of £4,999 from the Commissioner to help support for their One-to-One Recovery Support project. This project supports the Commissioner's Police and Crime Plan by preventing harm and supporting victims.

Extension of Offender Diversion Scheme

29th June
2023

The PCC approved a 6-month extension to the existing contract end date for the Offender Diversion Scheme, taking it to 31st March 2025. This will assist with budget setting and avoid key decisions potentially falling within the Purdah period prior to the elections for Term 4.

As per a previous decision the PCC approved the use of the full extension period allowed within the original contract awarded to Pobl for delivery of the Offender Diversion Scheme. This takes the current end date to 2nd October 2024. Following dedicated work within Dyfed Powys Police, referrals to the scheme are currently higher than at any time during the contract and the scheme continues to demonstrate positive outcomes for clients. Further evaluation work is planned with academic partners prior to the end of the full-term contract. This will also assist in future recommissioning decisions

The current contract end date is misaligned with financial years, making financial planning difficult both for the PCC and the provider. It also means that current recommissioning would fall near to the planned PCC elections for Term 4. It is proposed both to safeguard the scheme into Term 4 and to assist with budget setting and monitoring, that the current term be extended by 6 months to 31st March 2025.

DYFED-POWYS POLICE AND CRIME PANEL
14 JULY 2023

OFFICE OF THE POLICE AND CRIME COMMISSIONER BUSINESS PLAN

Recommendations / key decisions required:

To note the Business Plan

Reasons:

The Plan has been developed to aide planning and performance within the OPCC

| | |
|---|----|
| Relevant scrutiny committee to be consulted | NA |
|---|----|

| | |
|---------------------------|----|
| Cabinet Decision Required | NA |
|---------------------------|----|

| | |
|---------------------------|----|
| Council Decision Required | NA |
|---------------------------|----|

| | |
|-----------------------------------|----|
| CABINET MEMBER PORTFOLIO HOLDER:- | NA |
|-----------------------------------|----|

| | | |
|---|--|--|
| Directorate: Chief Executives Name of Head of Service: Linda Rees-Jones Report Author: Robert Edgecombe | Designations: Head of Administration and Law Legal Services Manager | Tel: 01267 224018 Email addresses: rjedgeco@carmarthenshire.gov.uk |
|---|--|--|

**EXECUTIVE SUMMARY
POLICE AND CRIME PANEL
14 JULY 2023**

**OFFICE OF THE POLICE AND CRIME COMMISSIONER BUSINESS
PLAN**

The Office of the Police and Crime Commissioner (OPCC) has developed a Business Plan to aid planning and performance within the OPCC.

Panel Members are invited to consider the plan and make such comments and recommendations as they see fit.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: *LRees-Jones*

Head of Administration and Law

| Policy, Crime & Disorder and Equalities | Legal | Finance | ICT | Risk Management Issues | Staffing Implications | Physical Assets |
|---|-------------|-------------|-------------|------------------------|-----------------------|-----------------|
| NONE | NONE | NONE | NONE | NONE | NONE | NONE |

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: *LRees-Jones*

Head of Administration and Law

1. Scrutiny Committee - NA
2. Local Members – NA
3. Community / Town Council – NA
4. Relevant Partners - NA
5. Staff Side Representatives and other Organisations

**CABINET PORTFOLIO HOLDER(S)
AWARE/CONSULTED**

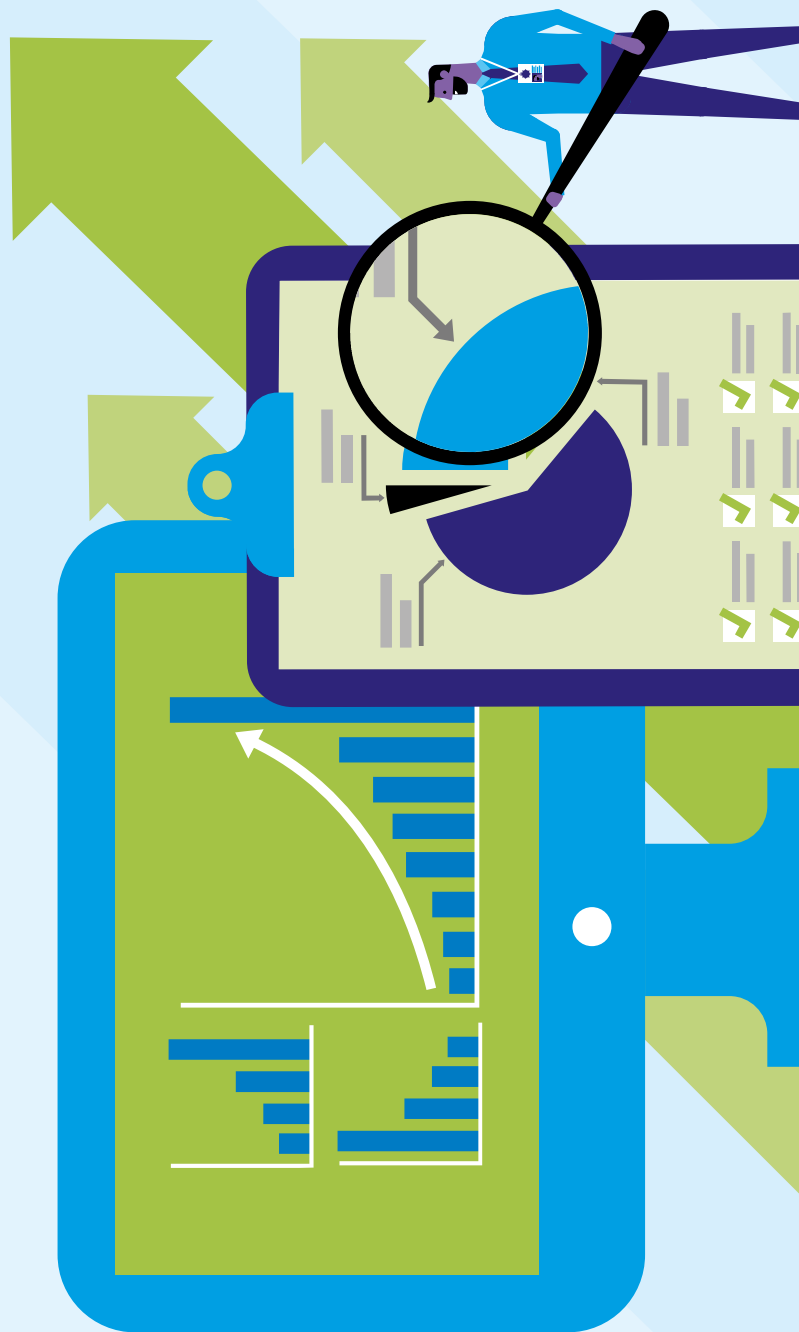
NA

**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 file | PACP-077 | County Hall Carmarthen |

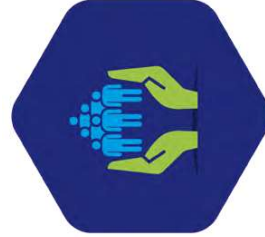
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BUSINESS PLAN 2023-24



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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) 2021-25 sets out the Commissioner's priorities for the Dyfed-Powys 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 outlined in the PCP for 2023/2024. 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.

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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: A Dyfed-Powys of Safe Communities

As set out in the Police and Crime Plan 2021 -2025, the overarching vision for the Commissioner is to keep the communities of Mid and West Wales safe, maintaining trust and confidence in our police and criminal justice system as whole. This means:

- We keep our communities safe, supporting them when there is crime and antisocial behaviour.
- Our services are accessible to all communities recognising diversity and Welsh language.
- We take a public health approach to high community harm problems, including substance misuse, violence against women and girls and mental health.
- We deliver a policing and justice system that meets our communities' crime prevention needs, protects the public and builds resilience.
- Our meaningful, far-reaching public engagement drives strategic decision making.

Values

In order to achieve the vision of "A Dyfed-Powys of Safe Communities" the police and all other criminal justice system organisations are encouraged to work efficiently and effectively by:

- **Working together.** Organisations and communities in the Dyfed-Powys area work together and our needs and goals are balanced with those of other public bodies.
- **Being accountable.** We are transparent and accountable to the people of the Dyfed-Powys area.
- **Being sustainable.** We maintain and enhance social environments, which support economic and ecological resilience, aligned with biodiverse natural environments and healthy functioning ecosystems. This supports our commitment and the capacity to adapt to change, balancing short term needs with safeguarding our future.
- **Engaging widely.** People who reflect the diversity of the Dyfed-Powys Police force area, are involved in decisions that matter to them.

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 establishes 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 2011, the OPCC have 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 police and crime priorities for Dyfed-Powys are:

- Victims are supported – The Commissioner wants to ensure that victims are recognised and supported, tailoring responses to their individual needs.

- Harm is prevented – The Commissioner wants to prevent harm to individuals and communities caused through crime, anti-social behaviour and vulnerability.
- Our Justice System is more effective – The Commissioner is committed to working with partners, communities and victims to improve confidence in the criminal justice system.

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:

- 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 Dyfed-Powys.
- Management of the OPCC's partnership commitments, including the PCC's reciprocal duty to work with partners to reduce crime and antisocial behaviour, along with funds at the PCC's disposal to enable partners to deliver on projects that help to meet the priorities of the Police and Crime Plan.
- 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:

- Developing and maintaining an understanding of the main issues affecting policing, community safety and the criminal justice system both locally and nationally.

- Analysing Force and OPCC risks developing informed scrutiny activity.
- Maintaining and ensuring effective management of all volunteer schemes and activity.
- Delivering scrutiny activity findings for the PCC, Chief Executive and Police and Crime Panel.
- Effective handling and management of complaint reviews received from the public and professional bodies in a timely fashion.
- Provision of advice and support to the PCC on quasi legal procedures; including managing the Police Appeals Tribunal process.
- Police Misconduct Panels, Legally Qualified Chairs and Pension Forfeiture Appeals.

Strategy and Policy

The strategy and policy work includes:

- Development, monitoring and implementation of the PCP.
- Leading on specific policy areas to design, develop and propose appropriate courses of action to help meet the PCP.
- Environmental scanning and analysis.
- Deep dive reviews and project work in support of the PCP.
- Policy influencing and lobbying activity.
- Ensuring the PCC complies with their statutory duty to respond to all reports published by HMICFRS.

Communications and Engagement

The Communications and Engagement activity includes:

- Meaningful, far reaching and inclusive public engagement which informs strategic decision making.
- Providing feedback to local communities on the outcome of engagement activity.
- Engaging with young people through our Youth Engagement Forum
- Ensuring victims have a voice through our Victim Engagement Forum
- Community Engagement Days to provide the public and community representatives an opportunity to engage with the PCC
- Share our communications with traditional Media outlets (TV, Radio, Newspapers)
- Sharing news and engaging with our audiences through social media platforms
- Holding Focus Groups as part of consultations
- Publish a Monthly bulletin
- Ensure Website content is kept updated with news, events and key activities
- Attending Summer shows and events including Royal Welsh Show and Eisteddfod
- Producing video content
- Organising Conferences

Business Support

The business support activity includes:

- Enabling the delivery of effective governance by ensuring appropriate arrangements are in place.
- Monitoring performance in relation to the OPCC's compliance of statutory responsibilities.
- Risk Management.
- Taking forward the Commissioners value – Being Sustainable
- Budget monitoring...

Budget for 2023/2024

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 | £1,281,000 |
| PCC Commissioning | £2,466,000 |
| PCC Income | -£1,412,000 |

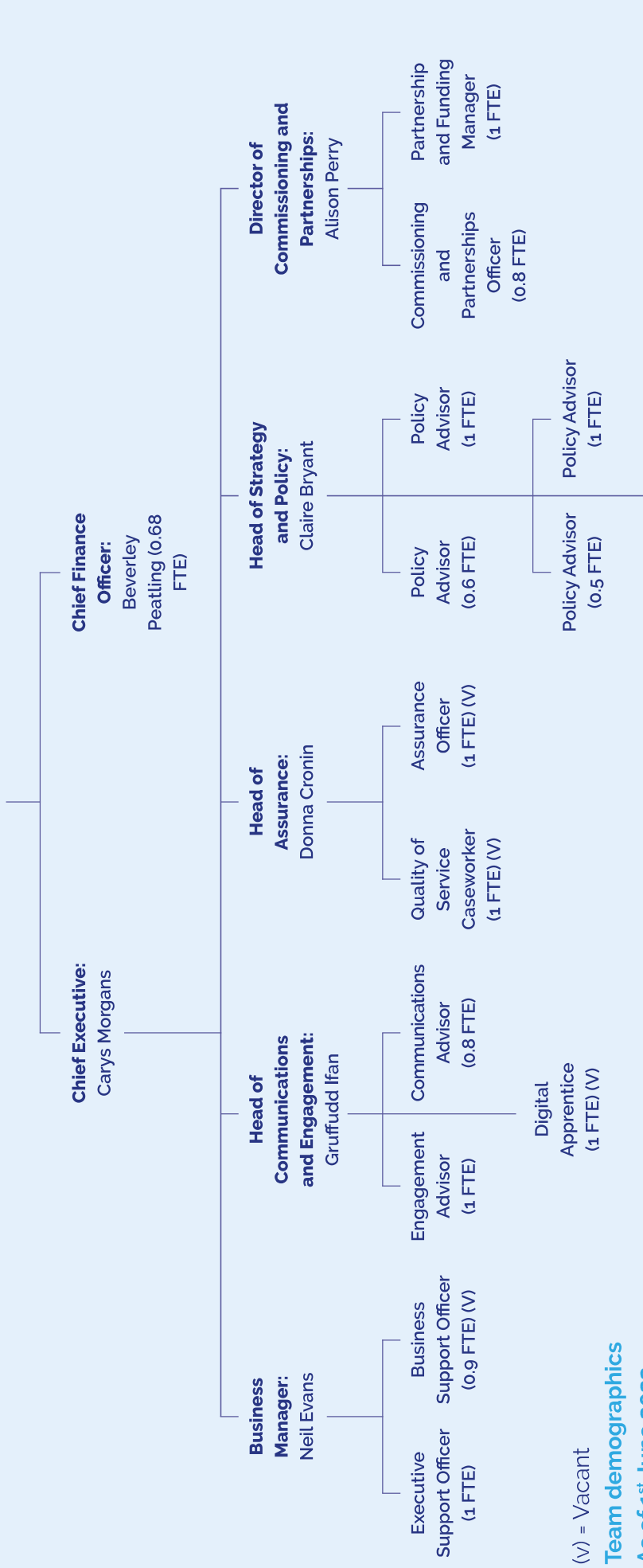
This gives a net budget for the Police and Crime Commissioner of £2,335,000



OPCC Structure

The OPCC establishment is detailed below. As of 1st June 2023, there are 17 individuals within the office including the Commissioner and the structure is set out below along with the team demographics.

Police and Crime Commissioner: Dafydd Llywelyn



(V) = Vacant

Team demographics

As of 1st June 2023

Total Staff: 17

Gender (Male): 3

Gender (Female): 14

Staff Members with a disability: 0

Staff members from an ethnic minority background: 0

4. Action Plans for 2023/24

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 PCC'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 PCC's main functions and that each staff member is clear in their contribution to the successful achievements of the OPCC.

Police and Crime Plan - Victims are Supported

| Police and Crime Plan Priority 1 – Victims are Supported 2023/2024 Business Objectives | Lead | Timescale |
|---|--|----------------------------|
| Completion of Victims Needs Assessment (including consideration of Children and Young People (CYP), protected characteristics and families of offenders accused of indecent images of children) | Director of Commissioning and Partnerships | Complete |
| Recommission Victim Services including consideration of provision for Children and Young People | Director of Commissioning and Partnerships | 1 st April 2024 |
| Recommission Independent Sexual Violence Advisory services in collaboration with South Wales and Gwent OPCCs | Director of Commissioning and Partnerships | 1 st April 2024 |

| Police and Crime Plan Priority 1 – Victims are Supported 2023/2024 Business Objectives | | Lead | Timescale |
|---|--|---|--------------------|
| Continue to collaborate with Policing and Health Colleagues as part of the Regionalisation of Sexual Abuse Services across South, Mid and West Wales | | Director of Commissioner and Partnerships | April 2023 ongoing |
| Commencement of new Independent Road Victim Advocacy service provided by BRAKE road traffic charity | | Director of Commissioner and Partnerships | Complete |
| Ongoing management of funding to support Youth Offending Teams restorative work with victims | | Director of Commissioner and Partnerships | Ongoing |
| <p>Training to ensure that the staff within the office receive training on dealing with victims so that they become trauma informed.</p> <p>As part of the Office Away Days that will look separately at each of the priorities contained within the Police and Crime Plan. This will assist staff in undertaking their roles and increase their knowledge base and provide skills in dealing with victims.</p> | | Business Manager | September 2023 |
| <p>Meeting our obligations to the Victims Code and Witness Charter</p> <p>Work is required to ensure compliance with VCOP via continued scrutiny through OOCOD and QAP.</p> | | Head of Assurance | December 2023 |

| Police and Crime Plan Priority 1 – Victims are Supported 2023/2024 Business Objectives | | Lead | Timescale |
|---|--|-------------------|----------------|
| Effective Complaints Resolution Monitoring all complaints made against Officers and Staff. Scrutinising the performance of the Force's complaints management process. Dip sampling of such cases enables oversight and monitoring. The purpose is not to review the final decision reached in individual cases, but rather to undertake a general review of compliance with procedure, complaint handling techniques and natural justice to ensure public confidence in the police complaints system. | | Head of Assurance | Ongoing |
| FCC scrutiny of calls / handling Efficient and effective responses to the public calls for help. There is a requirement to monitor and review the timeliness, professionalism and handling of both 999 and 101 calls to the force communication centre. | | Head of Assurance | Jan 2024 |
| Force Operating Model The Project set out to put victims at the heart of everything the Force do, understanding demand, improving processes, and influencing culture to enable Dyfed-Powys Police to be more efficient and effective. The new approach has been operational for over 12 months. Assurance work to be conducted against the 9 principles of the intended model. | | Head of Assurance | September 2023 |

| Police and Crime Plan Priority 1 – Victims are Supported 2023/2024 Business Objectives | | Lead | Timescale |
|---|--|---------------------------------------|------------------|
| <p>Victim Engagement Forum</p> <p>Consult and engage with victims to ensure that the voice of those with lived experiences influences the development and scrutiny of victims' services.</p> <p>FAQ Sheets on website</p> <p>Develop Frequently Asked Question sheets for public to download on OPCC website.</p> <p>Deep Dive review into the management of Stalking and Harassment offenders.</p> <p>Introduce Victims' Champions</p> <p>Representatives from the Victim Engagement Forum who are victims of Force's priority crimes. These will have regular meetings with PCC and the Force lead to act as a critical friend and advisor.</p> | | Head of Communications and Engagement | Ongoing |
| | | Head of Communications and Engagement | June – July 2023 |
| | | Head of Strategy and Policy | Feb – June 2023 |
| | | Head of Strategy and Policy | December 2023 |

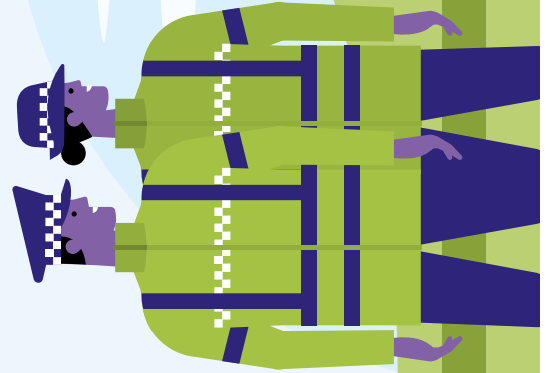
Police and Crime Plan - Harm is Prevented

| Police and Crime Plan Priority 2 – Harm is Prevented 2023/2024 Business Objectives | | Lead | Timescale |
|---|--|---|--------------------|
| Ensure appropriate governance of the Home Office Domestic Abuse Perpetrator fund and submit bid for new round of funding | | Director of Commissioner and Partnerships | Complete |
| Ensure Home Office Serious Violence Duty funding is utilised appropriately to support partners in delivering against the Duty | | Director of Commissioner and Partnerships | April 2023 ongoing |
| Continue collaborative work with Area Planning Boards to jointly commission preventative and treatment services for individuals with substance misuse and their families. This should include evaluation of the outcomes achieved by individuals receiving services, both from a public health and criminal justice perspective. | | Director of Commissioner and Partnerships | April 2023 ongoing |
| Recommission Offender Diversionary Scheme service | | Director of Commissioner and Partnerships | October 2024 |

| Police and Crime Plan Priority 2 – Harm is Prevented 2023/2024 Business Objectives | | Lead | Timescale |
|--|--|---|----------------|
| Safer Streets | To continue to project manage the fund under Safer Streets 4 and consider an application to Safer Streets 5 funding once the application period is open. | Director of Commissioner and Partnerships | Ongoing |
| | Support the work of the Mid and West Wales Real Living Wage Steering Group | Head of Strategy and Policy | Ongoing |
| Illegal Drug Use – Follow up on 2019 Deep Dive | | Head of Assurance | September 2023 |
| All Wales Protocol – Reducing the Criminalisation of care experienced children and young adults. Check and test training on youth justice and its impact. | | Head of Strategy and Policy | September 2023 |

| Police and Crime Plan Priority 2 – Harm is Prevented 2023/2024 Business Objectives | | Lead | Timescale |
|--|--|---------------------------------------|---------------|
| <p>Healthcare in Custody</p> <p>Custody Suites require Healthcare Provisions 24/7 to provide support. Widely known that this is a considerable issue with detainees having to be transported across the force area to differing custody suites. Consideration of the following questions:</p> <ol style="list-style-type: none"> 1. What is the current contract with HCP provider? 2. What are the current levels in custody suites? 3. What is the impact of reduced coverage? <p>How can this be addressed and resolved?</p> | | Head of Assurance | December 2023 |
| <p>Youth Engagement Forum – Consult and engage with Youth Engagement Forum throughout the year, to ensure we provide a platform for young people to influence the future of policing and crime prevention in their local areas. Meetings are held twice per academic term. Recruitment is to be conducted on an annual basis, during summer months.</p> | | Head of Communications and Engagement | Ongoing |
| <p>Youth Forum Conference – Work with Youth Forum members to host a Youth Conference for key stakeholders to discuss key findings of the Forum's 2022-23 Y Sgwrs Consultation.</p> | | Head of Communications and Engagement | July 2023 |
| <p>Develop proposal for drugs intelligence amnesty to support Chief Constable's priority to tackle the supply of illegal drugs</p> | | Head of Strategy and Policy | December 2023 |

| Police and Crime Plan Priority 2 – Harm is Prevented 2023/2024 Business Objectives | | Lead | Timescale |
|--|--|-----------------------------|----------------|
| Collaborative post with University of Wales Trinity Saint David - support and facilitate improved links with academic institutions, bringing research and practice together | | Head of Strategy and Policy | September 2023 |
| Early Intervention and Prevention Research and Mapping (Local Criminal Justice Board & Serious Violence and Organised Crime) Engagement with the teams across DPP to review interventions and engagement to those entering the Youth Offending Teams. | | Head of Strategy and Policy | March 2024 |
| Deep Dive review to inform the PCC's ability to lobby for an increase in the age of criminal responsibility. To include consideration of availability of intervention and prevention, children in care protocol and findings from Y Sgwrs Consultation. | | Head of Strategy and Policy | October 2023 |



Police and Crime Plan - An Effective Justice System

| Police and Crime Plan Priority 3 – An Effective Justice System 2023/2024 Business Objectives | | Lead | Timescale |
|---|--|--|----------------|
| Develop and maintain the LCJB Performance Framework to provide a deeper understanding of local criminal justice performance. | | Head of Strategy and Policy | September 2023 |
| Evaluate whole system approach to female offending in Dyfed-Powys and explore options for development of a Women's Centre | | Director of Commissioning and Partnerships | April 2024 |
| IOM (Integrated Offender Management) Housing Pilot roll out across Force area to ensure provision of temporary move-on accommodation, enabling the rehabilitation and resettlement of offenders | | Director of Commissioning and Partnerships | June 2023 |
| <p>Reducing reoffending strategy scrutiny</p> <p>Understand what is an effective reduction in reoffending and what are targeted interventions. Consider:</p> <p>What is delivered by HMPPS?</p> <p>Community Based interventions and diversions?</p> <p>Numbers of licence recalls back within custody from DPP?</p> <p>LCJB to be accountable in reducing reoffending.</p> <p>Criminogenic needs assessment.</p> | | Head of Assurance | December 2023 |

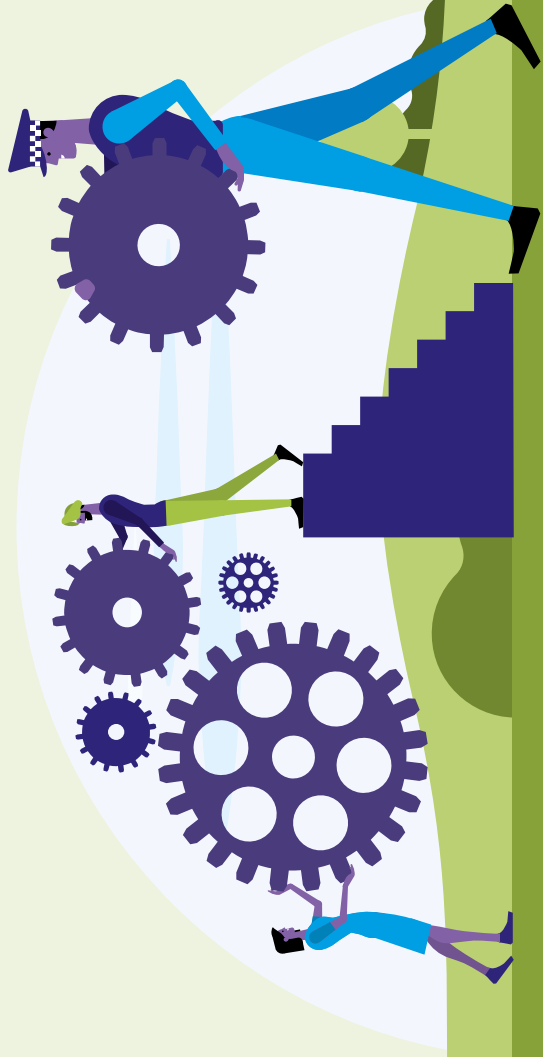
| Police and Crime Plan Priority 3 – An Effective Justice System 2023/2024 Business Objectives | | Lead | Timescale |
|--|---|--|------------------------|
| Restorative Justice Consider value for money, success factors and stories. Regional YOT's will collaborate to re-establish a regional restorative approaches group aimed at supporting regional approaches and offering opportunities. | Community Remedy Review – | Head of Strategy and Policy | December 2023 |
| | Consult with public and update the Community Remedy options menu for dealing with low-level crime and anti-social behaviour outside of the court system in the Dyfed-Powys Police force area. | Head of Communication and Engagement & Head of Strategy and Policy | July 2023 |
| Oversight of secure accommodation for Children | | Head of Strategy and Policy | October 2023 |
| Strategic Equality Plan Work with local public bodies in Carmarthenshire, Ceredigion, Pembrokeshire and Powys to devise a public consultation in readiness for our Strategic Equality Plan review 2024-2028. Ensure that our Strategic Equality Plan reflects relevant objectives within CIW Anti-Racist Action Plan, NPCC's Police Race Action Plan, Welsh Government's Anti-Racist Wales Action Plan, and APCC's Equality Framework. | | Head of Communications and Engagement | April – September 2023 |

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Values

1

| Value 1 – Working Together 2023/2024 Business Objectives | Lead | Timescale |
|--|--|---------------|
| Mental Health Lobbying – supporting the introduction of Right Care, Right Person approach in Wales. | Head of Strategy and Policy | Ongoing |
| Work with local businesses to raise awareness and prevent violence and abuse towards shop workers and encourage cyber resilience. | Head of Strategy and Policy With Head of Communications and Engagement. | February 2024 |
| Support the Force with adhering to the Anti-Social Behaviour (ASB) Victim Promise, raising awareness in the use of the ASB Case Review and facilitate ASB Case Review Appeals. | Head of Strategy and Policy with Head of Assurance | January 2024 |



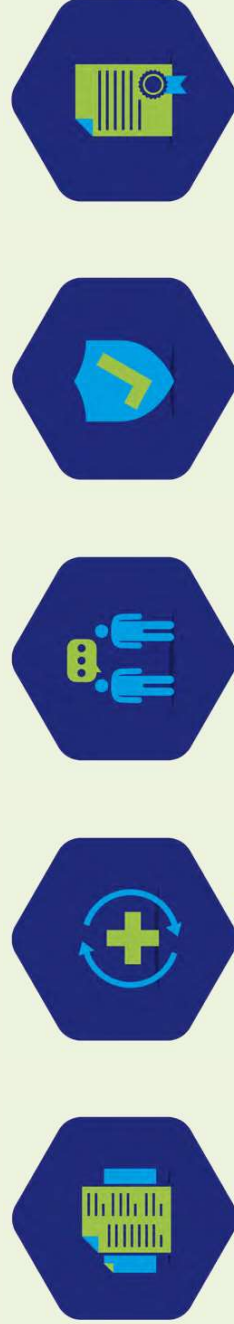
| Value 2 – Being Accountable 2023/2024 Business Objectives | Lead | Timescale |
|---|--|-----------------|
| Domestic Abuse & Rape survivor engagement - Listening to those with lived experience to provide DPP and local criminal justice agencies with feedback to improve the service provided to victims. | Head of Strategy and Policy and Head of Communication and Engagement | May – June 2023 |
| Support the public to make informed and appropriate choices when accessing our services by: <ul style="list-style-type: none"> Ensuring we have an easily accessible website that signposts individuals to specialist services as well as our own internal services; Ensuring that however, an individual contacts the office they will wait no longer than 48 hours to receive the information they require. Ensuring that the Police have sufficient understanding and awareness of services commissioned in order to being them to the attention of victims and individuals who would benefit from accessing services | All | Ongoing |

3

| Value 3 – Being Sustainable 2023/2024 Business Objectives | Lead | Timescale |
|---|-----------------------|-----------|
| Fair Funding Settlement Lobbying by making the case for Wales to receive a fair allocation of funding arising from the Comprehensive Spending Review, review of police funding formula or other relevant distribution of resources. | Chief Finance Officer | Ongoing |
| Develop and embed an innovative culture in terms of sustainability by Monitoring the reduction of our Carbon footprint and ensuring our estate, vehicle fleet, supplies services processes and procedures are environmentally responsible by receiving regular information and attendance and relevant meetings. | Business Manager | Ongoing |
| Drive efficiency through collaboration and learning We will maximise opportunities with partners to realise efficiency and value across the whole system and continually benchmark with others | All | Ongoing |
| Encourage partnership working to respond to the Climate Emergency, both in terms of Sustainability and environmentally friendly policies, and ensuring we have the collective capability and capacity to deal with the impact of Climate Change, such as flooding and severe weather episodes. | All | Ongoing |

4

| Value 4 – Engaging Widely 2023/2024 Business Objectives | Lead | Timescale |
|---|---------------------------------------|-----------|
| Police Apprenticeship Funding Lobbying | Chief Finance Officer | Ongoing |
| Developing a new Communications and Engagement Strategy | Head of Communications and Engagement | July 2023 |
| Encourage age-appropriate, racially and culturally sensitive services | All | Ongoing |
| Work towards the National Equality Standard and sign the race equality pledge., | All | Ongoing |

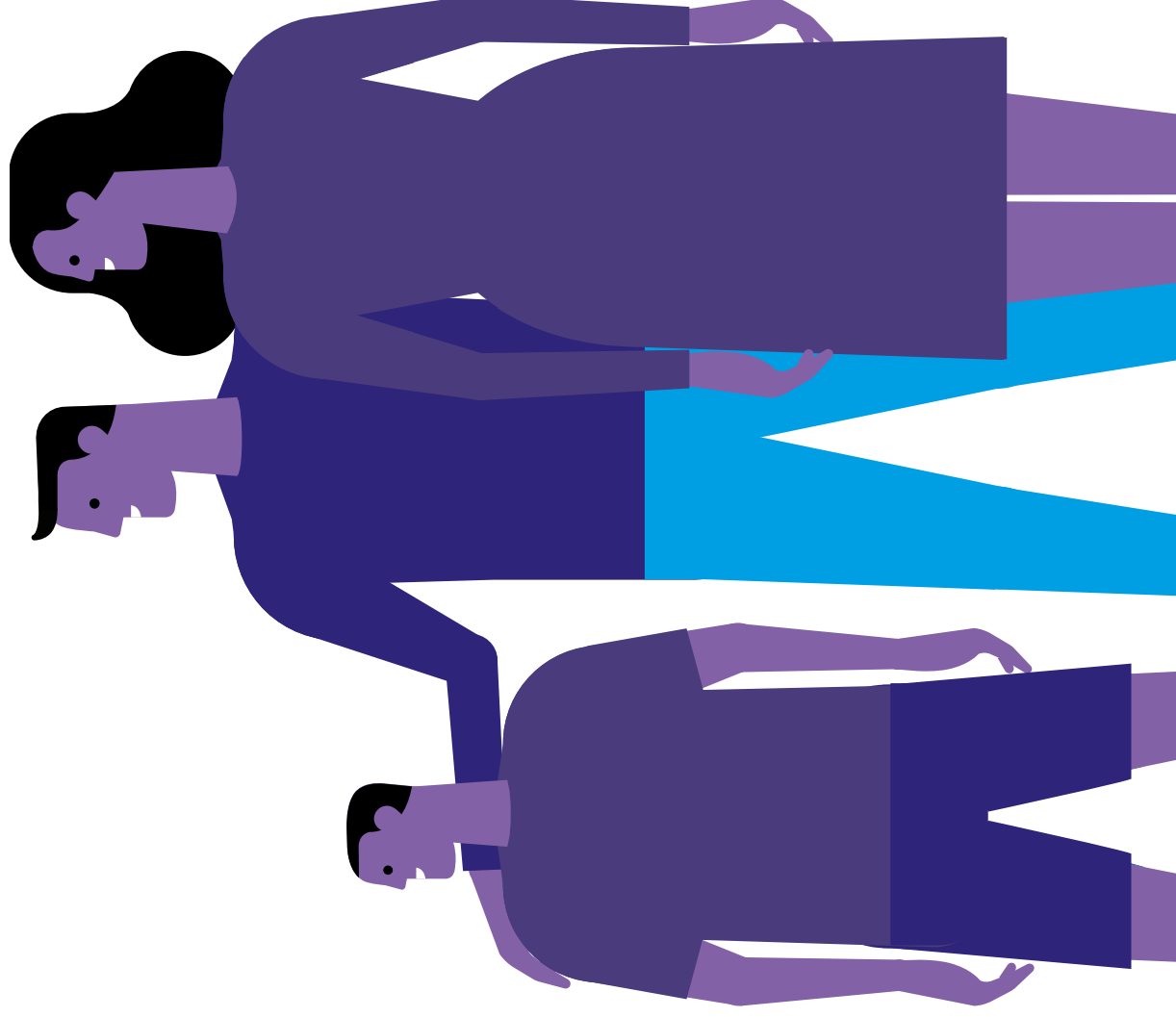


5. OPCC Performance

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:

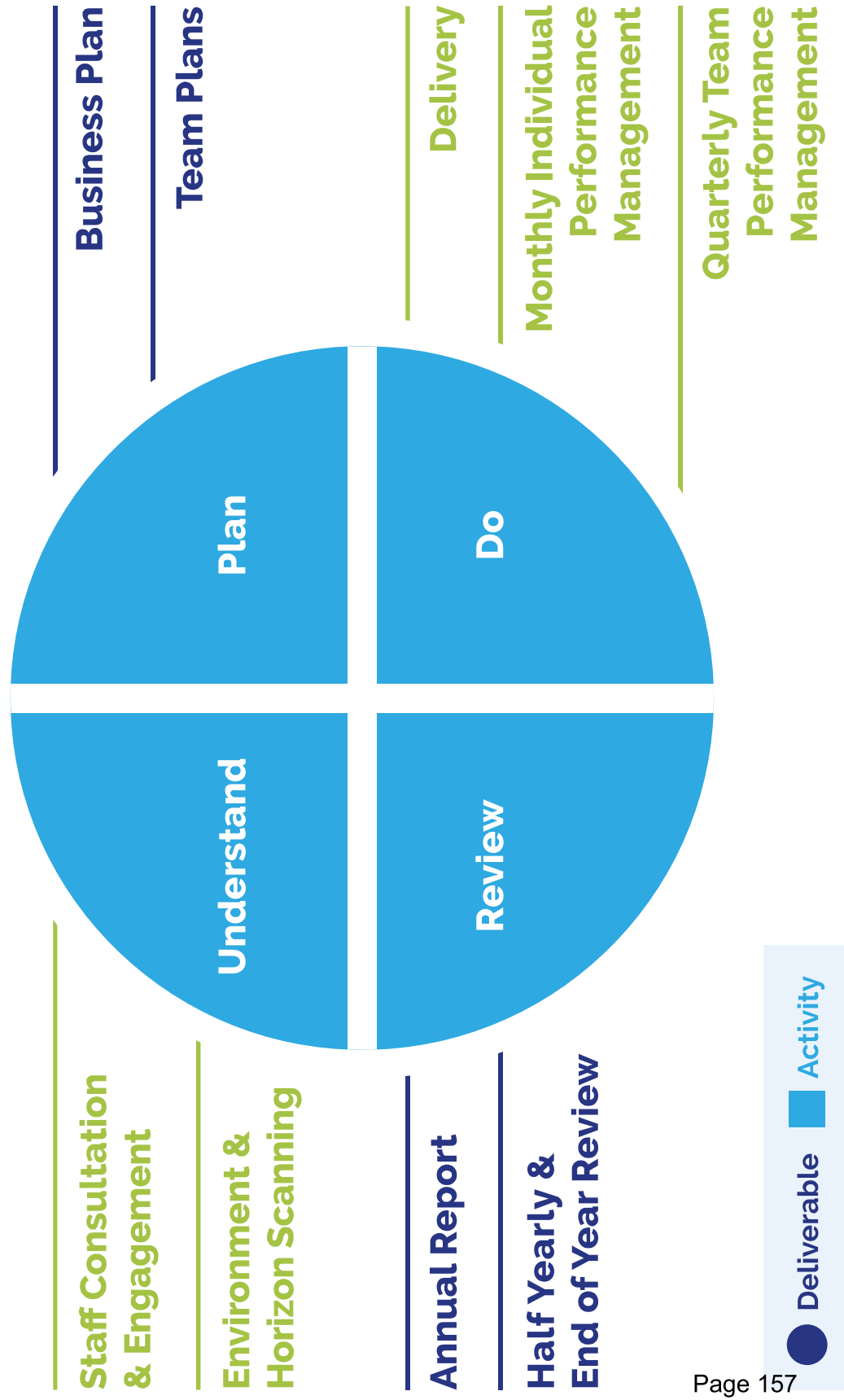
- Our activities and deliverables
- Our intended outcomes - aligned to the Police and Crime Plan
- Our performance against intended outcomes and how successful we have been.

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



APPENDIX 1

Business Planning and Monitoring Cycle and Timeline



Timeline





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DYFED POWYS POLICE AND CRIME PANEL
14 JULY 2023

| | | |
|---|--|--|
| CHANGES TO THE POLICING PROTOCOL ORDER | | |
| Recommendations / key decisions required: To note the changes to the Order | | |
| Reasons: The changes impact upon the relationships between the Home Office, Police and Crime Commissioner, Chief Constables and Police and Crime Panels | | |
| Relevant scrutiny committee to be consulted NA | | |
| Cabinet Decision Required | NA | |
| Council Decision Required | NA | |
| CABINET MEMBER PORTFOLIO HOLDER:- NA | | |
| Directorate: Chief Executives Name of Head of Service: Linda Rees-Jones Report Author: Robert Edgecombe | Designations: Head of Administration and Law Legal Services Manager | Tel: 01267 224018 Email addresses: rjedgeco@carmarthenshire.gov.uk |

**EXECUTIVE SUMMARY
DYFED-POWYS POLICE AND CRIME PANEL
14 JULY 2023**

CHANGES TO THE POLICING PROTOCOL ORDER

On the 12th June 2023 the Home Office published a summary of responses to its consultation on the Policing Protocol Order.

A copy of the summary is attached.

Legislation for a new Policing Protocol Order 2023 was placed before Parliament on the 13th June 2023 with the intention that it comes into force on the 3rd July 2023.

If available at the time of the publication of this report, a copy of the new Order will also be attached.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: *LRees-Jones*

Head of Administration and Law

| Policy, Crime & Disorder and Equalities | Legal | Finance | ICT | Risk Management Issues | Staffing Implications | Physical Assets |
|---|-------------|-------------|-------------|------------------------|-----------------------|-----------------|
| NONE | NONE | NONE | NONE | NONE | NONE | NONE |

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: *LRees-Jones*

Head of Administration and Law

1. Scrutiny Committee - NA
2. Local Members – NA
3. Community / Town Council – NA
4. Relevant Partners - NA
5. Staff Side Representatives and other Organisations

**CABINET PORTFOLIO HOLDER(S)
AWARE/CONSULTED**

NA

**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 file | PACP-077 | County Hall Carmarthen |

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Home Office

The Policing Protocol Order 2011 consultation

Summary of responses

Contents

| | |
|----------------------------------|----|
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| Annex A – List of respondents | 16 |

Introduction and contact details

This document is the post-consultation report for the consultation paper, 'The Policing Protocol Order 2011 consultation'.

It will cover:

- the background to the consultation
- a summary of the consultation responses
- a detailed response to the specific questions raised in the report
- the next steps following this consultation.

Further copies or alternative versions of this report and the consultation paper can be obtained by writing to the address or email below:

Police Strategy and Reform Unit

Home Office

2 Marsham Street

London SW1P 4DF

ProtocolConsultation@homeoffice.gov.uk

This report is also available at gov.uk/government/consultations/changes-to-the-policing-protocol

Complaints or comments

If you have any complaints or comments about the consultation process, you should contact the Home Office at the above address.

Background

The Government's 2019 manifesto committed to strengthening the accountability of Police and Crime Commissioners (PCCs) and expanding their role. PCCs were introduced in 2012 to give the public a direct say in policing in their area. It is important that PCCs are strong, visible leaders in the fight against crime and have the legitimacy and tools to effectively hold their police force to account.

In July 2020, we announced a two-part review into the role of PCCs. During Part One of the Review, we collated views and evidence from stakeholders across policing, fire and local government as well as voluntary and community organisations. Through this engagement, we heard the importance of ensuring that both PCCs and Chief Constables have a clear, shared definition of their respective roles and responsibilities so they can work effectively and constructively together to help cut crime.

The Policing Protocol Order 2011 (the Protocol) was issued in accordance with the requirements of section 79 of the Police Reform and Social Responsibility Act 2011. The Protocol is a document that was issued to support effective, constructive working relationships in the policing sector following the establishment of PCCs. The Protocol came into force in January 2012 and has not been amended since its creation.

The Protocol sets out how the Home Secretary, PCCs (including Mayors who exercise PCC functions and the London Mayor's Office for Policing and Crime (MOPAC)), Chief Constables and Police and Crime Panels ('Panels') should, in the Home Secretary's view, exercise functions in relation to each other. This includes how to exercise or refrain from exercising functions to encourage, maintain or improve working relationships or limit or prevent the overlapping or conflicting exercise of functions.

To amend the Protocol, the Home Secretary is required by statute to consult with bodies that represent the relevant parties to the Protocol and any other persons the Home Secretary sees fit.

The consultation paper 'The Policing Protocol Order 2011' was issued on 7 March 2022 as an eight-week targeted stakeholder consultation. It invited comments on potential changes to the Protocol to provide a 'brighter-line' on the boundaries of operational independence and reflect changes in the relationship between the parties to the Protocol which have taken place over time.

The consultation period closed on 2 May 2022 and this report summarises the responses.

A list of respondents is at Annex A.

Summary of responses

1. As representative bodies of the parties to the Protocol, views were sought from the Association of Police and Crime Commissioners (APCC) on behalf of PCCs, the National Police Chiefs' Council (NPCC) and Chief Police Officers Staff Association (CPOSA) on behalf of Chief Officers, and the Local Government Association (LGA) and Welsh Local Government Association (Welsh LGA) on behalf of Panels. Views were also sought from MOPAC, as a party to the Protocol.
2. Additional views were sought from other key stakeholders, including His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), the College of Policing, the Independent Office for Police Conduct (IOPC), the Association of Policing and Crime Chief Executives (APACE), the Police Federation, the Police Superintendents' Association, the National Crime Agency (NCA) and the nine Mayoral Combined Authorities¹.
3. A total of 56 responses to the consultation paper were received. These consisted largely of the organisations listed above as well as individual submissions from 31 PCCs, five Panels and the National Association of Police, Fire and Crime Panels, and five Police Forces.
4. Each question contained a closed question with respondents invited to indicate one of five responses: Strongly agree; Agree; Neither agree, nor disagree; Disagree; or, Strongly disagree. Each question was followed by an open text box where respondents were invited to add any additional comments. Questions 9 and 10 did not contain a closed question. The open responses were analysed for common themes and levels of support for proposed measures.
5. Respondents were not required to answer all of the questions in the consultation. Accordingly, not all 56 respondents answered every question and there were no questions that were answered by all 56 respondents. This is reflected in the analysis below.
6. In this analysis, responses for 'Strongly agree' and 'Agree' have been grouped to be described as those who agreed with the proposals. Similarly, responses for 'Strongly disagree' and 'Disagree' have been grouped as those who disagreed with the proposals.

¹ At the time of consulting, there were nine Mayoral Combined Authorities: Cambridgeshire and Peterborough, Greater Manchester, Liverpool City Region, North of Tyne, South Yorkshire, Tees Valley, West Midlands, West of England and West Yorkshire.

Responses to specific questions

- 1. Do you agree/disagree that the Protocol should be updated so that it is clear on its face that it refers to PCCs and Mayors with PCC functions, except where specified that there is a difference?**

Out of 51 respondents, the majority of respondents (48 respondents, 94%²) agreed that the Protocol should be updated so that it is clear that it refers to PCCs and Mayors who exercise PCC functions, except where specified that there is a difference. Respondents generally agreed that this would provide greater clarity and prevent any ambiguity in its remit and scope.

-
- 2. Given that Mayors with PCC functions have a wider set of responsibilities, should we specifically clarify that the remit of the Police and Crime Panel extends only to their PCC functions, and not their wider mayoral functions or powers?**

Out of 37 respondents, all agreed that the Protocol should specifically clarify that the remit of the Panel extends only to a Mayor's exercise of their PCC functions, and not their wider mayoral functions or powers. Some respondents felt that this would help clarify the remit of the Protocol and how these parties interact, with some respondents noting that it would additionally be useful to include Police, Fire and Crime Commissioners explicitly in the Protocol.

-
- 3. Do you agree/disagree with the proposed revised wording on the Home Secretary's role in policing (paragraph 6.3 of the consultation document)?**

This question sought views on proposed revised wording which intended to better reflect how the Home Secretary's role in, and interaction with, policing has changed since 2012.

Out of 52 respondents to the closed question, the majority (44 respondents, 85%) disagreed with the proposed revised wording on the Home Secretary's role in policing. There were two primary reasons for this: the inclusion of references to the National Policing Board³ (NPB) and the reference to the Home Secretary having "a legitimate role in holding PCCs and Chief Constables to

² Please note that all percentages used in this summary of responses have been rounded to the nearest integer.

³ National Policing Board - <https://www.gov.uk/government/groups/national-policing-board>

account”.

The majority of those respondents who commented on this question raised concern at including references to the NPB within the Protocol. This was largely due to a perception that this could give the Board a quasi-statutory footing and therefore a role beyond its remit.

Those who raised concerns with references to the Home Secretary’s role in holding PCCs and Chief Constables to account, noted the importance of localism in policing arrangements, reflecting that PCCs are held to account by the electorate and that the proposed changes might affect these effective local arrangements.

In consideration of this feedback and following further sector engagement to better understand these concerns, the Government intends to clarify the Home Secretary’s responsibility to Parliament and the relationship that is required with PCCs and Chief Constables to ensure the policing system works effectively in the Protocol wording. The Government believes in local policing that is accountable to local communities, and the Government’s proposals respect the operational independence of policing and the local mandate of PCCs. Due to the sector’s concerns about directly referencing the NPB within the Protocol, the Government does not intend to include these references in the amended Protocol, instead consolidating these into broader references to “national policing governance and oversight boards” in a new Paragraph 29 (as outlined in the response to question 6).

4. Do you agree/disagree with the proposed revised wording on the application of the Home Secretary’s powers and tools (paragraph 6.7 of the consultation document)?

This question sought views on how to clarify the Protocol to equip the Home Secretary to intervene earlier in appropriate circumstances in order to reduce the risk of failing to deliver effective policing.

Out of 52 respondents to the closed question, the majority (44 respondents, 85%) disagreed with the proposed revised wording on the application of the Home Secretary’s powers and tools. A number of respondents noted that the existing wording is consistent with the devolution and local accountability model of policing and believed the current wording “used only as a last resort” should remain. Other respondents felt that the “last resort” wording could be removed on the basis that further clarification around when these powers might be used was provided.

In consideration of this feedback, the Government will highlight the existing criteria which governs the Home Secretary's reserved powers and legislative tools to enable intervention and direction to all parties. Whilst removing the "last resort" language, the Government intends to draw attention to some of the safeguards which already exist on these powers and the criteria under which they can be exercised. The Government will also seek to emphasise that such powers would only be exercised in exceptional circumstances.

5. Based on the changes proposed at paragraph 6.7 of the consultation document, can you provide any specific examples, either from previous situations/scenarios or likely future ones, where you would have/would envisage seeking Home Secretary intervention?

This question sought views on how and when Home Secretary intervention would be sought by Parties to the Protocol, including past instances and any potential future instances.

Out of the 54 respondents, some (28 respondents) chose not to share any specific examples of when they have or would envisage seeking Home Secretary intervention, stating that should such circumstances arise, the policing body involved would notify the Home Secretary accordingly. These responses primarily came from PCCs.

The remaining 26 respondents provided a range of potential scenarios where Home Secretary intervention might be sought. These included responding to a significant national threat, where military support is needed or to request additional resources to cover the expense of a large-scale policing operation in unforeseen circumstances. Other scenarios included offering support as required in collaboration or de-collaboration agreements, in the best interests of public safety or national security where appropriate policing measures not being taken in the event that the national threat level is moved to 'critical', or a unilateral decision to withdraw from a Regional Organised Crime Unit.

In relation to Panels, responses indicated that Home Secretary intervention might be sought where a PCC is constraining operational independence in a way which is not being, or cannot be, addressed through Panel scrutiny or where information has been withheld from the Panel.

Other respondents noted that Home Secretary intervention could be useful in resolving any conflict which might arise between local crime plans and national policy. Equally, it was felt the Home Secretary should be able to intervene where a PCC has lost public confidence or their actions or behaviour may lead to a potential loss of public confidence in the role.

Responses to this question have helped to inform the Government's approach to question 4 and have been reflected in the respective proposed amended wording.

6. Do you agree/disagree with the proposed revised wording (paragraph 6.11 of the consultation document) in relation to the Home Secretary's role in governance arrangements?

This question sought views on proposed revised wording to reflect the Home Secretary's role in setting the Government's strategic direction on national policing policy.

The majority of respondents to the closed question (44 of 51 respondents, 86%) disagreed with the proposed revised wording. Of the 54 respondents who provided an additional comment, 37 respondents expressed concerns at the proposed references to the NPB (as per question 3).

A number of respondents, including many PCCs, noted that the Home Secretary sets the Strategic Policing Requirement (SPR)⁴ and PCCs and Chief Constables must have regard to this in developing local policy. Several of these respondents suggested an amended form of wording focusing on the duty to have regard to the SPR and guidance issued by the Home Secretary.

In consideration of this feedback, the Government will not include a direct reference to the NPB, instead referring to the fact that the Home Secretary may ask PCCs and Chief Constables to report to "national policing governance and oversight boards". The new wording will retain the inclusion of the SPR and its role in the development of local policing policy. This should help to clarify the lines between local and national policing policy.

7. Do you agree/disagree with the proposed revised wording regarding the Home Secretary's power to request information about policing matters (paragraph 6.14 of the consultation document)?

This question sought views on proposed revised wording to make clear that the parties to the Protocol should expect the Home Secretary to ask questions of PCCs and Chief Constables about operational and strategic policing matters, drawing on existing powers.

⁴ Section 37A of the Police Act 1996 provides that the Strategic Policing Requirement (SPR) is to set out what, in the Home Secretary's view, are the national threats at the time the SPR is issued, and appropriate national policing capabilities to counter those national threats

Out of the 51 respondents to the closed question, most respondents (39 respondents, 76%) disagreed with the proposed revised wording.

As in previous questions, 34 respondents expressed concern at the proposed revised wording including references to the NPB. 28 respondents felt that the clarification was not needed in relation to Chief Constables, as the power for the Home Secretary to request information from them exists in statute elsewhere⁵. 20 respondents, including many PCCs, noted that PCCs are not required by statute to give information to the Home Secretary.

In consideration of this feedback and further sector engagement to better understand these concerns, the Government proposes to amend the revised wording to reflect that the Home Secretary is able to request information from policing partners, within the existing legal framework, given the Home Secretary's responsibility to Parliament for policing.

8. Do you agree/disagree with the wording suggested in relation to the role of the Chief Constable (paragraph 6.19 in the consultation document)?

This question sought views on proposed wording to reinforce that it is the role of the Chief Constable to ensure that their force acts at all times with impartiality and without political bias or deliberate political stance.

Out of 52 respondents, the majority of respondents to the closed question (43 respondents, 83%) disagreed with the proposed revised wording. 32 respondents noted the ambiguity of the phrase, 'politically neutral', with some adding that its introduction could create additional tensions in the relationships between the parties to the Protocol. 42 respondents from across the sector felt that the addition was unnecessary or did not add value.

Several respondents cited other documents referring to impartiality including the Oath of Attestation and the Code of Ethics. Respondents who mentioned the Oath of Attestation also used this to affirm that the proposed additional wording to the Protocol was unnecessary, with some suggesting the inclusion of this wording in the Protocol.

Six respondents agreed with the proposed wording, pointing to the importance of policing remaining apolitical.

It remains the Government's intention to amend this wording to reinforce that it is the Chief Constable's role to ensure that their force acts with impartiality, which includes political impartiality. In considering the feedback to the

⁵ Section 44, Police Act 1996

consultation, the Government will reference the Code of Ethics which recognises the limitations on police officer's involvement in politics as set out in Regulation 9 (Schedule 1, Part 1) of the Police Regulations 2003. The Government also proposes to amend the wording to refer to 'political impartiality' as opposed to 'political neutrality'. This more closely aligns with every Constable's attestation to serve "with fairness, integrity, diligence and impartiality"⁶ and will bring clarity and avoid further tensions between operational independence and oversight and accountability.

9. Are there specific changes to the Protocol that we could make to further clarify the distinct responsibilities that the PCC and CC [Chief Constable] have respectively with regard to policing?

53 respondents gave a response to this question. The majority of respondents noted that the current iteration of the Protocol works well, providing that the parties adhere to it, in providing clear and effective guidance for constructive working relationships. Many respondents also noted that the Protocol already effectively defines and preserves the operational independence of Chief Constables, although the importance of local discussions in facilitating a good relationship between PCCs and Chief Constables was also recognised.

A number of suggestions were made to clarify the distinct responsibilities of PCCs and Chief Constables, these included early agreement on the boundaries of operational independence and local schemes of corporate governance, as well as recommending a memorandum of understanding to set out the terms of an effective local working relationship. It was also suggested that clarification on the mechanisms in place to resolve disputes over operational independence would be useful.

Other proposed changes included clarification on Panels and their scrutiny function and the role of the PCC in providing information to central Government.

Following recommendations from the PCC Review, the Government is working with sector partners to update guidance, including reviewing best practice guidance for PCC and Chief Constable relationships, building on existing Accountability Guidance, including in relation to performance management, and developing a framework for the use of independent mediation by PCCs and Chief Constables in appropriate circumstances, as well as revised Panel guidance.⁷

⁶ Schedule 4, Police Act 1996.

⁷ Police, fire and crime panels guidance - <https://www.gov.uk/government/publications/police-and-crime-panels/police-fire-and-crime-panels-guidance>

The Government will use responses to this question to inform its approach to the revised Protocol, particularly in relation to financial responsibilities. The specific changes to the Protocol and the updated guidance documents should further clarify the distinct responsibilities of PCCs and Chief Constables.

10. In updating and refining the Protocol, are there any specific changes that we could make to the document which you consider would further clarify the relationship between the Home Secretary, the PCC and CC [Chief Constable]?

Respondents were generally positive about the Protocol and how it clarifies the roles of the parties to the Protocol. Questions 9 and 10 evoked similar themes and answers.

Respondents provided specific proposed changes to the Protocol, with some responses focusing on ensuring that there is balance across key players in the system, clarifying the roles and responsibilities of PCCs and Chief Constables, including a provision for the parties to the Protocol to build and maintain mutual constructive dialogue about local implementation of national guidance and including information within the Protocol on the complaints handling arrangements.

Responses to this question have helped to inform the Government's approach to the revised Policing Protocol. These changes will clarify the roles and responsibilities of PCCs and Chief Constables, as well as their relationship with the Home Secretary and will be consolidated further by the ongoing guidance refreshes mentioned above in the summary of question 9.

11. Do you agree/disagree with the proposed revised wording on operational matters and the role of the Panel (paragraph 6.26 of the consultation document)?

This question sought views on proposed wording to make it clearer that the Chief Constable is accountable only to the PCC and clarifying when it is appropriate for a Panel to request that a Chief Constable attend a panel scrutiny meeting. This followed concerns heard through the PCC Review that Panels sometimes overstepped their remit by routinely asking detailed operational questions.

Out of 51 respondents to the closed question, 14 respondents (27%) agreed with the proposed revised wording and 35 respondents (69%) disagreed with

the proposed revised wording on operational matters and the role of the Panel. Of the 51 respondents that provided additional comments, 27 respondents felt that the additional proposed language is unnecessary. 21 respondents noted that this was a matter which was better determined locally. 18 respondents felt that the new wording could limit Police (Fire) and Crime Panels' discretion to ask a Chief Constable to attend a Panel.

In consideration of this feedback and further sector engagement to better understand these concerns, the Government proposes to amend the wording to more closely reflect the wording of s.29(6) of the Police Reform and Social Responsibility Act 2011, which sets out when a Chief Constable might be asked to attend a Panel. This outlines that a Panel "may (at reasonable notice) request the relevant Chief Constable to attend before the Panel on the same occasion to answer any question which appears to the Panel to be necessary in order for it to carry out its functions".⁸

12. Do you agree/disagree with the proposed revised wording in relation to schemes of delegation (paragraph 6.29 of the consultation document)?

This question sought views on proposed revised wording intended to clarify the respective roles of the PCC and the Chief Constable regarding financial matters. Previous research undertaken through the PCC Review has suggested that the limits of financial delegation between the PCC and Chief Constable can have an impact on operational independence.

Respondents had differing views on the proposed revised wording in relation to schemes of delegation, with 16 respondents (31%) agreeing and 31 respondents (61%) disagreeing out of a total of 51 respondents to the closed question.

54 respondents provided an additional comment to this question. Of these respondents, 26 respondents raised concerns that the proposed revised wording could impact local arrangements, affecting the ability to adapt to local policing needs.

9 respondents suggested that it could be helpful to broaden the references to "schemes of delegation" to "schemes of local governance" to ensure all financial constraints are covered.

⁸ Section 29 (6), Police Reform and Social Responsibility Act 2011.

In consideration of this feedback and further sector engagement, the Government intends to broaden the reference to “schemes of delegation” to “local schemes of governance”.

13. Do you agree/disagree with the proposed revised wording in relation to schemes of delegation and operational independence (paragraph 6.33 of the consultation document)?

This question sought views on proposed revised wording intended to reinforce the expectation that schemes of governance should enable Chief Constables to deliver their role efficiently and effectively. This is in accordance with the principle of operational independence.

The Government proposes to amend the wording from ‘schemes of delegation’ to ‘schemes of governance’ following feedback from the sector (as per Paragraph 17d).

Respondents had differing views on the proposed revised wording in relation to schemes of delegation and operational independence, with 13 respondents (25%) agreeing and 31 respondents (61%) disagreeing out of a total of 51 respondents to the closed question.

53 respondents provided an additional comment to this question. 22 respondents, mainly PCCs, raised concerns that the proposed wording might limit PCCs’ role in budgeting and impact their ability to hold their Chief Constable to account. Others noted that a too tight a scheme of governance can hamper operational independence, given the links to deployment decisions in operational settings.

Nine respondents noted that referring to the wider term of “schemes of governance” might be more helpful than “schemes of delegation”, as this would mean that there are fewer opportunities to potentially fetter the operational independence of the Chief Constable.

In consideration of this feedback and further sector engagement to better understand these concerns and to deliver consistency with the changes resulting from the results of question 12, the Government intends to broaden the reference to “schemes of delegation”, to “local schemes of governance”. The Government also intends to amend the Protocol to ensure that operational independence is protected by outlining that these local schemes of governance should assist the Chief Constable in delivering their role.

Conclusion and next steps

The Protocol sets out how policing governance relationships should work and seeks to codify the operational independence of Chief Constables, a fundamental principle of British policing.

However, it has not been amended since its introduction in 2011 and it has, at times, been a source of some doubt or confusion between parties to the Protocol. The Government has therefore taken this opportunity to reflect on how roles in policing have changed over time to ensure that all parties to the Protocol can work effectively and constructively together to help cut crime. This ambition is supported by evidence gathered through Part One of the PCC Review and responses to this consultation, where the Government heard evidence on the need for clarification of the working relationships between policing system partners and that the tripartite relationship between the Home Office, PCCs and CCs, could be more clearly articulated and, in some areas, recalibrated.

The intended changes seek to best reflect the roles and responsibilities of those across the current policing landscape, including that of the Home Secretary, given the Home Office role in setting the strategic direction for policing and gripping national issues. This reflects the legitimate role of the Home Secretary given their responsibilities to Parliament for policing, the backstop powers they hold to intervene in the system to ensure efficient and effective policing that protects public safety and the funding Government provides. It also reflects the role of PCCs in driving local policing priorities and acting as strong visible leaders and the responsibilities of Chief Constables for the direction and control of their force and leading the local operational response.

The proposed amendments will also sharpen existing lines of operational independence, providing appropriate clarity for PCCs and Chief Constables to operate effectively in relation to financial delegation. We will also take the opportunity to refresh references to bodies which are out-of-date, such as the Independent Office for Police Conduct (previously IPCC, now IOPC) and His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (previously HMIC, now HMICFRS).

We welcome the views and suggestions that have been shared through this consultation, which have been used to inform revisions to the Protocol wording. Following this consultation, the Government will now seek to introduce a revised Policing Protocol as soon as Parliamentary time allows.

Consultation principles

The principles that Government departments and other public bodies should adopt for engaging stakeholders when developing policy and legislation are set out in the Cabinet Office Consultation Principles 2018.⁹

⁹ Consultation principles: guidance - GOV.UK (www.gov.uk)
<https://www.gov.uk/government/publications/consultation-principles-guidance>

Annex A – List of respondents

Association of Policing and Crime Chief Executives
Association of Police and Crime Commissioners
Chief Police Officers Staff Association
College of Policing
Cumbria Constabulary
Derbyshire Police and Crime Panel
Dyfed-Powys Police and Crime Panel
Essex Constabulary
Greater Manchester Combined Authority
His Majesty's Inspectorate of Constabulary and Fire and Rescue Services
Hertfordshire Constabulary
Independent Office for Police Conduct
Kent Police
Leicester, Leicestershire and Rutland Police and Crime Panel
Local Government Association
Mayor's Office for Policing and Crime
National Association of Police, Fire and Crime Panels
National Police Chiefs' Council
Northamptonshire Police Fire and Crime Panel
Office of the Police and Crime Commissioner for Avon and Somerset
Office of the Police and Crime Commissioner for Cheshire
Office of the Police and Crime Commissioner for Cleveland
Office of the Police and Crime Commissioner for Cumbria
Office of the Police and Crime Commissioner for Devon, Cornwall and the Isles of Scilly
Office of the Police and Crime Commissioner for Dorset
Office of the Police and Crime Commissioner for Durham
Office of the Police and Crime Commissioner for Dyfed-Powys
Office of the Police and Crime Commissioner for Gloucestershire
Office of the Police and Crime Commissioner for Gwent
Office of the Police and Crime Commissioner for Hampshire
Office of the Police and Crime Commissioner for Hertfordshire
Office of the Police and Crime Commissioner for Humberside
Office of the Police and Crime Commissioner for Kent
Office of the Police and Crime Commissioner for Lancashire
Office of the Police and Crime Commissioner for Leicestershire
Office of the Police and Crime Commissioner for Lincolnshire
Office of the Police and Crime Commissioner for Merseyside

Office of the Police and Crime Commissioner for Norfolk
Office of the Police and Crime Commissioner for Northumbria
Office of the Police and Crime Commissioner for North Wales
Office of the Police and Crime Commissioner for Nottinghamshire
Office of the Police and Crime Commissioner for South Wales
Office of the Police and Crime Commissioner for South Yorkshire
Office of the Police and Crime Commissioner for Surrey
Office of the Police and Crime Commissioner for Sussex
Office of the Police and Crime Commissioner for West Mercia
Office of the Police and Crime Commissioner for West Midlands
Office of the Police, Fire and Crime Commissioner for Essex
Office of the Police, Fire and Crime Commissioner for Northamptonshire
Office of the Police, Fire and Crime Commissioner for North Yorkshire
Police Federation of England and Wales
Police Superintendents' Association
South Yorkshire Police and Crime Panel
Welsh Local Government Association
West Yorkshire Combined Authority
West Midlands Police



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This publication is available at gov.uk/government/consultations/changes-to-the-policing-protocol

Any enquiries regarding this publication should be sent to us at protocolconsultation@homeoffice.gov.uk.

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STATUTORY INSTRUMENTS

2023 No. 649

POLICE, ENGLAND AND WALES

The Policing Protocol Order 2023

| | | |
|-------------------------------|---------|-----------------------|
| <i>Made</i> | - - - - | <i>12th June 2023</i> |
| <i>Laid before Parliament</i> | | <i>13th June 2023</i> |
| <i>Coming into force</i> | - - | <i>3rd July 2023</i> |

The Secretary of State makes this Order in exercise of the powers conferred by section 79(3)(b) and (5) of the Police Reform and Social Responsibility Act 2011⁽¹⁾.

In accordance with section 79(4) of that Act, the Secretary of State has consulted representatives of elected local policing bodies, representatives of chief officers of police of police forces maintained by those bodies, representatives of police and crime panels and such other persons as the Secretary of State thinks fit.

Citation, commencement and extent

1.—(1) This Order may be cited as the Policing Protocol Order 2023 and comes into force on 3rd July 2023.

(2) This Order extends to England and Wales.

Replacement of the Policing Protocol

2. The Policing Protocol 2023 set out in the Schedule to this Order replaces the Policing Protocol issued under the Policing Protocol Order 2011⁽²⁾.

Revocation

3. The Policing Protocol Order 2011 is revoked.

⁽¹⁾ 2011 c. 13.
⁽²⁾ S.I. 2011/2744.

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12th June 2023

Chris Philp
Minister of State
Home Office

SCHEDULE

Article 2

The Policing Protocol 2023

Purpose

1. This Protocol is issued in accordance with the requirements of the Police Reform and Social Responsibility Act 2011 (“the 2011 Act”). It replaces the Policing Protocol issued under the Policing Protocol Order 2011. It sets out to all Police and Crime Commissioners (“PCCs”) and the Mayor’s Office for Policing and Crime (“MOPAC”), Chief Constables, Police and Crime Panels and the London Assembly Police and Crime Panel how their functions will be exercised in relation to each other. An effective, constructive working relationship is more likely to be achieved where communication and clarity of understanding are at their highest. Mutual understanding of, and respect for, each party’s statutory functions will serve to enhance policing for local communities.

Scope

2. This Protocol applies to every PCC in England and Wales and, unless specifically stated, a reference in the Protocol to a PCC includes the MOPAC, Mayors with PCC functions and Police, Fire and Crime Commissioners. The provisions of the Protocol extend exclusively to a Mayor’s PCC functions.

3. This Protocol applies to every Chief Constable of a police force maintained by a PCC and unless specifically stated, a reference in the Protocol to a Chief Constable includes the Commissioner of Police of the Metropolis.

4. This Protocol applies to every Police and Crime Panel in England and Wales and, unless specifically stated, a reference to a Police and Crime Panel (or simply the Panel) includes the Panel formed by the London Assembly.

5. The staff of each PCC and the constables and staff of each police force are expected to have regard to this document.

6. This Protocol does not legally bind the Commissioner of the City of London Police or the Common Council of the City of London, which continues to form the police authority for the City of London. However, they are encouraged to abide by the working principles of this Protocol.

7. Where reference is made to both PCCs and the Common Council of the City of London, the Protocol describes them collectively as Local Policing Bodies.

8. 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.

9. This Protocol does not supersede or vary the legal duties and requirements of the office of constable. Chief Constables remain operationally independent.

10. All parties will abide by the seven principles set out in Standards in Public Life: First Report of the Committee on Standards in Public Life⁽³⁾ (known as “the Nolan Principles”).

Legislative Framework

11. The 2011 Act establishes PCCs within each force area in England and Wales with the exception of the City of London. The 2011 Act gives these PCCs responsibility for the totality of

⁽³⁾ Cm. 2850.

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policing within their force area. It further requires them to hold the force Chief Constable to account for the operational delivery of policing including in relation to the Strategic Policing Requirement published by the Home Secretary.

12. The 2011 Act does not impinge on the common law legal authority of the office of constable, or the duty of constables to maintain the King's Peace without fear or favour. It is the will of Parliament and Government that the office of constable shall not be open to improper political interference.

13. Each PCC and their respective Chief Constable are established in law as corporations sole within the 2011 Act. In doing so both the PCC and the Chief Constable are enabled by law to employ staff and hold funds. Chief Constables are charged with the impartial direction and control of all constables and staff within the police force that they lead. The staff of the PCC are accountable to the directly elected holder of that office to enable the PCC to exercise their functions.

14. The public accountability for the delivery and performance of the police service is placed into the hands of the PCC on behalf of their electorate. The PCC draws on their mandate to set and shape the strategic objectives of their force area in consultation with the Chief Constable. They are accountable to the electorate; the Chief Constable is accountable to their PCC. The Panel within each force area is empowered to maintain a regular check and balance on the performance of the PCC in that context.

The PCC

15. The PCC within each force area has a statutory duty and electoral mandate to hold the police to account on behalf of the public.

16. The PCC is the recipient of all funding, including the government grant and precept and other sources of income, related to policing and crime reduction and all funding for a force must come via the PCC. How this money is allocated is a matter for the PCC in consultation with the Chief Constable, or in accordance with any grant terms. The Chief Constable will provide professional advice and recommendations.

17. The PCC has the legal power and duty to—

- (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 using local schemes of governance which do not fetter the effective financial management of forces and enable the Chief Constable to deliver their role efficiently and effectively;
- (e) appoint the Chief Constable (except in London where the appointment is made by the King 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(4);

(4) 1996 c. 16. Section 50 was amended by paragraph 3 of Schedule 22 and Part 8 of Schedule 28 to the Criminal Justice and Immigration Act 2008 (c. 4), section 3 of the Policing and Crime Act 2009 (c. 26), section 82(12) of, and paragraphs 1 and 32 of Schedule 16 to, the Police Reform and Social Responsibility Act 2011, paragraphs 22 and 23 of Schedule 8 to the Public Service Pensions Act 2013 (c. 25), section 123(1) of the Anti-social Behaviour, Crime and Policing Act 2014 (c. 12), and sections 29(1) and (2) and 48(3) to (6) of, and paragraph 65(1) and (2)(a) of Schedule 9 to, the Policing and Crime Act 2017 (c. 3).

- (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.

18. In addition, the PCC must not fetter the operational independence of the police force and the Chief Constable who leads it.

19. In order to enable the PCC to exercise the functions of their office effectively, they will need access to information and officers and staff within their force area. Such access to any information must not be unreasonably withheld or obstructed by the Chief Constable and/or fetter the Chief Constable's direction and control of the force.

20. A PCC has wider responsibilities than those relating solely to the police force, namely—

- (a) a specific responsibility for the delivery of community safety and crime reduction;
- (b) the ability to bring together Community Safety Partnerships at the force level, except in Wales;
- (c) the ability to make crime and disorder reduction grants within their force area;
- (d) a duty to ensure that all collaboration agreements with other Local Policing Bodies and forces deliver better value for money or enhance the effectiveness of policing capabilities and resilience;
- (e) a wider responsibility for the enhancement of the delivery of criminal justice in their area.

The Chief Constable

21. The Chief Constable is responsible for maintaining the King's peace, and has direction and control over the force's officers and staff. The Chief Constable holds office under the Crown, but is appointed by the PCC except in London where the Commissioner and Deputy Commissioner of Police of the Metropolis are appointed by the King on the recommendation of the Home Secretary.

22. The Chief Constable is accountable to the law for the exercise of police powers, and to the PCC for the delivery of efficient and effective policing, management of resources and expenditure by the police force. At all times the Chief Constable, their constables and staff, remain operationally independent in the service of the communities that they serve.

23. The Chief Constable is responsible to the public and accountable to the PCC for—

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- (a) leading the force in a way that is consistent with the Code of Ethics and Oath of Attestation made by all constables on appointment and ensuring that it acts with impartiality (including political impartiality);
- (b) appointing the force's officers and staff (after consultation with the PCC, in the case of officers above the rank of Chief Superintendent and police staff equivalents);
- (c) supporting the PCC in the delivery of the strategy and objectives set out in the Plan;
- (d) assisting the PCC in planning the force's budget;
- (e) providing the PCC with access to information, officers and staff as required;
- (f) having regard to the Strategic Policing Requirement when exercising and planning their policing functions in respect of their force's national and international policing responsibilities;
- (g) notifying and briefing the PCC of any matter or investigation on which the PCC may need to provide public assurance either alone or in company with the Chief Constable (all PCCs will be designated as Crown Servants under the Official Secrets Act 1989(5)), making them subject to the same duties in relation to sensitive material as Government Ministers);
- (h) being the operational voice of policing in the force area and regularly explaining to the public the operational actions of officers and staff under their command;
- (i) entering into collaboration agreements with other Chief Constables, other policing bodies and partners that improve the efficiency or effectiveness of policing, and with the agreement of their respective Policing Bodies;
- (j) remaining politically independent of their PCC;
- (k) managing all complaints against the force, its officers and staff, except in relation to the Chief Constable, and ensuring that the PCC is kept informed in such a way as to enable the PCC to discharge their statutory obligations in relation to complaints in a regular, meaningful and timely fashion. Serious complaints and conduct matters must be passed to the Independent Office for Police Conduct (IOPC) in line with legislation;
- (l) exercising the power of direction and control in such a way as is reasonable to enable their PCC to have access to all necessary information and staff within the force;
- (m) having day to day responsibility for financial management of the force within the framework of the agreed budget allocation and levels of authorisation issued by the PCC within the local schemes of governance. Such schemes should facilitate the PCC's strategic direction of the force but should not fetter the operational independence of Chief Constables and should enable Chief Constables to deliver their role efficiently and effectively.

The Panel

24. The Panel provides checks and balances in relation to the performance of the PCC. The Panel does not scrutinise the Chief Constable – it scrutinises the PCC's exercise of their statutory functions. While the Panel is there to challenge the PCC, it must also exercise its functions with a view to supporting the effective exercise of the PCC's functions. This includes—

- (a) the power of veto (outside the Metropolitan Police District), by a two-thirds majority of the total Panel membership, over the level of the PCC's proposed precept;
- (b) the power of veto (outside the Metropolitan Police District), by a two-thirds majority of the total Panel membership, over the PCC's proposed candidate for Chief Constable;

(5) 1989 c. 6.

- (c) the power to ask His Majesty's Inspectorate of Constabulary and Fire and Rescue Services ("HMICFRS") for a professional view when the PCC intends to dismiss a Chief Constable;
- (d) the power to review the draft Plan and make recommendations to the PCC who must have regard to them;
- (e) the power to review the PCC's Annual Report and make reports and recommendations at a public meeting, which the PCC must attend;
- (f) the power to require relevant reports and information in the PCC's possession (except those which are operationally sensitive) to enable them to fulfil their statutory obligations;
- (g) the power to require the PCC to attend the Panel to answer questions;
- (h) the power (outside the Metropolitan Police District) to appoint an acting Police and Crime Commissioner where the incumbent PCC is incapacitated, resigns or is disqualified, and
- (i) responsibility for complaints about a PCC, although serious complaints and conduct matters must be passed to the IOPC in line with legislation.

25. In order to reflect London's unique governance arrangements, the powers of the London Assembly Police and Crime Panel are different to those outside London in the following ways—

- (a) the London Assembly has the power to amend the Mayor's proposed budget for the Mayor's Office for Policing and Crime by a two-thirds majority vote as part of the budget-setting process of the Greater London Authority ("GLA");
- (b) in London, if the Mayor is incapacitated, resigns or is disqualified, the Deputy Mayor of London would occupy the office of Mayor, and thus the Mayor's Office for Policing and Crime, under the provisions of the Greater London Authority Act 1999⁽⁶⁾ ("the 1999 Act");
- (c) the London Assembly Police and Crime Panel does not have a formal role in the appointment or dismissal of the Commissioner of Police of the Metropolis or other senior police officers;
- (d) the London Assembly Police and Crime Panel has the power to veto the appointment of a Deputy Mayor for Policing and Crime if the individual is not an Assembly Member, and has other statutory powers under the 1999 Act in relation to the Mayor's Office for Policing and Crime as a functional body of the GLA;
- (e) complaints against the holder of the Mayor's Office for Policing and Crime, and the Deputy Mayor for Policing and Crime if he is an Assembly Member, will be dealt with in accordance with the GLA's existing standards regime, which operates under local government legislation.

26. The Chief Constable retains responsibility for operational matters. If the Panel seek to scrutinise the PCC on the PCC's strategic oversight of an operational matter, the Chief Constable may, where necessary and at reasonable notice, be invited to attend alongside the PCC to offer factual accounts and clarity (if needed) of the Chief Constable's actions and decisions. The accountability of the Chief Constable remains firmly to the PCC and not to the Panel.

The Home Secretary

27. The establishment of PCCs has given the police greater freedom to meet local priorities and enabled the public to hold the police to account. The Home Secretary, as the person responsible to Parliament for cutting crime, protecting the public and protecting our national borders and security, has an important role in working with PCCs and Chief Constables to ensure the policing system works effectively.

⁽⁶⁾ 1999 c. 29.

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28. The Home Secretary is ultimately accountable to Parliament and charged with ensuring the maintenance of the King's Peace within all force areas, safeguarding the public and protecting our national borders and security. The Home Secretary has reserved powers and legislative tools that enable intervention and direction to all parties. These powers may be used, in line with statutory tests and public law principles, in exceptional circumstances when it is determined by the Home Secretary that such action is necessary in order to prevent or mitigate risk to the public or national security. Such powers and tools will not be used to interfere with the democratic mandate of the PCC within a force area, nor seek to interfere with the office of constable or operational independence more generally, unless the Home Secretary is satisfied on the advice of HMICFRS that not to do so would result in a police force failing or national security being compromised.

29. The Home Secretary is responsible for setting the national, strategic direction of policing and holding the policing sector to account for these commitments. This includes ensuring all parts of the policing system work together effectively. To do so, the Home Secretary may invite PCCs and Chief Constables and their representative bodies to attend national policing governance and oversight boards.

30. The Home Secretary retains the legal accountability for national security and the role that the police service plays within the delivery of any national response. The Home Secretary has a duty to issue a Strategic Policing Requirement that sets out what are, in their view, the national threats at the time and the appropriate national policing capabilities that are required to counter them. PCCs and Chief Constables must have regard to the Strategic Policing Requirement and PCCs should take into account national policy when delivering their police and crime plans.

31. In order to ensure that the Home Secretary is equipped with the information required to respond to the public and Parliament, PCCs and Chief Constables should expect the Home Secretary to ask for information about matters pertinent to policing, without compromising the principles of operational independence or local accountability and in accordance with the Home Secretary's statutory powers.

Operational Matters

32. The operational independence of the police is a fundamental principle of British policing. It is expected by the Home Secretary that the professional discretion of the police service and oath of office give surety to the public that this shall not be compromised.

33. The current arrangements are defined in part by the 2011 Act.

34. Section 2 of the 2011 Act provides that a police force, and the civilian staff of a police force, are under the direction and control of the Chief Constable of the force. Section 4 makes identical provision for the Commissioner of the Metropolitan Police.

35. The direction and control of a Chief Constable will include—

- (a) the ability to issue a warrant to an attested officer with which that officer may exercise their police powers;
- (b) decisions in relation to the appointment and dismissal of officers and staff;
- (c) decisions concerning the configuration and organisation of policing resources (or) the decision whether, or whether not, to deploy police officers and staff;
- (d) total discretion to investigate or require an investigation into crimes and individuals as he or she sees fit;
- (e) decisions taken with the purpose of balancing competing operational needs within the framework of priorities and objectives set by the PCC;
- (f) operational decisions to reallocate resource to meet immediate demand, and

- (g) the allocation of officers' specific duties and responsibilities within the force area to meet the strategic objectives set by the PCC.

36. This list is not exhaustive and is by way of illustration only. The Chief Constable is expected to ensure that their PCC is regularly informed of their decisions and operational activity in a timely manner so that the PCC can hold the Chief Constable to account for the totality of policing within their force area, including the operational delivery of the police service. The direction and control of the Chief Constable does not just remain under the scrutiny of the PCC but is open to investigation and scrutiny by the IOPC within the parameters of their terms of reference.

37. The PCC and Chief Constable must work together to safeguard the principle of operational independence, while ensuring that the PCC is not fettered in fulfilling their statutory role. The concept of operational independence is not defined in statute, and as HMICFRS has stated, by its nature, is fluid and context-driven.

38. The relationship between the PCC and Chief Constable is defined by the PCC's democratic mandate to hold the Chief Constable to account, and by the law itself: primary legislation and common law already provide clarity on the legal principles that underpin operational independence and the Office of Constable.

39. In order to respond to the strategic objectives set by the PCC and the wide variety of challenges faced by the police every day, the Chief Constable is charged with the direction and control of the Force and day-to-day management of such force assets as agreed by the PCC.

40. This Protocol does not fetter the ability of the IOPC to issue separate guidance on the distinct meaning of 'direction and control' as it is used in Part 2 of the Police Reform Act 2002(7) in the context of police complaints.

Financial Responsibilities

41. The PCC is ultimately accountable to the public for the management of the police fund. The PCC and Chief Constable share a responsibility to provide effective management of the policing budget and to secure value for money on behalf of the public that they both serve.

42. The Chief Constable has day to day responsibility for managing their allocated budgets after they have been approved by the PCC. The Chief Constable must ensure that the financial management of their allocated budget remains consistent with the objectives and conditions set by the PCC.

43. The working financial relationship between the PCC and their Chief Constable is set out in the Financial Management Code of Practice issued from time to time by the Home Secretary under statute.

Resolving differences

44. The PCC is a publicly accountable individual who together with their Chief Constable will need to establish effective working relationships in order to deliver policing within England and Wales. Where differences occur, they should be resolved where possible locally between the PCC and Chief Constable. Professional advice may be offered by HMICFRS.

Review

45. The Home Secretary has a duty to issue the Policing Protocol, to which all parties must have regard when discharging their functions. This Protocol will be subject to periodic review.

(7) 2002 c. 30.

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46. When there is a need to vary or replace this Protocol, the Home Secretary is under a duty to consult with those parties bound by this Protocol, and any other person that the Home Secretary sees fit before any changes are made.

EXPLANATORY NOTE

(This note is not part of the Order)

Section 79 of the Police Reform and Social Responsibility Act 2011 (c. 13) requires the Secretary of State to issue a Policing Protocol. This Order replaces the Policing Protocol, issued under the Policing Protocol Order 2011 (S.I. 2011/2744), which it revokes, with the Policing Protocol 2023.

The Policing Protocol makes provision about the ways in which relevant persons should exercise or refrain from exercising functions so as to encourage, maintain or improve working relationships or limit or prevent the overlapping or conflicting exercise of functions. “Relevant persons” for these purposes are the Secretary of State (in the exercise of policing functions), elected local policing bodies (namely police and crime commissioners, including Combined Authority Mayors exercising police and crime commissioner functions, and the Mayor’s Office for Policing and Crime), chief officers of police forces maintained by elected local policing bodies, and police and crime panels. These persons must have regard to the Policing Protocol in exercising their functions.

The Policing Protocol 2023 updates and revises the Policing Protocol.

A full impact assessment has not been produced for this instrument as no, or no significant, impact on the private or voluntary sector or community bodies is foreseen.

DYFED-POWYS POLICE AND CRIME PANEL
14 JULY 2023

| | | |
|---|--|---|
| POLICE AND CRIME PANEL'S ANNUAL REPORT | | |
| Recommendations / key decisions required: | | |
| To formally receive the annual report of the Panel for 2022-2023 | | |
| Reasons: | | |
| It is a requirement of the Home Office funding for the Panel that such a report be published | | |
| Relevant scrutiny committee to be consulted NA | | |
| Cabinet Decision Required | NA | |
| Council Decision Required | NA | |
| CABINET MEMBER PORTFOLIO HOLDER:- NA | | |
| Directorate: Chief Executives Name of Head of Service: Linda Rees-Jones Report Author: Robert Edgecombe | Designations: Head of Administration and Law Legal Services Manager | Tel: 01267 224018 Email addresses: rjedgeco@camarthenshire.gov.uk |

**EXECUTIVE SUMMARY
POLICE AND CRIME PANEL
14 JULY 2023**

POLICE AND CRIME PANEL'S ANNUAL REPORT

It has long been the practice of the Panel to publish an annual report detailing its activities during the previous municipal year and setting out its priorities for the coming year.

This is now also a requirement of the funding provided to Panel's by the Home Office.

A copy of the Annual Report for 2022-2023 is attached. If approved by Panel members, it will then be translated and made available to the public.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: *LRees-Jones*

Head of Administration and Law

| Policy, Crime & Disorder and Equalities | Legal | Finance | ICT | Risk Management Issues | Staffing Implications | Physical Assets |
|---|-------------|-------------|-------------|------------------------|-----------------------|-----------------|
| NONE | NONE | NONE | NONE | NONE | NONE | NONE |

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: *LRees-Jones*

Head of Administration and Law

1. Scrutiny Committee - NA
2. Local Members – NA
3. Community / Town Council – NA
4. Relevant Partners - NA
5. Staff Side Representatives and other Organisations

**CABINET PORTFOLIO HOLDER(S)
AWARE/CONSULTED**

NA

**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 file | PACP-077 | County Hall Carmarthen |

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DYFED-POWYS POLICE AND CRIME PANEL – ANNUAL REPORT 2022-2023

CONTENTS:

1. Chairman's foreword
2. Panel Membership
3. Our role
4. Review of the Year
5. Our objectives for 2023-2024
6. Conclusion

1. Chairman's foreword

I am delighted to introduce the Annual Report of Dyfed-Powys Police and Crime Panel. Its purpose is to present the key highlights and challenges of the past year.

The Panel was formed in 2012 to challenge, scrutinise and support the work of the elected Police and Crime Commissioner (PCC) for Dyfed Powys. This vision for the Panel remains, that is ensuring accountability of the PCC. The governance work of the Panel is often unsung, but not unappreciated. The information here will help readers understand the context and achievements of the Panel's work during the past year.

The year's key achievements include scrutiny of the Policing Precept proposed by the PCC. The Panel also scrutinised how the PCC holds the Chief Constable to account, as well as the PCC's performance against the Policing Protocol Order.

There have been challenges. Following the May 2022 elections there was a significant change in Panel membership. The appointment process was not without its difficulties and delays in the Home Office approval of nominees

meant that the Panel was unable to hold its first meeting until 28 October 2022 and so only held two formal Panel meetings. However, it is particularly pleasing to see the much higher representation of women on the re-formed Panel, especially given the much-publicised complaints of misogyny and sexism in the police generally.

The Panel's goals for the coming year 2023-2024 are set out in section 5 of the report and a schedule of formal meetings has been provisionally set.

The panel is supported by day-to-day work undertaken by officers of Carmarthenshire County Council and I should like to take this opportunity to thank them and recognise their important contribution.

On a personal note, as this will be my first Annual Report as Chair of the Police and Crime Panel I would like to take the opportunity to thank my predecessor, former Ceredigion County Councillor Alun Lloyd Jones, for his past leadership. Alun set high standards for the Panel and oversaw a considerable increase in the scrutiny work that it undertook. *Diolch Alun, and* I look forward to continuing this into the future.



Professor Ian Roffe (Panel Chairman)

2. Panel Membership

The Panel has 14 members in total. Of these 14 are County Councillors (3 from each County in the force area) and 2 are co-opted independent members, selected following a public recruitment exercise. Further information regarding the Panel Members for 2022-2023 can be found at Appendix 2. The representation provides a range of different viewpoints from our communities that is important in recognising relevant factors affecting the work of the Commissioner and Dyfed-Powys Police.

3. Our role:

The functions of the Police and Crime Panel are set out in legislation and include;

1. Reviewing the Police and Crime Commissioner's police and crime plan.
2. Reviewing the Police and Crime Commissioner's annual draft budget, with the power to veto the level of precept.
3. Dealing with certain complaints against the Police and Crime Commissioner or his deputy.
4. Scrutinising decisions and actions taken by the Police and Crime Commissioner.
5. Reviewing the appointment or removal of the Chief Constable and the appointment of certain senior staff in the Police and Crime Commissioners office, namely any Deputy Police and Crime Commissioner, and the Commissioner's Chief of Staff and Chief Financial Officer.
6. Supporting the Commissioner in the performance of his statutory functions.
7. Making reports or recommendations to the Commissioner.
8. Reviewing the Commissioner's conduct.

The Panel has carried out a self-assessment of how it has performed these functions during the year. This can be seen in Appendix 1.

The statutory functions of the Police and Crime Commissioner are.

1. Setting the priorities for Dyfed-Powys Police.
2. Publishing a Police and Crime Plan.
3. Engaging with Communities and representing the public's voice on policing matters.
4. Working closely with community safety and criminal justice partners.
5. Supporting victims and bringing people to justice.
6. Commissioning services to make communities safer and to support the vulnerable.
7. Appointing and, if necessary, dismissing the Chief Constable.
8. Dealing with complaints and disciplinary matters against the Chief Constable.
9. Holding the Chief Constable to account.
10. Setting the annual Police budget and precept level.

Neither the Panel, nor the Police and Crime Commissioner has any role in the management of operational policing by Dyfed-Powys Police. Operational Policing is the responsibility of the Chief Constable.

4. Review of the year:

The Panel held 2 formal meetings during the year in October 2022 and January 2023. Sub-groups of panel members also met regularly from October 2022 until the end of the March 2023 to undertake more detailed pieces of work.

More information about the formal panel meetings can be found on the Panel's website www.dppoliceandcrimepanel.wales by clicking on the 'meetings' tab, the 'please select' button and then selecting the year of the meeting that you wish to look for.

Meeting Summary

October 2022

This was the Panel's delayed Annual General Meeting (AGM).

The meeting considered the Commissioner's annual report, decisions he had made since the last meeting and his performance against the requirements of the Policing Protocol Order.

There was also a particular focus on the issue of violence against women.

January 2023

This meeting focussed primarily on the setting of the police precept for 2023-2024 and the financial management of the Commissioner's budget. However the Panel also scrutinised decisions made by the Commissioner since the last Panel meeting and his performance against the requirements of the Policing Protocol Order for the same period

Complaints against the Police and Crime Commissioner

The Police and Crime Panel must record any complaint against the Commissioner that it receives. However, the Panel has only very limited powers to deal with these complaints and cannot 'investigate' any complaint that has been made. The Panel is obliged to refer any serious complaint (i.e. a complaint of criminal misconduct) to the Independent Office for Police Conduct (IOPC) and has no power to compel the Commissioner to take any remedial action in respect of a complaint. The most the Panel can do is try and achieve an informal resolution of the complaint.

During the year the Panel recorded two complaints against the Police and Crime Commissioner from members of the public. These were considered in accordance with the Panel's complaints protocol, and it was resolved to take no further action in relation to either of them as they were not suitable for informal resolution by the Panel and no meaningful outcome was likely.

Panel priorities for 2022-2023

In its last annual report, the Panel identified 4 priorities for the following year, each of which related to a statutory function of the Panel. The Panel has been able to complete 3 out of the 4 pieces of scrutiny work that it had committed to and I am grateful to my colleagues for the considerable amount of work that they did to make this possible.

Therefore, our priorities for 2022-2023 were

| PRIORITY 1 | OBJECTIVE | WHAT WE DID | OUTCOME |
|--------------------------------|--|---|--|
| Scrutiny of the Police Precept | To ensure Police and Crime Commissioner's finances are being properly managed and that the people of Dyfed-Powys are receiving value for money from the Police Precept | <p>Reviewed the end of year accounts.</p> <p>Publicly questioned the Commissioner about those accounts.</p> <p>Received a briefing from the Police and Crime Commissioner and the Chief Financial Officer regarding the financial status of Dyfed-Powys Police and the demands upon it.</p> <p>Received information on the non-police services procured by the Commissioner.</p> <p>Received information from the Chief Constable on the budgetary pressures that he faced.</p> <p>Held a public hearing to consider the proposed precept</p> | The Panel endorsed the Commissioners proposed precept increase of 7.75% in the precept. The Panel was satisfied that this increase was fair and appropriate taking into account all the relevant circumstances |

| PRIORITY 2 | OBJECTIVE | WHAT WE DID | OUTCOME |
|--|---|--|--|
| How the Commissioner manages the Police estate in light of the financial pressures on the capital budget | <p>To understand how the police estate is managed and its impact upon the efficiency and effectiveness of the force</p> <p>To examine whether the capital programme represents best value</p> | Owing to the considerable delay in the Home Office appointing members to the Panel following the May 2022 elections it was not possible to progress this priority. | This priority has been deferred to 2023-2024, when it will be considered as part of the overall precept setting process. |

| PRIORITY 3 | OBJECTIVE | WHAT WE DID | OUTCOME |
|---|--|--|---|
| Scrutinising how to Commissioner holds the Chief constable to account | To ensure that the Commissioner is holding the Chief Constable to account in a way that is thorough, effective and fair. | <p>Monitored the Commissioner's performance through attendance at Policing Accountability Board meetings</p> <p>Reviewed and scrutinised agendas and reports submitted to the Policing Board</p> <p>Challenged the Commissioner in relation to specific issues that arose during the year.</p> | <p>The Panel was satisfied that the Commissioner holds the Chief Constable to account in a robust but fair way.</p> <p>The Panel also made 5 recommendations aimed at improving public accessibility to and understanding of why and how the Commissioner holds the Chief Constable to account.</p> |

| PRIORITY 4 | OBJECTIVE | WHAT WE DID | OUTCOMES |
|---|--|--|---|
| Scrutinising the Commissioner's performance against the Policing Protocol Order | To ensure that the Commissioner is performing the statutory functions prescribed in the Order to the highest possible standard | <p>Monitored the Commissioner's performance against the order on a quarterly basis</p> <p>Challenged the Commissioner in relation to any specific performance issues that arise during the year.</p> | <p>The Panel was satisfied that the Commissioner had performed his functions to a high standard.</p> <p>The Panel made 5 recommendations regarding further scrutiny in this field</p> |

5. OUR PRIORITIES FOR 2023-2024

The Panel has decided to focus its work on two broader priorities in 2023 – 2024 each of which will consist several themes

Therefore, our priorities for 2022-2023 will be

| PRIORITY 1 | OBJECTIVE | WHAT WE WILL DO | INTENDED OUTCOME |
|--|---|--|---|
| <p>Scrutiny of the Police Precept</p> <p>The themes to receive particular consideration will be</p> <ol style="list-style-type: none"> 1. Estates 2. Commissioned Services 3. Efficiency Savings | <p>To ensure the Police and Crime Commissioner's finances are being properly managed and that the people of Dyfed-Powys are receiving value for money from the Police Precept</p> | <p>Review the end of year accounts, Estates Strategy and other relevant documentation</p> <p>Publicly question the Commissioner about these matters and request relevant information from him.</p> <p>Receive a briefing from the Police and Crime Commissioner and the Chief Financial Officer regarding the financial status of Dyfed-Powys Police and the demands upon it.</p> <p>Receive information on the non-police services procured by the Commissioner.</p> <p>Receive information from the Chief Constable on budgetary pressure in a Finance Seminar.</p> <p>Hold a hearing to consider the proposed precept</p> | <p>That the level of precept set for 2024-2025 is appropriate having regard to all the circumstances.</p> <p>Target Date – February 2024</p> |

| PRIORITY 2 | OBJECTIVES | WHAT WE WILL DO | INTENDED OUTCOME |
|--|---|--|---|
| <p>Scrutiny of how the Commissioner performs his statutory duty to maintain an efficient and effective Police Force (Paragraph 17(g) of the Policing Protocol Order 2011)</p> <p>The themes to receive particular consideration will be</p> <ol style="list-style-type: none"> 1. The impact of staff resources and wellbeing on performance 2. The impact of public engagement and accessibility on performance 3. How effectively the Police and Crime Plan Priority of preventing harm has been implemented and what has been achieved. | <p>To achieve an understanding of how the Commissioner has been able to influence how efficient and effective Dyfed-Powys is, what he could do to improve things further.</p> | <p>Ask the Commissioner to provide the Panel with specific information</p> <p>To invite other key stakeholders to give their views to the Panel.</p> <p>Seek examples of best practice from elsewhere.</p> | <p>To be able to determine whether the Commissioner has satisfied the requirement to maintain an efficient and effective police force</p> <p>Target Date – June 2024</p> |

In addition to these priorities the Panel will continue to.

- Scrutinise all key decisions made by the Commissioner including those in relation to commissioned services.

- Monitor how the Commissioner holds the Chief Constable to account.
- Monitor the Commissioner's performance against the Policing Protocol Order

6. CONCLUSION

As I stated in my introduction, this is my first year as the Chairman of the Police and Crime Panel, having previously served as Vice-Chairman.

Policing in general is facing many challenges, both financial and ethical and it would be naïve to think that Dyfed-Powys is immune from them. I and my fellow Panel members are fully committed to supporting the Commissioner in addressing these challenges.

The role of the Commissioner is however, wider than just policing. It encompasses such matters as victim support, for example, and elements of the wider criminal justice system. I therefore welcome the decision of the Panel to begin to focus on some of these areas as well.

Professor Ian Roffe (Chairman)

APPENDIX 1 – PANEL PERFORMANCE

The Panel has assigned a RAG (Red/Amber/Green) rating to each of its functions. Where the Panel has not been required to perform a particular function during the year it has not been given a RAG rating.

The ratings are applied as follows.

RED - Where the Panel has been required to perform a function but has not done so.

AMBER - Where the Panel has been required to perform a function and is in the process of doing so.

GREEN - Where the Panel has been required to perform a function and has done so.

| FUNCTION | RATING | COMMENT |
|--|---------------|---|
| Consideration of the Precept | GREEN | The Panel considered the Precept in January 2023 and endorsed the increase proposed by the Commissioner |
| Reviewing specified appointments by the Commissioner | N/A | It has not been necessary for the Panel to perform this function during the year. |
| Consideration of the proposed dismissal of the Chief Constable | N/A | It has not been necessary for the Panel to perform this function during the year. |
| Review of the draft Police and Crime Plan | N/A | It has not been necessary for the Panel to perform this function during the year. |
| Review of the PCC's Annual Report | GREEN | This was done in October 2022 |
| Receive Reports and Information from the Commissioner | GREEN | Reports were received at both the October 2022 and January 2023 Panel meetings |

| | | |
|---|-------|--|
| Attendance of Commissioner at Panel meetings | Green | The Commissioner attended both Panel meetings held during the year. |
| Appointment of an Acting Police and Crime Commissioner | N/A | It has not been necessary for the Panel to perform this function during the year. |
| Dealing with complaints against the Commissioner | Green | The Panel considered and concluded 2 complaints against the Commissioner during the year. |
| Supporting the Commissioner to effectively exercise his functions | Green | The Panel has carried out 2 pieces of scrutiny work during the year and made recommendations to the Commissioner regarding areas of improvement. |

APPENDIX 2 – MEMBERS OF DYFED POWYS POLICE AND CRIME PANEL FOR 2022 to 2023

Carmarthenshire County Council

Councillor Dot Jones

Councillor Karen Davies

Councillor Ken Howell

Ceredigion County Council

Councillor Elizabeth Evans

Councillor Wyn Thomas

Councillor Keith Evans (Vice Chairman)

Pembrokeshire County Council

Councillor Brian Hall

Councillor Jonathan Grimes

Councillor Dr Simon Hancock

Powys County Council

Councillor Liz Rijnenberg

Councillor Les George

Councillor William Powell

Independent Co-opted Members

Mrs. Helen Thomas

Professor Ian Roffe (Chairman)

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