



Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.

<b>Meeting:</b>	<b>Policing Board</b>
<b>Venue:</b>	<b>ACPO Conference Room, HQ</b>
<b>Date:</b>	<b>21<sup>st</sup> May 2025</b>
<b>Time:</b>	<b>11:00-13:00</b>

<b>Members:</b>	Police and Crime Commissioner, Dafydd Llywelyn (PCC) Chief Constable, Dr Richard Lewis (CC) Deputy Chief Constable, Ifan Charles (DCC) Director of Finance, Edwin Harries (DoF) OPCC Chief Executive, Carys Morgans (CEX) OPCC Temporary Chief Finance Officer, Nicola Davies (TCFO)
<b>Also Present:</b>	Staff Officer, Insp Gemma Starkey (GS) Temporary Head of Finance, Michelle Reynolds (MR) (Online) OPCC Executive Support, Sophie Morgan (SM)
<b>Apologies:</b>	OPCC Chief Finance Officer, Beverley Peatling OPCC (CFO)

## 1. Apologies and Introductions

The PCC welcomed all to the meeting. The minutes from the previous meeting were agreed as true and accurate.

## 2. Update on actions from previous meetings

Action No.	Action Summary	Update
PB 067	A further update on the Roads Strategy and Problem Profile to be provided to Policing Board in September 2025.	<b>In Progress</b>  Scheduled for Policing Board meeting in September 2025.
PB 068	Quarterly updates to be provided to Policing Board on Neighbourhood Policing Guarantee and Workforce Modernisation.	<b>Completed</b>  Quarterly updates scheduled into Policing Board agenda.
PB 069	A paper to be shared with the DCC documenting the issues experienced with the DPIA process.	<b>Completed</b>  Paper shared by CEX with the DCC.

The PCC raised that the recommendations from the Mid and West Wales Fire and Rescue Service (MAWWFRS) and North Wales Fire and Rescue

Service (NWFRS) Independent Culture Review report had not been considered at the last People, Culture and Ethics Board held in May 2025 as stated that it would be at the previous Policing Board meeting.

**Action: -Update to be sought from Linda Williams, Director of People and Organisation Development regarding when the Mid and West Wales Fire and Rescue Service (MAWWFRS) and North Wales Fire and Rescue Service (NWFRS) Independent Culture Review report would be considered by HR leads and an update to be provided to Policing Board.**

### **3. Focus Topic:**

#### **a) Forensic Alliance**

The Board received an update paper from the Head of Forensic Services. The funding for the Forensic Alliance programme was agreed at the DCC's Collaboration Board in 2023 which then commenced in April 2024. The main drivers for collaborating in the Forensic world has been the ever-increasing burden of quality and standards in line with the Forensic Science Regulator's (FSR) Code of practice and the associated ISO Standards. These have and continue to be a significant resource and cost challenges for individual Forces. Collaborating in this area should improve the Force's economies of scale, allowing the Force to do things once for the benefit of many and building a more resilient, cost effective and sustainable solution.

Dyfed-Powys Police's Forensic Services have never had a dedicated Forensic Case Management system (CMS) and as such the business has been managed using a plethora of spreadsheets and databases. A Forensic CMS has now been procured for the Southern Wales Region and work has begun to train key staff and configure the system.

All Southern Wales Digital Forensics Units have collaboratively created a ground truth database of test devices for use across the region. This was completed at a fraction of the time and cost of what it would have done if carried out independently. Other areas should benefit from these kinds of activities in the future.

The programme road map is hugely ambitious. The task of rewinding and aligning Forensic processes, particularly for individually mature accredited areas, is extremely challenging. There are clear long-term gains to be delivered by the programme, but it requires a long-term investment.

The programme has created substantial new workstreams for key staff within the Force, most notably realignment of Forensic processes and

configuration of the CMS, whilst trying to balance day to day operational activities and critically, the maintenance of the Force's own accreditation schedule.

The current Crime Scene Investigation and Forensic Collision Investigation teams in Dyfed-Powys are insufficiently resourced for current Force needs, let alone a collaborative service. These will require addressing to ensure a fair and proportionate commitment by all individual Forces.

All Forensic accredited areas require an overall Quality Management System (QMS) and a clear governance with a single legal entity. In order to collaborate forensically, there can only be one overarching QMS and one single legal entity and the agreement is that South Wales Police will hold this responsibility. This means that the current Dyfed-Powys QMS will cease to function in time. However, the current FSR Code of Practice references several disciplines, called Forensic Science Activities (FSA's), which are not provided by the Forensic Services department. For example, communication data analysis, completed by Force Intelligence Bureau analysts, is listed which means at some stage their activities will have to be managed under a QMS. One of the benefits of Forensic collaboration is to avoid duplication and reducing from three to just one QMS across the region is a significant part of this

Attempting to collaborate as a single area when wider Force systems and processes are different e.g. Niche, introduces significant challenges around alignment of processes. This limits the extent to which consistency and standardisation can be achieved across the region and therefore reduces cost efficiencies.

#### **b) Data Protection Impact Assessments (DPIA)**

T/CI Delyth Evans provided an update paper to the Board. They have been tasked to review the DPIA Process, to identify efficiencies and implement necessary changes. Progress will be reported back to the DCC regularly and tracked by the Information Assurance Board.

Current DPIAs which are in progress are being reviewed and RAG rated for completion, with services and processes that are being held up due to delays in the DPIA process being prioritised.

A review is under way of all DPIA folders held by the Information Sharing team (a Microsoft Form has been designed for data analysis) in order to give a complete register of all full DPIAs and DPIA screening forms and their condition (if they are correctly signed off/in need of review) in order to allow future oversight and scrutiny.

A review of the DPIA process has been conducted by the Service Improvement Unit, and a working group established which meets fortnightly, which includes OPCC representation. Benchmarking responses have been received from other Forces and responses are currently under review. Engagement has been done with several end-users, with agreement from all that the process needs to be streamlined.

The main actions in progress are creating new DPIA templates to make the 'screening form' more user friendly, finalise and map a new DPIA process, create training documents and user guides and design a new filing system to track performance and improve visibility.

Work is ongoing to arrange training by the National Police Chiefs Council and a review of current DPPi2 material has been allocated.

The DCC stated that he would be providing updates from the working group to the CEX.

**Action: Data Protection Impact Assessments (DPIA) updates to be included as a standing agenda item at Policing Board meetings.**

### **c) Powys Sergeant Model Evaluation**

The Board discussed the Powys Sergeant Model evaluation.

The PCC raised the feedback received from staff contained in the report when staff were asked specifically for their views on the impact the North / South trial had upon key focus areas including;

- the ability to manage individual needs/welfare,
- the ability to address/identify performance issue,
- the ability to properly supervise staff.

Feedback varied across the ranks with Inspectors being split, Sergeants and PC's felt the impact was negative.

The DCC updated on the changes made by the Force to the Powys during the pilot. The pilot period saw the removal of core Radnorshire Sergeants as there was a greater need to reinforce the supervision model across the BCU and to balance the level of crime supervision.

The proposal saw the merger of Brecon and Radnorshire supervision as 'South' with 'South Sergeants' taking on crime / team supervision for both sections. This model would see a more even distribution of crime/overall demand.

The realignment of Sergeants allowed for 3 Sergeants to migrate onto a 3 weekly rota effectively becoming Resilience Sergeants, and 2 remaining Sergeants to take custody resilience roles.

#### **4. Questions for the Chief Constable**

**a) Could the Chief Constable outline what measurable progress Dyfed-Powys Police has made to date against the objectives and commitments set out in the Police Race Action Plan and the Criminal Justice in Wales' Anti-racism Action Plan.**

The Chief Constable provided an update to the Board. Race-related Culture Awareness Training has been ongoing since 9th January 2025. Training is a three hour in-person session with external trainers (No Boundaries LTD). Over 300 people have completed the training so far. Feedback received about training so far is positive.

**Action: - The Police and Crime Commissioner to attend the Race-related Culture Awareness Training.**

The Force has signed up to the Our Black Workforce Survey (wave 3). This important national survey explores the lived experiences within policing of Black and Black-heritage Police Officers and Staff. It has been developed in collaboration with the Police Race Action Plan, the NPCC and the College of Policing. The survey has the support of National and Local Black Police Associations. The Force have previously taken part in wave 1 and wave 2. The Force have been informed that there has been a higher response rate of those eligible and recording that they are from Dyfed-Powys Police than in wave 2, as well as compared to other forces during this wave (for England and Wales, the force average response rate was 35% and the final response rate for Dyfed-Powys was 67%; it should be noted that the number of eligible staff/officers is low). The report will be published later this year.

Training on Gypsy, Roma and Traveller (GRT) community engagement was delivered on 25/03/2025. The materials that were shared following the training have been uploaded to the intranet with permission from the training provider.

The DAP year has reopened as of 28th April 2025 and includes a culture-related objective for all officers and staff: To proactively contribute to building a workplace culture that is actively inclusive and free from discrimination by engaging in activities that challenge bias, promote equity, and ensure all colleagues feel valued. This follows a similar

objective during the last DAP year (2024/25) related to the race action plans and workplace culture.

A people metrics board pack is in development by Service Improvement Unit and People and Organisation Development Department – this provides an opportunity to track measurable changes and trends within our workforce data. The pack is made of all the separate metrics that have previously been shared by all the teams within the People and Organisation Development Department, now presented in one place. The pack has allowed for consideration on important metrics we may wish to consider (e.g. metrics to allow tracking if there is disproportionality in the number of people leaving the organisation who have recorded protected characteristics).

The Force have identified a possible gap in their workforce data (sensitive information). While they have a high rate of completion of disclosure of sensitive information at recruitment, the information is not automatically transferrable to HR records and officers/staff are asked to complete this information again (typically at induction). However, the Force acknowledge that this request is made at a time when officers/staff are settling in and may be delayed due to frequency of inductions sessions (for example, for police staff). There is no mechanism to routinely ask people to complete or review the data/information held. While this is optional to complete, there are options to select 'prefer not to say'. Meetings with internal stakeholders have taken place to consider ways to encourage individuals to record their data.

**b) What steps are being taken to improve diversity within the workforce, particularly around recruitment, retention, and progression of officers and staff from underrepresented communities? Are you satisfied that the current diversity of the workforce is representative of our population in Dyfed-Powys?**

The diversity of the workforce is not fully representative of our population, but the Force is making positive steps to become more representative. The overall workforce is relatively balance with 51.7% male and 48.3% female, although this data can vary between officers and staff. 38.5% of officers are female, which is above the national average of 36.7%. 61.7% of police staff are female.

Growth has been seen in numbers at middle management and senior management, as detailed below. The Force now has a female T/C/Supt,



which is the Force's highest ranked female officer and 2 female BCU Commanders, which is significant progress and not reflected in these figures.

Our reporting of other protected characteristics is not reliable, due to the high numbers of 'no data' in each category.

This has been identified as a risk and actions are being taken to address this. In particular:

- Safe to Say campaign to encourage staff to update their myTrent with their personal characteristics' details, which have been shared on DPPI2 and the Informer.
- Exploring how data captured in our recruitment system, Oleeo, (overall high completion rate) can be transferred to Trent on appointment of an individual.

In terms of recruitment, the Force are seeing more diversity in it's application process, supported by some of the Force's talent attraction events. At the most recent force assessment centre, there was a more even split of gender and greater representation in ethnicity groups.

There is some work to do to increase attraction in Ceredigion and Pembrokeshire, which has been actioned through the Strategic Resource Group.

Inspire is a new offering from the Leadership team within Force with the first pilot course due in May 2025. It is a 1 Day confidence building course delivered on-line open to any Police Constable or staff colleague not in a supervisory position from any underrepresented group.

The College of Policing Aspire programme is aimed at Chief Inspector and Police Staff equivalents from underrepresented groups as a development programme for future senior leaders.

Provision has recently been made within the Force Costed Training Plan to support candidates for 2025/26.

The Summer and Winter Schools offered by Academi Wales have not recently been utilised. These have now been re-introduced and we have officers/staff due to attend.

The Positive Action Officer continues to support within the recruitment process and held a familiarisation session for Police Officer applicants prior to the Online Assessment Centre (28/02/2025) and familiarisation sessions for Police Officer applicants prior to the Interviews (28/03/2025 and 01/04/2025). The Positive Action Officer continues to provide support to applicants who are interested in other roles within Dyfed-Powys Police.



The new Positive Action Strategy was launched towards the end of last year. The Positive Action Officer has a renewed focus on retention and progression, working to ensure that officers, staff and line managers understand what it is and how it can benefit Dyfed-Powys Police. Practical steps have been undertaken, for example, embedding positive action into internal recruitment processes (practical examples include embedding into expression of interest adverts, including information in the next iteration of the leadership prospectus, delivering inputs at leadership training sessions, working with recruitment/talent attraction staff and learning and development team).

The staff support networks provide valuable lived experience and an opportunity to ensure Dyfed-Powys Police is welcoming and inclusive. The Equality, Diversity and Welsh Language department (who support the networks) have ensured that each network has a suitable chair and are adequately and fairly resourced to continue their work. Both the Christian Police Association and Veterans Network have been without Chairs for a sufficient length of time – work is underway to ensure that a sufficient handover and induction is in place. The Force continue to check-in on the wellbeing of our networks – the occupational health unit have supported in providing wellbeing/mental health check-ins to network members during times of uncertainty (for example, from national events). New officers and staff are informed of the networks at induction sessions. Reminders are also provided at leadership sessions.

The Vetting Disproportionality Review Panel meet to discuss vetting applicants that have been rejected vetting clearance, who have recorded a protected characteristic. The purpose of the panel is to review whether there has been any disproportionality in the decision-making. The panel consists of a Chief Superintendent, the Equality, Diversity and Welsh Language Manager, a representative from the Office for the Police and Crime Commissioner, as well as chairs from staff support networks where appropriate. There have been 3 Disproportionality Review Panel meetings since April 2024. A total of 5 applicants have been discussed.

**c) Have the Force encountered any specific challenges or barriers in advancing work around the Police Race Action Plan and the Criminal Justice in Wales' Anti-racism Action Plan, and how are you addressing them to ensure that progress is being made?**

The Equality, Diversity and Engagement Coordinator vacancy remains a challenge. The role was advertised via Expression of Interest. A candidate has been successful and are currently negotiating a start date and release from another department within the Force. During this time, some of the

work is covered by other members of the Equality, Diversity and Welsh Language Department, however this can have adverse effects on other areas of work.

Data certainty – There is a “data gap” in workforce data when considering sensitive information. This poses a risk in having a full understanding of the workforce. Mitigating factor(s): a meeting was held with key internal stakeholders on 02/04/2025 to consider initial steps to ensure that the “data gap” is addressed, while also considering user experience (for example, the data is submitted at recruitment stage, but there is an expectation for successful candidates to update this again using iTrent shortly after joining).

Demand for data – While data has been submitted to the central teams for the Police Race Action Plan and the Criminal Justice in Wales’s Anti-racism Action Plan, deadline extensions were sought due to demand/vacancies within the Service Improvement Unit in December 2024/January 2025. These were agreed in advance by the national teams and Dyfed-Powys Police.

Changes within national teams and misalignment in reporting periods – both the Police Race Action Plan (PRAP) and the Criminal Justice in Wales’s Anti-racism Action Plan have experienced changes. For example, the PRAP will now move to a maturity matrix model, which will mean realigning how the working group collate data towards updates. This follows a period of uncertainty following the National Black Police Association’s temporary suspension of support (and have only confirmed support for a temporary period). CJIW workstreams have also changed from four to three. The PRAP reporting period follows the fiscal year, meanwhile the CJIW reporting period is calendar year. Further work is needed to understand if there are areas of alignment in reporting against the two plans following changes.

The Board discussed the Engagement and Expectation events and the presentation shown at these events specifically the slides regarding culture and professional standards.

**Action: - The Engagement and Expectations presentation to be shared with the OPCC.**

## **5. For Noting**

### **a) Chief Constable’s Update**

A Chief Constable update was provided to the Board regarding incidents and operations that had occurred since the last meeting. The report includes updates on good police work, as well as significant operational and organisational updates.

### **b) Police and Crime Commissioner's Update**

The PCC provided a brief update on his activities and meetings that took place since the last meeting, including a community engagement day in Powys, the first meeting of the PCC's select committee and attendance at a roundtable event on violence and safety in schools and colleges.

### **c) Finance Update**

The Director of Finance provided the Board with an update report and the Board discussed the information provided. The report provided Policing Board with a near actual financial position for revenue and capital for the 2024/5 financial year. These figures are likely to change as the books must remain open until the audit is completed which will be the end of October 2025 at the earliest.

The budget position for 2024/5 has been reported upon at regular intervals during the year and some adjustments and underspends were assumed in setting the Medium-Term Financial plan for 2025/6. The overall position in respect of reserves is around £3.7million better than anticipated at budget setting time with £2.2m of this being capital related and £1.5m being revenue / funds related.

In terms of capital, the Force set a revised budget of £16.6m for 2024/5 in November 2025. The actual outturn amounted to £12.9m, a £3.7m underspend.

For revenue budgets, the reserves movements are £1.5m better than those assumed at budget setting time for Force and Commissioner

The movement against fund balances and OPCC Commissioning is £0.412m more favourable than predicted / budgeted. Equally expenditure against items to be funded from earmarked reserves is £0.361m more favourable.

A delay in undertaking ill health assessments for some officers has necessitated the creation of a new reserve of £0.216m for officers it is expected will be medically assessed as likely to be permanently unable to perform the duties of an officer and are unable to be redeployed to another available policing role with reasonable adjustments.

The net remaining force underspend is £0.526m (0.685m) which is some £0.159m less than that anticipated for period 11.

Notwithstanding the positive financial position at year end, the movement on revenue, capital reserves and capital borrowing is projected to be severely negative over the next four years with the 2029 balance remaining at around £61.6m of which around 55.9m will be the balance of external debt at this time. External borrowing of £10m was taken out for one year in February 2024 and this was increased to £20m in year.

The financial environment remains highly uncertain in relation to settlements, formula funding, police reform and pay awards for 2025/6 and future years. The Comprehensive Spending Review will be difficult as the Government faces numerous strategic taxation and spending challenges covering the next three financial years which are likely to impact Commissioners and Chief Constables from a financial perspective.

The closure of accounts process is still on-going, and the intention is to complete the draft signed accounts in line with Statutory requirements by the end of June 2024 in readiness for submission for audit. With the process still ongoing, and the audit by Audit Wales not being expected to be completed until October 2025 at the earliest, there is a good chance that further amendments to this financial position will be needed.

At closure 2024/5, a Commissioners Innovation Fund of £1m was earmarked towards providing expanded services for Youth and Young People including an extension to cover additional services for those in higher education. A presentation was received last week which presented various options for utilising this over the next four years. It is proposed where possible that the OPCC and Force underspends for 2024/5 reflected above are earmarked towards this initiative which would bring this reserve up to £2.029m.

With the reserve entries assumed in the MTFP being already processed, a remaining balance of £0.653m in revenue and £2.095m for capital still to be processed.

As reported throughout the year, officer pay is down on budget by approximately £0.9m due to additional leavers and a delayed transferee intake net of an increased pay award. Overtime spending is some £0.2m over budget and Bank holiday costs are some £0.1m below budget.

Police staff budgets are approximately £0.4m over budget with the additional pay award contributing significantly towards this. Police staff overtime costs are also above budget.

Pension costs are within budget by £0.2m however a delay in medical assessments has contributed to this as outlined above. A reserve carry-over against the ill health budget has been included to lessen the impact of this in 2025/6.

The recruitment, training and insurance line ended up £0.2m within budget with a training slippage of £0.1m and a saving of £0.05m against insurance contributing to this.

Some significant capital and other project work including sustainability schemes has contributed to an underspend in premises costs of £0.2m.

Other non-pay budget headings are some £0.1m with delays in implementation of the CMS and telephony solution in the control room contributing.

Forensic and telephone analysis costs are over budget by £0.5m due to the additional costs associated with the new custody medical services that included an embedded service in Newtown.

Collaboration budgets – which have been notoriously difficult to predict in recent years are only slightly over budget by £0.1m in 2025/6 with the new coding arrangements assisting in budget setting and monitoring.

The Force received an additional grant of £1.2m toward the increased pay award and some additional grants for Robotic Process automation and towards anti-social behaviour.

The variation in income is mainly attributable to interest receipts with interest rates staying higher for longer due to persistent inflationary pressures. Cash flow was also improved due to early receipt of grants and slippage against capital schemes. This variation has been applied as an additional Direct Revenue Financing of capital to counter a delay in receipts of premises capital receipts of £1m until 2025/6.

In relation to transfers from reserves, these were £1.5m less than budgeted.

In relation to capital expenditure for 2024/5, the Force has struggled to complete Estates and some ICT capital projects prior to 31st March with the financial spending position being some £12m lower than the original budget and £3.7 million lower than the revised budget position projected in November.

Delays in terms of planning in respect of the Solar Farm, in the transfer of Ty Brecheiniog in Brecon and in respect of the estate in Fishguard and

Pembroke Dock have contributed to the underspend in the capital funds. The Force also managed to reduce spending requirements for the FCC roof repairs and for many sustainability projects. Overall slippage of £3.7m is identified.

A full discussion of schemes including the forward plan will be held at the Strategic Estates Group next month and further work is being undertaken in respect of the Estates elements.

The Director of Finance requested that the Board approve the movement in Reserves and final balances. Requested that Policing Board approved the slippage in capital budgets as outlined in the report for addition onto the original budgets for 2025-6.

That any changes in revenue position that might be needed due to the ongoing closure process to be reflected in the insurance mitigation or capital reserves balances.

**Decision: - The Board approved the recommendations to approve the movement in Reserves and final balance.**

#### **d) Force Operating Model Update**

The Force has recently communicated that the Force Review Programme will now close. Notwithstanding this, work will continue to deliver the Force Operating Model workstreams to completion under the oversight of Senior Sponsors.

The delivery of the second and third algorithm of Ebit for Criminal Damage and Shoplifting offences will be realised by 14 May 2025.

On 16 December 2024, Senior Sponsors decided that the fourth algorithm will be developed for exposure to Harassment and Malicious Communications offences. Algorithm four has been developed and is ready for being scheduled for deployment. This will be considered following the presentation of the six-month evaluation of the algorithm one for Common Assault and Public Order. Update to follow for next board.

The Board received an update on other workstreams including Senior Operational Policing Structure (SOPS, NPPT Operating Model, Crime Recording and RMU.

### **6. For Decision**

#### **a) Brecon Police Station and Custody Project**



The DoF provided an update on the project to acquire a replacement Police Station and Custody facility in Brecon, a project which has been progressing since 2021. A reassessment of financial options at that time concluded that a collaboration with Powys County Council around the acquisition of Ty Brecheiniog represented the best value option to address the long-term operational requirement. The scheme also included a new VMU building on site.

A budget of £8m was earmarked for the scheme which has since been inflated to £8.490m in the current 2025/6 version of the Capital Programme.

The Strategic Estates Group (SEG) considered both the financial and non-financial aspects of the project. The Strategic Estates Group that option 7 represents the preferred option to progress as outlined in the WSP paper.

At this stage the intention is to commit around £251K on fees which would take the project through design, planning, and procurement to the end of RIBA Stage 4. Should costs be within budget at this next stage, the scheme will then return to governance for approval to then move into the construction phase (RIBA Stage 5 – Construction Phase). These costs are already incorporated in the budget figure of £8.994m included in the assessment. This would provide cost and scheme deliverability certainty.

**Decision: - The Board approved the recommendations that option 7 represented the preferred option to progress and that a single site based on a Modular and Traditional build approach be taken at Ty Brecheiniog**

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

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

## **7. Any Other Business**



### **a) Workforce Mix: Neighbourhood Policing Guarantee and Precept Funding Update**

A briefing was provided to the Board which sought to provide an appraisal of programme chronology and a progress regarding the bolstering of Neighbourhood Policing and Prevention Teams (NPPT) and Response Policing via two funding streams made available via the U.K. Government Neighbourhood Policing Guarantee and monies awarded by the PCC precept increase.

The PCC raised the risks and challenges identified within the briefing. These included capacity of supporting functions, the demand across all departments linked to recruitment processes, namely HR Recruitment, Vetting and OHU, is increasing and new processes withing APPs are creating additional demand. The coming six months have been identified as particularly challenging given the increased activity in recruitment. The substantial internal interest and impact on other critical functions, training and external stakeholder interest.

The PCC was advised that a recruitment prioritisation matrix is to be formulated which identified actions for current and subsequent financial years.

Roles identified for future workforce mix are also being progressed to enable any desired recruitment processes to be initiated to coincide with future grant awards timelines.

A recent amendment to the Force Apprenticeship Strategy will also support, subject to a successful workplace review of performance, the realisation of workforce mix changes and Police Officer releases.

Two briefings have been provided to Senior Leaders (Superintendents and Grade K and above Police Staff). A third scheduled for the 23 May 2025.

### **b) Project Gwydion**

The Board considered the letter from the Welsh Government. The CEX stated that this was included within the agenda to ensure that relevant individuals were sighted on the letter received.

As this was the final Policing Board meeting for the Chief Constable Dr Richard Lewis, the PCC thanked the CC for his work within the Force and wished him well for the future. The CC reciprocated, thanking all for their work.

Action No.	Action Summary from meeting 21/05/2025	To be progressed by
<b>PB 070</b>	Update to be sought from Linda Williams, Director of People and Organisation Development regarding when the Mid and West Wales Fire and Rescue Service (MAWWFRS) and North Wales Fire and Rescue Service (NWFRS) Independent Culture Review report would be considered by HR leads and an update to be provided to Policing Board.	Force
<b>PB 071</b>	Data Protection Impact Assessments (DPIA) updates to be included as a standing agenda item at Policing Board meetings.	Force
<b>PB 072</b>	The Police and Crime Commissioner to attend the Race-related Culture Awareness Training.	OPCC
<b>PB 073</b>	The Engagement and Expectations presentation to be shared with the OPCC.	Force

CLOSE