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MONDAY, 29 SEPTEMBER 2025

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

I HEREBY SUMMON YOU TO ATTEND A MEETING OF THE DYFED POWYS POLICE AND CRIME PANEL WHICH WILL BE HELD IN THE CHAMBER, COUNTY HALL, CARMARTHEN, SA31 1JP - COUNTY HALL, CARMARTHEN. SA31 1JP. AT 2.00 PM, ON TUESDAY, 7TH OCTOBER, 2025 FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

Wendy Walters

CHIEF EXECUTIVE

Democratic Officer:	Daniel Hall-Jones
Telephone (direct line):	01267 224910
E-Mail:	DemocraticServices@carmarthenshire.gov.uk
Webcast viewing link:	https://carmarthenshire.public-i.tv/core/portal/webcast_interactive/1023358

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

DYFED POWYS POLICE & CRIME PANEL 14 MEMBERS
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CARMARTHENSHIRE COUNTY COUNCIL - 3 MEMBERS

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

CEREDIGION COUNTY COUNCIL - 3 MEMBERS

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

PEMBROKESHIRE COUNTY COUNCIL - 3 MEMBERS

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

POWYS COUNTY COUNCIL - 3 MEMBERS

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

CO-OPTED INDEPENDENT MEMBERS - 2 MEMBERS

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

A G E N D A

- 1. APOLOGIES FOR ABSENCE AND PERSONAL MATTERS**
- 2. DECLARATIONS OF INTEREST**
- 3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE 18TH JULY 2025** 5 - 12
- 4. MATTERS ARISING FROM THE MINUTES (IF ANY)**
- 5. CONFIRMATION HEARING REGARDING THE APPOINTMENT OF CHIEF CONSTABLE** 13 - 22

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DYFED POWYS POLICE AND CRIME PANEL

FRIDAY, 18 JULY 2025

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

Carmarthenshire County Council Members:

Cllrs. K. Davies, K. Howell and M. Thomas

Ceredigion County Council Members:

Cllrs. E. Evans, K. Evans and W. Thomas

Pembrokeshire County Council Members:

Cllrs. S. Hancock and S. Wright

Powys County Council Members:

Cllrs. L. George, W. Powell and L. Rijnenberg

Independent Member:

Mrs H.M. Thomas

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

Mr D. Llywelyn – Police and Crime Commissioner

Mrs C. Morgans – Chief Executive

Mrs N. Davies – Chief Finance Officer

Also Present:

R. Edgecombe – Legal Services Manager

D. Hall-Jones – Assistant Democratic Services Officer

Chamber - County Hall, Aberaeron - 10.30 AM - 12.25 PM

1. APOLOGIES FOR ABSENCE AND PERSONAL MATTERS

Apologies for absence were received from Councillor Jonathan Grimes (Pembrokeshire County Council).

2. DECLARATIONS OF INTEREST

Member	Agenda Item No.	Interest
Cllr. S. Hancock	All Items.	Family member currently serves within Dyfed-Powys Police.
Cllr. S. Wright	All Items.	Family member currently serves within Dyfed-Powys Police. Member is a retired officer from the force and a current member of the National Association of Retired Police

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

		Officers.
Mrs H. Thomas	All Items.	Family member is currently training to become a Police Officer with Dyfed-Powys Police. Another family member is part of the selected Panel responsible for appointing the new Chief Constable.

3. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING HELD ON THE 29TH APRIL 2025

RESOLVED that the minutes of the meeting of the Dyfed-Powys Police and Crime Panel held on the 29th April 2025 be signed as a correct record.

4. MATTERS ARISING FROM THE MINUTES (IF ANY)

Minute Item 6

In relation to the Commissioner's note about circulating a summary of the performance data resulting from the uplift in funding for substance misuse, members indicated that they had not at present received this. The Commissioner advised that a report containing this information would be brought to the Panel during the Autumn.

5. QUESTIONS ON NOTICE FROM PANEL MEMBERS TO THE COMMISSIONER

5.1. QUESTION FROM PROFESSOR IAN ROFFE

5.1 – Question from Professor Ian Roffe

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

Response from the Police and Crime Commissioner

- The statistics in the article represent a 'snapshot in time' through a year-on-year comparison from 2024 to 2025.
- Over a more extended period, domestic burglary offences have decreased within the Dyfed-Powys Police force, based on the national baseline for measurement used from 2018/19.
- The article focuses exclusively on data from Dyfed-Powys Police, without providing comparisons with other forces in England and Wales.
- In response to media interest, the Commissioner conducted a radio interview to provide context and reassure the public regarding the statistics.

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

- In comparison to other forces, Dyfed-Powys Police has the third lowest number of dwelling burglaries among the 43 police forces in England and Wales, with only the City of London and Cumbria recording lower figures.
- Despite a rise in one particular year, a longitudinal study conducted reemphasises an evident decrease in burglary offences.
- Two measures have been set to address these issues, including holding the force accountable for its performance. It was raised in a recent Strategic Performance Board meeting with Chief Officers regarding the measures being taken within the force to ensure awareness and response to these emerging trends.
- The force is aware of a trend, as there has been a noted rise in 'Acquisitive Crime', including thefts, burglaries, and shoplifting, over the past 12 to 18 months.
- As part of the Forces' awareness on the issues, they are undertaking work with communities, through the Neighbourhood Policing and Prevention Teams, providing advice and guidance on how to prevent these types of crimes and have a greater guardianship of activities.
- A notable nuance within the data is the significant 34% increase in dwelling burglary offences during the Winter months compared to Summer, which has been highlighted as part of the trend the Force is aware of.
- Further to holding the Force accountable for its performance and undertaking media activity, ongoing monitoring of these issues will be conducted through the Policy Team.
- The next Office for National Statistics dataset is expected soon, which will be reviewed to determine if recent increases are part of a continuing trend or whether the previous year's figures were anomalies.

5.2. QUESTION FROM COUNCILLOR LES GEORGE

5.2 – Question from Councillor Les George

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

Response from the Police and Crime Commissioner

- The Home Office has not allocated specific funds/grants for rural and wildlife crime. However, there may have been general announcements or support for the Rural Crime Network and other initiatives that have been undertaken.
- The police force has an established Rural Crime Team, which remains active and involved in various projects and initiatives addressing a range of offences and activities, including livestock theft, livestock worrying, and illegal slaughter.
- The Commissioner is involved with the National Rural Crime Network, and has representations from the Office of the Police and Crime Commissioner (OPCC) in activities including being present at the launch of the new

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Wales Wildlife and Rural Crime Strategy for 2025 – 2028, for which the OPCC and the force's Rural Crime Team are identified as key stakeholders.

- The OPCC undertakes ongoing collaboration and regular meetings with the farming unions – the National Farmers' Union (NFU) and Farmers Union Wales (FUW) to respond to their calls for support.

A direct follow-up question was raised by the member based on the response provided. The OPCC's Chief Finance Officer explained that while the Home Office has pledged support, funding has been directed to the Rural and Wildlife Crime Network, rather than to individual forces. The force remains involved in ongoing discussions at the network's meetings through the force's lead, as future funding to individual forces through the network may be possible.

The Commissioner noted that participating in ongoing discussions through the Rural and Wildlife Crime Network could benefit Dyfed-Powys Police by providing opportunities to access and utilise available funding, particularly as the forthcoming Policing Settlement is likely to be unfavourable. The Commissioner also advised that where there are opportunities to gain additional funding for activities, these have been appropriately capitalised upon, and would endeavour to do the same for rural and wildlife crime.

A series of further follow-up questions related to the responses provided to item 5.2 was raised by Panel members, which the Commissioner responded to accordingly.

6. ANNUAL REPORT OF THE POLICE AND CRIME COMMISSIONER

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

The Panel received the Annual Report of the Police and Crime Commissioner for 2024-2025 for consideration.

In presenting the report, the Commissioner noted that it was currently in draft format and that the report's style had been revised to provide greater clarity on aspects such as strategic activities, key projects, and pilot schemes that have been funded across various areas.

The following matters were raised relating to the report:

- A question was raised about whether a report was available containing the findings of the 'Night Time Economy Analysis' conducted as part of the 'Serious Violence Duty'. While unsure if it had been published publicly, the Commissioner advised that they would review this, welcoming the opportunity to circulate the analysis findings with the Panel.
- In relation to the Commissioner's attendance at the Wales Anti-Slavery conference, a question was raised on how much of an issue modern slavery and human trafficking are within the force area. The Commissioner advised that these are considered hidden, low-volume crimes, which have

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a high degree of harm. The Commissioner noted they had signed up to a variety of initiatives to ensure oversight on these offences, and that the Force has strategies in place and works closely with partners to manage these issues, citing the recent arrests undertaken as part of Operation Scotney as a successful example of this in practice.

The Chair, on behalf of the Panel, requested that the Commissioner convey their complementary remarks to the authors of the report regarding its content and presentation.

RESOLVED that the report be received.

7. PROGRESS REPORT ON POLICE AND CRIME PLAN PRIORITY 1

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

Following the Panel's request to the Commissioner for reports outlining the progress made in delivering the priorities set out in the Police and Crime Plan, members received a progress report related to Priority 1 for review.

Upon reviewing Priority 1's progress, a range of focus areas for scrutinising force performance was identified. Despite undertaking a range of strategic and operational changes over the past 12 to 18 months, the Commissioner was assured that the force's overall performance is improving, and that the force's leadership had oversight of potential disparities in performance delivery and how those can be addressed.

The following questions or concerns were raised by the Panel:

- The Commissioner acknowledged that the figure of over 40% of victims declining/withdrawing support each month for domestic abuse, stalking, harassment and sexual offences is excessive. There are various reasons as to why victims withdraw. However, efforts are underway to reduce this figure through initiatives, including the Domestic Abuse Video Response Unit (DAVRU).
- In response to a question on the reduced presence of Police Community Support Officers (PCSOs) at community meetings, the Commissioner advised this is likely related to the need for them to be active in other areas given the reduction in overall numbers of PCSOs, and the Force's new strategy, which posits PCSOs undertaking more visible policing and problem-solving work within communities.
- A question was raised on 'Victim engagement, complaints and victims' rights' regarding the extent to which Dyfed-Powys Police has focused on Restorative Justice, given its relation to victim experience. The Commissioner asserted that this is an area that generally requires further exploration and investment, and that it hadn't been a key priority within the Force across recent years.
- In response to a query on the Force's progress towards achieving the target range of 95% in terms of 'Crime volumes, outcomes and data

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integrity' and whether Dyfed-Powys records all crimes, the Commissioner informed the Panel that the force is making progress towards the 95% target. The Force is currently surveying a significant number of crimes every month, which depicts proximity to the target threshold. However, the Commissioner was unable to provide complete assurance that every crime is recorded.

- A question was raised about variation in the 40% figure for domestic abuse, stalking, harassment, and sexual offences, and whether victim-blaming was evident within those. The Commissioner confirmed both the variance and the presence of victim-blaming. As a result of Operation Soteria, officers now receive training to identify victim-blaming throughout investigations and victim response processes. Operation Soteria has led to the development of a Sexual Offence Problem Profile by the Force, which could be shared with the Panel (pending Force approval) to highlight the scale of these issues and efforts to achieve positive outcomes in serious sexual offence cases.
- The Commissioner, in response to a query on the force's current position on recruitment and staff turnover, noted that recruitment is consistent throughout the year due to the number of staff who need to be recruited. Staff turnover remains a challenge, with the vacancy factor in the revenue budget increased this year to accommodate this. Steps have been taken to mitigate retention issues, including flexible working requests, but the problem persists.

RESOLVED that the report be received.

8. DECISIONS MADE BY THE POLICE AND CRIME COMMISSIONER

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

The Panel considered a report on decisions the Commissioner made between the 1st of April and the 30th of June 2025.

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

The Commissioner drew particular attention to the decision relating to the 'Select Committee', with the first activity on this taking place on July 16, 2025, which included representation from the Police and Crime panel. Amid the decisions impact on the Commissioner's Governance and Scrutiny arrangements, it was actively recognised that the completion of the first activity highlighted areas for learning.

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

The Commissioner also wished to note formally, given their personal geographical proximity to the beneficiaries of the 'Calon Tysul Funding' decision, that they had no involvement in any aspect of this decision.

RESOLVED that the report be received.

9. POLICING PROTOCOL - PERFORMANCE REPORT

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

The Panel received a performance report for review in relation to the Policing Protocol Order for Quarter 1 of the 2025-26 financial year.

It was reported that over the last quarter, the performance of many actions resulted in more Ambers than Greens, which was predominantly attributed to the requirement of appointing a new Chief Constable and the subsequent elements associated with that process. A summary of the timetable and current actions/decisions undertaken relating to the process was provided to the Panel.

The following questions or concerns were raised by the Panel:

- A question was raised about the 'Explore and maximise external funding opportunities' action, specifically the £1m Hotspot Action Fund and the opportunity to apply for Hywel Dda Funds. Regarding the Hotspot Action Fund, the Commissioner noted that it was allocated but must be drawn from the Home Office per the grant's terms and conditions. Conversely, with the Hywel Dda Funds, due to not having the detailed information to hand regarding this, it was noted that this could be looked into for the Panel.
- In response to a query about collaboration sites with Mid and West Wales Fire and Rescue Authority, amid concerns over police station closures, the Commissioner noted that these opportunities to collaborate at specific police station locations had been outlined in previous meetings. Collaboration is ongoing, with some sites currently being co-used and others awaiting sale. The Commissioner wished to reiterate that the arrangements are not related to a withdrawal of services, but rather serve to safeguard emergency services presence in communities and ensure a more prudent use of finances towards future capital investment.

RESOLVED that the report be noted.

10. OPCC BUSINESS PLAN - PROGRESS REPORT

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

The Panel received the progress report of the Office of the Police and Crime Commissioner's (OPCC) Business Plan for Quarter 1 of the 2025-26 financial

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year. The report outlined the progress made in delivering the business plan's requirements in alignment with the priorities of the Commissioner's Police and Crime Plan.

In terms of the progress made to date against delivering the new business plan, it was noted that many areas were still in the initial phases of progress achieved, although some significant developments had been realised, including with the Select Committee Approach.

RESOLVED that the report be noted.

11. REVIEW OF THE OPCC BUSINESS PLAN FOR 2025-2026

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

The Panel received the OPCC's Business Plan for 2025-2026 for review.

The Panel was reminded that changes had been implemented to the OPCC's business planning process to reflect a greater focus on assessing progress on a longer-term basis, to ensure greater alignment with the Commissioner's Police and Crime Plan.

RESOLVED that the report be noted.

CHAIR

DATE

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

DYFED POWYS POLICE AND CRIME PANEL

07/10/2025

Subject

CONFIRMATION HEARING REGARDING THE APPOINTMENT OF CHIEF CONSTABLE

Purpose:

To review the proposed appointment of a new Chief Constable for Dyfed-Powys and thereafter report to the Police and Crime Commissioner regarding the candidate the Commissioner proposes to appoint.

Recommendations / key decisions required:

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

Reasons:

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

Cabinet Decision Required	Not applicable
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Council Decision Required	Not applicable
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CABINET MEMBER PORTFOLIO HOLDER:-	Not applicable
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Report Author: Robert Edgecombe	Designations: Panel Support Officer	Tel: 01267 224018 Email addresses: rjedgeco@carmarthenshire.gov.uk
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EXECUTIVE SUMMARY
DYFED-POWYS POLICE AND CRIME PANEL
07/10/2025

**CONFIRMATION HEARING REGARDING THE APPOINTMENT OF
CHIEF CONSTABLE**

Notification has been received from the Police and Crime Commissioner that he proposes to appoint Mr. Ifan Charles as the new Chief Constable for Dyfed – Powys Police.

Schedule 8 of the Police Reform and Social Responsibility Act 2011 requires the Panel to review that proposed appointment and report to the Commissioner as to whether the candidate should be appointed.

In reviewing the proposed appointment, the Panel should consider the following factors.

1. Whether the candidate has the required level of professional competence
2. Whether the candidate has the required personal independence to carry out the role

The Panel may ask questions of the candidate in respect of these factors but should not ask questions relating to.

1. The candidate's personal political views
2. Decisions made by the previous Chief Constable
3. Any operational matters the candidate may have to deal with if appointed
4. Matters of local controversy

The Panel may choose to recommend to the Commissioner that the candidate is appointed, or that the candidate is not appointed or the Panel may veto the proposed appointment. To exercise such a veto at least two thirds of the total Panel membership (that is 10 members) must be in favour of doing so.

DETAILED REPORT ATTACHED?

NO

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

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Host Authority Files	PACP-106	County Hall Carmarthen

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Purpose: Report to the Police and Crime Panel

Title: Dyfed-Powys Police Chief Constable Appointment Process

Executive Summary:

In accordance with Section 38 of the Police Reform and Social Responsibility Act 2011, a thorough appointment process has been undertaken to appoint the next Chief Constable for Dyfed-Powys Police. In support of the confirmation process as detailed in Schedule 8 of the Act, Members are asked to consider the report of the Appointments Panel Independent Member Naomi Alleyne on the process undertaken, along with my report in relation to my appointment decision. I present Mr Ifan Charles, currently Temporary Chief Constable of Dyfed-Powys Police, as the preferred candidate for the substantive position of Chief Constable for the Force. This decision is supported by my Appointments Panel, who in adhering to the principles of merit, fairness and openness, robustly challenged and tested candidates to establish whether they met the necessary requirements to perform the role.

Recommendation:

That Members of the Police and Crime Panel, upon consideration of the information presented to them, confirm Mr Ifan Charles as the Chief Constable of Dyfed-Powys Police.

Police and Crime Commissioner for Dyfed-Powys

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Nolan Principles for Conduct in Public Life.

The above request has my approval.

Signature:

Date: 29th September 2025



Appointment of Chief Constable **Dyfed-Powys Police**

1. Purpose of Report

The purpose of this report is to notify Members of the Police and Crime Panel of my preferred candidate for the position of Chief Constable for Dyfed-Powys Police. In doing so, I will provide the rationale for the decision made and why I believe Ifan Charles is suitable for the role.

2. Background

Following an extensive consultation exercise, a Candidate Information Pack (Appendix A) was developed which outlines the criteria and context for the Chief Constable appointment. In summary, I set out looking for:

- A committed, experienced and authentic leader who has the highest level of integrity;
- An innovative strategic thinker, who is dynamic and committed to the organisation, and working in partnership to deliver results for local communities;
- A leader who fosters a culture of excellence and accountability; and
- A Chief Constable who identifies and recognises the principal purpose of policing; which is about service to all – inside and outside of the organisation.

The opportunity was advertised from 25th July to 29th August 2025 on the following websites:

- Police and Crime Commissioner for Dyfed Powys
- Dyfed Powys Police
- National Police Chief's Council
- The College of Policing
- [AllPoliceJobs.co.uk](https://www.allpolicejobs.co.uk).

In addition, I wrote to all Police and Crime Commissioners and Chief Constables in England and Wales asking them to draw the opportunity to the attention of qualified individuals. A press release was also issued providing an update on the next phase of the recruitment campaign, ensuring that the vacancy was widely advertised.

In line with the College of Policing guidance, I was supported throughout the process by a diverse and experienced Appointments Panel, namely:

- Mike Connelly, Deputy Director Community Safety Division, Welsh Government
- Iwan Thomas, Chief Executive, Planned
- Wendy Walters, Chief Executive, Carmarthenshire County Council
- Sir Andy Marsh, Chief Executive of the College of Policing (Policing Adviser)
- Naomi Alleyne, Deputy Chief Executive, Welsh Local Government Association (Independent Member)

Carys Morgans, as my Chief Executive and Monitoring Officer oversaw all elements of the appointments process to ensure that the principles of merit, openness and fairness were adhered to throughout proceedings.

Five applications were received and shortlisted by the Appointments Panel. All demonstrated their competence and values as they went through the assessment process. This included four elements:

- Internal Stakeholder Panel – Although unmarked, the feedback received informed the focus of questions at interview.
- External Stakeholder Panel – Although unmarked, the feedback received informed the focus of questions at interview.
- Presentation – Unseen exercise to test strategic awareness, focus and innovation. Candidates were given 30 minutes to prepare their delivery of a 15 minute presentation.
- Interview – This included a series of questions based on the role profile and Competencies and Values Framework, details of which can be found in Appendix A – Candidate Information Pack.

Prior to the interviews, candidates were given the opportunity to familiarise themselves with the organisation and were given an opportunity to meet with a cross section of the organisation in line with their requests.

It was ensured that each element of the Competency and Values Framework was appropriately covered during the process. Further information on each element of the process is available in the Independent Member's report and detailed in Appendix C.

The Preferred Candidate: The candidate who scored the highest mark in both the presentation and interview session was Ifan Charles, current Temporary Chief Constable of Dyfed-Powys Police. Accordingly, I formally propose to the Police and Crime Panel that Ifan Charles be appointed.

3. Preferred Candidate

Ifan joined Dyfed-Powys in 2004 and has 20 years of policing experience.

Originally from Carmarthenshire, Ifan has undertaken a variety of roles within Criminal Investigations Department (CID) and Uniform Policing, leading incidents as a Firearms Commander and Senior Investigating Officer (SIO) for serious crime.

He has served in every rank at Dyfed-Powys Police and has been the Basic Command Unit Commander in both Carmarthenshire and Powys. Ifan has also been the head of CID, with overall responsibility for the Force's response to Crime, Protecting Vulnerable People, Forensic Services, Operations and Intelligence.

He is a Programme Manager and understands the importance of this approach in leading change. He has been the Senior Responsible Officer for a number of key projects, including the implementation of Niche as a new Record Management system for the Force. He has also been responsible for the development of the

Strategic Delivery Plan, 'Our Culture Pledge', which sets out a set of shared principles, priorities and governance thereby providing clarity on the Force's approach up to 2029 for the workforce and public.

Ifan successfully completed the Senior Police National Assessment Centre and Strategic Command Course in 2022, followed by undertaking the role of Assistant Chief Constable and Deputy Chief Constable. Being a Police Officer in Dyfed-Powys is important to Ifan as it enables an understanding of Dyfed-Powys and the delivery of policing locally. Being raised in the Dyfed-Powys area and a Welsh speaker means that he is connected to the culture, landscape and people caring deeply about providing the best possible service to victims and supporting the workforce to achieve this.

Ifan's performance throughout the selection process was authentic, credible and confident. Strategic awareness, focus and innovation was demonstrated during the presentation to the Appointments Panel, where he addressed the question "In your opinion, what are the priorities for policing in the next 5-10 years and consider the potential impact for Dyfed-Powys as a rural force? What will you put in place to prepare and future proof the organisation?". His response was well considered, structured and thorough. Throughout the process, Ifan demonstrated clarity of vision, operational competence and a desire to work in partnership to deliver a high quality of service for the benefit of local communities, whilst showing genuine consideration of the workforce wellbeing.

Ifan's performance engendered the confidence of every member on the Appointments Panel, with his honest reflections and authenticity clearly evidencing that the future of Dyfed-Powys Police would be in safe hands under his leadership. I am unanimously supported by the Appointments Panel in presenting Ifan Charles as the next Chief Constable for Dyfed-Powys Police.

4. Legal issues

The legal aspects of the post of Chief Constable are outlined in the Executive Summary of this report.

Ifan is currently in the process of renewing his vetting locally to Management Vetting level. This should be in place by the time of the Police and Crime Panel confirmation hearing. He has also held Developed Vetting Status since November 2024 and is valid until November 2031.

5. Financial Implications/Assessment of Value for Money

The position of Chief Constable for Dyfed-Powys attracts a remuneration of £181,575.

6. Risk analysis

Failure to appoint the preferred candidate would result in the loss of an excellent quality candidate and result in a period of instability for the force, as well as a potential loss of public confidence.

7. Equality Considerations

In order to support the use of the Welsh language, the ability of the candidate to speak Welsh was listed as a desirable requirement within the Terms and Conditions of Appointment. The advert for the post was published in both Welsh and English and the application form and information pack were also available in both languages.

In carrying out this role, the Chief Constable will need to have due regard to the provisions of the Equality Act 2010 and, in particular, to the general equality duty, the broad purpose of which is to integrate consideration of equality and good relations into day-to-day business and for consideration to be given to how public bodies can positively contribute to the advancement of equality and good community relations.

8. Appendices

Appendix A - Candidate Information Pack for the post of Chief Constable – Dyfed-Powys Police



2025 Chief Constable
Recruitment Informat

Appendix B – Chief Constable advert



Chief Constable Job
Ad Final Cymraeg.pdf



Chief Constable Job
Ad Final.pdf

Appendix C – Assessment documentation, including assessment criteria



CC%20Interview%20
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Appendix D – Independent Member's report



IM%20report%20NA
.docx

9. Background / Supporting papers

'Guidance for Appointing Chief Officers', College of Policing (2024)



Guidance-for-appointing-chief-officers_

10. Contact details

Author: Carys Morgans

Email: carys.morgans@dyfed-powys.police.uk