



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/MS Teams</b>
<b>Date:</b>	<b>8<sup>th</sup> September 2025</b>
<b>Time:</b>	<b>09:30-11:30</b>

<b>Members:</b>	<ul style="list-style-type: none"> <li>• Police and Crime Commissioner, Dafydd Llywelyn (PCC)</li> <li>• Temporary Chief Constable, Ifan Charles (T/CC)</li> <li>• OPCC Chief Executive, Carys Morgans (CEX)</li> <li>• OPCC Temporary Chief Finance Officer, Nicola Davies (TCFO)</li> <li>• Director of People and Organisation Development, Linda Williams (DoPOD)</li> </ul>
<b>Also Present:</b>	<ul style="list-style-type: none"> <li>• Staff Officer, Insp Gemma Starkey (GS)</li> <li>• OPCC Executive Support, Sophie Morgan (SM)</li> <li>• Head of HR Service Delivery, Steve Cadenne (SCa) attended for agenda item 3a People and Organisational Development</li> <li>• Head of Talent, Steve Cockwell (SCo) attended for agenda item 3a People and Organisational Development</li> <li>• Performance Analyst, Ricky Turner (RT) attended for agenda item 3a People and Organisational Development</li> <li>• People Performance and Analytics Specialist, Louise Davis (LD) attended for agenda item 3a People and Organisational Development</li> <li>• Head of Service Improvement Unit, Temporary Superintendent Mark McSweeney (MMc) attended for agenda item 3b HMICFRS Inspection Preparation Development and agenda item 3c HMICFRS AFI's Vetting and HR</li> <li>• HMIC Inspection, Inspector Richard Janas (RJ) attended for agenda item 3c HMICFRS AFI's Vetting and HR</li> <li>• Senior Responsible Officer-Force Review Team, Gareth Scanlon (GS) attended for agenda item 3b HMICFRS Inspection Preparation Development, agenda item 3c HMICFRS AFI's Vetting and HR and agenda item 5c Force Operating Model Update</li> <li>• Prevention Lead, Superintendent Chris Neve (CN) attended for agenda item 5h Community Engagement</li> </ul>

## 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
<b>PB 081</b>	A further Violence against Women and Girls (VAWG) update to be provided to Policing Board in January 2026.	<b>In progress</b>  Added to PB Forward Planner
<b>PB 082</b>	An update on sickness absences to be provided at Policing Board meeting in September.	<b>Completed</b>  On agenda
<b>PB 083</b>	Force to provide further information on how the findings of the "Cause for Concern" meetings feed into tactical and strategic prevention meetings and how does this task the local NPPT to spend time in the right areas.	<b>Completed</b>  Further information provided by CI Dominic Jones
<b>PB 084</b>	Force to provide an update on how the policy around legally prescribed cannabis is disseminated to officers and staff.	<b>Completed</b>  Force memo provided
<b>PB 085</b>	The PCC to discuss with the Police Liaison Unit and Policing in Wales Chair the possibility of sending a letter to the Policing Minister regarding visits to Wales.	<b>In Progress</b>
<b>PB 086</b>	Force to confirm the number of transferees joining the Force in November.	<b>Completed</b>  24 transferees joining the Force in November 2025
<b>PB 087</b>	A paper to be provided to Policing Board regarding the attrition rate within the Force.	<b>Completed</b>  Force memo provided
<b>PB 088</b>	The T/CC to liaise with the T/DCC regarding clarity on the timeline around the implementation of the Microsoft Lists to aid Data Protection Impact Assessment	<b>Completed</b>  Update provided within DPIA paper

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

#### **a) People and Organisational Development**

The Board received a presentation on sickness absence metrics, which had previously been presented to the People, Culture and Ethics Board. The Service Improvement Unit are developing a performance dashboard for sickness absence and a timeline for the completion of the dashboard was discussed.

The presentation provided information on sickness absence, including number of duty days lost due to sickness, the sickness levels within each Basic Command Unit (BCU) and departments within the Force, and the number of the workforce on sickness leave broken down into short-, medium- and long-term sickness.

Head of Talent, Steve Cockwell provided an update to the Board regarding attrition rate within the Force. The attrition rate within the Force in 2024/25 was 5.9% which is below the national average and has reduced from the previous years of 2023/24 (6.6%) and 2022/23 (6.1%).

Police officer leaver data for 2024/25 state that resignations and retirements being the top 2 reasons for leaving.

Reasons for leaving are captured through what is recorded on the termination form and submitted to the National Workforce Data Tracker.

Interviews and Say and Stay interviews conducted within Force provide further level of detail and allow for multiple reasons to be selected. Fifty exit interviews were conducted for 2024/25 and 20 Say and Stay interviews. Of the 20 Say and Stay interviews, 13 officers remained within organisation.

In addition to the reported data, where there are emerging themes from a department or BCU, the quantitative data will be collated, anonymised and shared with the relevant senior management teams to help address any underlying issues. 24 of the 37 Say and Stay interviews conducted since 2024 have related to officers with less than 4 years' service.

**Action: - The Force to share the Flexible Retirement policy with the PCC.**

#### **b) HMICFRS PEEL Inspection Preparation Presentation**

Superintendent McSweeney presented to the Board the Force's approach to the upcoming His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Police Effectiveness, Efficiency and Legitimacy (PEEL) Inspection and that the evidence gathering window for PEEL 2026 is live.

The content of what is focused on within the final period of inspection activity is determined by the Force Liaison Lead (FLL) and PEEL question leads who complete a 'gap analysis' review of all the evidence collected to date.

Chief Officers have agreed on 18/08 for the Force thematic / question leads to create a plan to identify evidence which proactively demonstrates progress made since PEEL 23-25. Plans will be simple and require leads to map progress against

the PEEL characteristics of good for their thematic areas. Plans will consider how best evidence can be demonstrated e.g. via online meetings, in person invitation, provision of supporting data, documents etc.

The Force want to be in a position where the final fieldwork phase in June 2026 will be more of a 'checking and testing' period for HMICFRS inspection teams.

The Board discussed the timeline of events taking place within the Strategic Planning and Assurance Cycle (S-PAC) during the year and consideration to be given to HMICFRS attendance at events and/or supporting documentation.

**Action: - Consideration to be given to the HMICFRS Force Liaison Lead attending the Financial Seminar scheduled for November 2025.**

The T/CC stated that once a month an extended Chief Officer Group meeting is held where the HMICFRS PEEL inspection progress and updates are discussed in detail at that meeting. Progress is also monitored via the ACC weekly meeting.

**Action: - OPCC representative to attend the monthly extended Chief Officer Group meeting discussing the upcoming HMICFRS PEEL inspection.**

#### **c) HMICFRS AFI's Vetting and HR**

Inspector Janas provided an update to Policing Board in respect of current progress against HMICFRS Areas for Improvement (AFIs) allocated to the Force from previous PEEL inspections and thematic inspection. There are currently 19 open AFI's, one AFI around achieving appropriate outcomes for victims has recently been signed off internally and verified by the Force Liaison Lead. 3 AFI's are from thematic inspections and 16 from PEEL inspections. The update then provided specific focus, as requested, on AFIs in relation to Human Resources (HR) and Vetting.

The Board discussed concerns raised around staffing capacity and backlog of cases within the Professional Standards Department (PSD). CEX also raised an increase in correspondence received by the Commissioner's office regarding progress in a timely manner in the handling of complaints. The T/CC updated on the work on going via the Strategic Planning and Assurance Cycle for PSD.

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

##### **a) Following correspondence received by the OPCC, what is the current service level provision in Crickhowell?**

The Force stated that there has been no change to the level of policing within Crickhowell and moving from Crickhowell police station will have no impact on

the level of policing within the area. The sale of the police station has meant that operational policing has relocated to co-share with the fire service.

Crickhowell is part of the Brecon section, where there is a 24hr manned station that response officers' parade from. It is from here that officers receive tasking and patrol priorities, this would include Crickhowell.

Crickhowell is classed as a Neighbourhood Policing and Prevention Team (NPPT) station. The Force has dedicated resources for the town and actively engage within the community. The NPPT's work between 0800-2200hrs.

As a service, the Force often have to allocate their resources and officers to where demand dictates. This often means that some communities feel that they do not see the police as often as they would like.

The Force have reviewed the number of reported crimes within Crickhowell. 45 crimes have been recorded within the Crickhowell and Cwmdru section since the start of 2025, of those incidents 12 were domestic related. The Force reports a slight increase in recorded incidents in May/June. Of the crimes recorded, 15 occurred after 2200hrs. 7 remain under investigation.

As a police service, the Force do their utmost to ensure that each resident is able to live without fear. The NPPT review the crime trends to assess any crime prevention measures which could assist in this regard.

In a Policing Board meeting in November 2024, the PCC made the decision to collaborate with Mid and West Wales Fire and Rescue Service (MAWWF) and rent property spaces in Crickhowell, Hay on Wye, Llanfyllin, Narberth, Llandeilo, and Llandovery having considered the report detailing the strategic estate opportunities with MAWWF.

The Strategic Estates Group and Chief Officer Group had made key decisions around the future operational requirement as regards to the wider estate. This resulted in several properties being assessed as not being operationally fit for purpose subject to alternate options being available in the locality to meet local NPPT and Response requirements. The Force had assessed its local NPPT/PCSO manning levels at each location noted, and in close communication with the Superintendents for each Force territory, the Crickhowell, Hay on Wye, Llanfyllin, Narberth, Llandeilo, and Llandovery sites have been deemed suitable to take advantage of an opportunity to provide a maintained presence in each town through collaboration with MAWWF.

This has allowed each station to be released for sale on the open market and also provides an alternate base at each town to allow staff access to facilities to work at a desk and use any amenities required during the working day.

**b) Following recent judgement made by the High Court relating to police officers attending pride events. How is the Chief Constable supporting internal and external LGBT+ communities?**

The Force stated that following a difficult few months of legal proceedings affecting LGBTQ+ policing, and the challenging interpretations of the first judgment by the Equality and Human Rights Commission and various media outlets, the Force acknowledges that their trans, non-binary, and gender diverse colleagues, volunteers and communities (and the wider LGBTQ+ community) have been affected not only by the recent High Court ruling on police attendance at Pride.

The Force highlighted that through the recent months, there have also been widespread posts/comments/interpretations on social media, and wider questions on policing and activism/impartiality. While the Force considers meaningful and impartial ways to engage with their communities, there are wider considerations to improving engagement which will be discussed at Policing Board, as well as the benefits of the new upcoming engagement app.

The Force also acknowledges other related legal proceedings as support has been continuing since previous Supreme Court ruling and other national/localised challenges within 2025.

Dyfed-Powys Police have an active LGBT+ Support Network. This is chaired by PS Lynsey Scott. The Network recently appointed a Senior Ally (CI Jenna Jones) to ensure that the network's voice is amplified throughout the organisation. The Network provides support for LGBTQ+ employees in the workplace and is also there to identify organisational challenges and opportunities for LGBT+ staff and officers. The Network also acts as a critical friend to the organisation by scrutinising its policies and processes which may impact on LGBT+ communities and individuals. A Network representative attends the Embracing Diverse Representation Group and the Network is well represented during these meetings, often raising if the network needs additional wellbeing support. The OPCC attend this meeting too and will have seen firsthand that all networks have an opportunity to share network/members' challenges and opportunities. Recent support during recent legal proceedings have involved linking with the Occupational Health Unit to ensure that members are aware of wellbeing opportunities to them. The Occupational Health Unit ensured that services such as VIVUP were suitably prepared to support trans, non-binary, and gender diverse officers and staff following the Supreme Court Ruling.

PS Lynsey Scott was nominated for a Force Award (working towards diversity in the workplace) this year for dedication to supporting the network and wider LGBTQ+ community.

Dyfed-Powys Police were proud to host the all-Wales LGBT+ Network AGM earlier this year: The team welcomed over 80 colleagues from South Wales Police, North Wales Police and Gwent Police for a day of celebration, connection and learning. The day's agenda was packed full of awards, recognition and a series of talks by guest speakers including historian Norena Shopland, Insp Allen Davis from the Metropolitan Police, Dr Helen Williams from Breaking Binaries and Dr Emily Garside. The day reflected on the legal landscape, with stands (Police Mutual, Unison, LGBT+ Network, Positive Action, OPCC, etc.) and topics (e.g. history, policies and values, Chemsex, etc.) carefully selected to ensure that continued learning and support were available.



Dyfed-Powys Police continues to promote Positive Action. Information is visible throughout career pages on the website (recruitment), and there is an increased focus on positive action within retention and progression.

Interim European Human Rights Commission (EHRC) guidance is in place, while the Force await the outcome of the EHRC consultation to support a wider Code of Practice. Current internal policies are under review. If advice is needed in the interim period, the following support is available through the wellbeing hub, staff support network, Unison, Federation, Police Superintendents Association, HR officers and the Equality, Diversity and Welsh Language team within the Force.

A support group has also been set up by the Wales LGBT+ Police Network specifically for trans, non-binary, and gender diverse (TNBGD) colleagues.

We have reminded staff and officers how to report any workplace concerns, or want to raise a grievance in relation to topics linked to recent legal challenges affecting trans, non-binary, and gender diverse colleagues.

LGBT+ Liaison Officers are established across Dyfed-Powys Police. Similar to other liaison officer roles, they receive specialist inputs to raise their knowledge and understanding and create awareness on LGBTQ+ issues. LGBT+ Liaison Officers act as a point of contact for LGBT+ communities and individuals, to build relations to increase trust, confidence and encourage reporting of crime.

Prior to Lindsey Smith, R (on the application of) v The Chief Constable of Northumbria Police [2025], representatives from the Dyfed-Powys Police LGBT+ Support Network attended Pride Cymru, and a donation of £1,000 was made from Dyfed-Powys Police (as part of a wider contribution from all four Welsh forces). While the Force acknowledge that the ruling is specific to Northumbria's attendance at a Pride event in 2024, national discussions have turned to consider other events that may involve activism/marches/deemed political. Since the High Court ruling, the Force are aware of other forces having received threat of legal challenge. The Force are reviewing what this means for Dyfed-Powys in relation to attending Pride events.

Training for new officers – the learning and development team has been continuously reviewing training material relating to the recent legal proceedings to ensure that information is legally accurate, while continuing to promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic behaviour.

Custody – Interim guidance from NPCC has been circulated to Custody Services to ensure that staff within custody understand the current processes, while also considering a culture of inclusivity, respect and fairness. Staff support network representatives have been instrumental in ensuring that the information is respectful and compassionate to both officers and individuals who enter custody. The Force awaits imminent national guidance and will work with the staff support network to ensure that the guidance is circulated, and whether there are localised



aspects that Dyfed-Powys Police will need to consider or think about resources needed. CI Jenna Jones from Custody Services has become a senior ally for the network.

New community engagement app – designed specifically for Neighbourhood Policing and Prevention Teams (NPPT), Dyfed-Powys Connects is a free, two-way messaging system. Part of this app includes a function called Origins, which is the function where minority groups can be identified for enhanced engagement. Those signed up will have the ability to reply to alerts; to share information and raise concerns. Once signed up, users can choose exactly what they wish to be informed about, local news, local policing priorities, community events, crime prevention advice and more.

The Force continues to advertise opportunities for its communities to join the Independent Advisory Group (IAG).

## **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 including the first Operation Vigilant undertaken at Rhayader Carnival and Operation Apex and Bailey over the weekend before the Royal Welsh Show 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 Ceredigion, a meeting with representatives from NFU Cymru and attendance at the Pembrokeshire Show.

### **c) Force Operating Model Update**

Senior Responsible Officer, Force Review Gareth Scanlon provided an update to the Board on the Force Operating Model.

Regarding the Workforce Mix Programme update, work continues to deliver the organisation's ambition to recruit 50FTE Police Staff to allow 50FTE Police Officers to be released from 'back-office functions' to frontline policing. Two funding streams support this initiative:

- Neighbourhood Policing Guarantee: 33FTE Police Officers to NPPT
- Precept Funding: 17FTE Police Officers to Uniform Response Teams

Currently, 25FTE staff have been recruited, 15FTE are in progress and 18FTE are planned for the immediate future. All new Police Staff recruitment advertisements

have been supported by a targeted social media campaign in the areas required. An expression of interest process will soon open to recruit 33FTE Police Officers into NPPT with those candidates from business areas exposed to workforce mix being prioritised.

The principle challenge faced is as an outcome of recruitment processes, and the necessary speed of the same, to meet grant timelines. This is exacerbated by capacity pressures, and/ or process lead in times, in areas that support recruitment, for example (not exhaustive):

- Pre-employment, vetting and medical check lead in/process times
- Fast-time reprioritisation and delivery of training for newly recruited Police Staff
- High interest (and success) of existing Police Staff (often from other mission critical functions) for newly advertised NPG Police Staff Workforce Mix roles. This exacerbates recruitment challenges owing to requirement for further recruitments and training periods to backfill successful internal candidates.

The Force has made significant efforts to bolster and prioritise resourcing for business areas that support the realisation of Neighbourhood Policing Guarantee.

It has become extremely challenging to realise uplifts in Police Constables and Sergeants necessary to grow NPPT and to nourish new agreed operational structures without impacting Uniform Response Team structures. An overview was provided to the Board on the 3 new workstreams, namely Uniform Response, Co-ordination of People Data and approach to performance and sickness management.

## **6. Data Protection Impact Assessment (DPIA) Update**

T/CI Delyth Evans provided an update paper to the Board regarding Microsoft List for management of DPIA's.

- 30th June - Workshop held with key practitioners to review the Merseyside List and assess its suitability for use in DPP. All agreed that it is suitable, with some changes needed to local references.
- 3rd of July - Merseyside allowed the Force to on-board their List.
- 4th July – Screening questions sent to ICT. ICT to set up the Microsoft Form to populate the List.
- 6th August – timescale requested from ICT.
- 7th August –First draft of form received from ICT ready for testing.
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Currently the form is being tested with work ongoing between IMBA and ICT. The aim is to have the testing complete by end of August. Schedule for completion:

- 9th September – meeting with Debby Jones to demo the new list, which includes a new risk assessment and sign-off process. This requires approval as it is a change to existing procedure/guidance.
- 11th September – Information Assurance Board discussions prior to planning go-live (if approved.) Report to be submitted re. options for legacy/retrospective entries.

**Action: - A member of staff from the OPCC to attend the monthly DPIA prioritisation meeting held by the Deputy Chief Constable**

#### **d) Strategic Planning and Assurance Cycle**

The Board noted the report regarding the Strategic Planning and Assurance Cycle. The Strategic Planning and Assurance Cycle (S-PAC) has been designed to ensure overall alignment of the strategic requirements and priorities of the Force and is a continuous cycle of evidence and information. The first full financial year of the S-PAC commenced in April 2025. Leads have been encouraged throughout to take ownership of their department plans and to develop them further to support their day-to-day business. Meetings have taken place between leads and the PAC Manager to assist in the changes and provide support.

In preparation for the start of the financial year (April), all Heads of Department/Business area Leads update their delivery plans, ensuring that priorities to include challenges, technology & innovation, savings & efficiencies, and workforce & wellbeing are in place.

Department delivery plans also include department risk registers, policy and any areas for improvement and actions being taken from HMICFRS and internal audit recommendations and the organisational requirements form (ORF) that is used to develop the Force Management Statement each year.

The data collation stage of the Force Management Statement (FMS) process is also held within each delivery plan and leads completed those requirement forms in June/July, with an initial assessment (RAG) and moderation having taken place in July/August.

Within the S-PAC cycle, there are three HoDs/Departmental Plan & Senior leader events held in March, July and November each year where leaders present their challenges, plans to create savings and any investment proposals to Chief Officers. This information is used to prioritise investment and resource decisions for the year ahead.

The S-PAC will continue to coordinate key business planning activity during the next 6 months. September is a significant month, as all HoDs/Leads present to the Chief Officer Group, using their plans to outline key information including proposals for growth, technology & innovation, assets, income generation and department re-structure (Discussion Panels).

This will be followed by a Chief Officer Group session in October to assess and decide in principle what changes should be considered further as part of this year's prioritisation/budgetary decision making.

As well as considering the forces' ability to meet demand the prioritisation session will also consider several other key parameters including the views of our community, our workforce (using feedback from Engagement and Expectation events), reputational/organisational impact, value for money profiles (POA) and regulatory/statutory obligations.

The Autumn Away day in November will be another opportunity to bring leaders together to reinforce key messages around the expectations and requirements of the S-PAC, whilst the focus of the day will be feedback from the HMIC on our 2024 FMS submission, outcomes of discussion panels and initial prioritisation decision making and the key themes from departmental Engagement & Expectation Events (conducted April to August). The HMIC FLL and Q1 Lead will also be in attendance as part of preparatory stages for the PEEL inspection in 2026.

Opportunities for Continuous Improvement within department plans are being reviewed with some CI opportunities coming directly from the prioritisation outcomes. A timeline of this work will be established ready for delivery in the 2026/27 S-PAC period.

The SIU will continue the Force Management Statement work, with a draft of Part 2 to be created and liaison with Leads to fill any gaps in information effecting completion of Step 1-3 of the 4-step methodology provided by HMIC. Step 4 will be developed post business planning decision making and financial outcomes (government settlement, precept proposal and decision).

With the support of key roles and departments the content of all plans will be enhanced as the force looks to ensure everyone has an established Performance Framework, governance structure, and workforce/training plan.

Communication with all staff regarding the S-PAC is key and to facilitate this, the intranet pages will be developed, with information on the S-PAC, what leads are doing in their roles and importantly how everyone can contribute into the process.

The new S-PAC process is a key source of information for the new productivity and efficiency reporting that will be undertaken by all forces going forward.

The report content aligns to the Policing Productivity Review published in October 2023 and the Home Office recommendations report that followed in

April 2024, highlighting potential savings from productivity improvements and setting challenging targets for all police forces to meet requirements.

Details of the requirements and explanations will be presented at the Joint Audit Committee Statement of Accounts Seminar taking place on the 24th September. The report is currently in progress with a likely publication in October 2025 to align to financial reporting requirements.

### **e) Professional Standards Guide**

The memo provided to the Board in respect of the Professional Standards Guide was noted by the Board.

The Professional Standards Department has produced the document as part of the PREVENT strand for officers and staff to utilise as a guide to reinforce the standards expected of them. Whilst the guide does not cater for every situation it does provide some clear direction on what good policing looks like and promoting professional conduct. On certain areas the guide is explicit as to what is acceptable and what is not, and this has been determined following several examples that have been and are being investigated within the Professional Standards Department.

The aim of this guide is to

- Clarify expectations – communicates organisation values and reinforces standards of behaviour and Code of Ethics.
- Protect individuals and organisation – prevent misconduct through early identification and intervention and promote referral processes to report inappropriate behaviour.
- Supports consistency – when standards are clearly set and understood, decisions can be applied fairly and consistently.

This guide will feature as part of the Professional Standards Department PREVENT Strategy to support:

- A healthy and positive work base culture.
- Opportunities for early intervention.
- Identify themes/patterns of behaviour amongst teams/departments.
- Raise awareness and education amongst employees.

A proposal will be submitted via the SPAC process for a dedicated PREVENT officer who can take this work forward.

Federation and Unison representatives have been consulted and are supportive of the document being disseminated to staff and a copy has also been shared with the OPCC office.

Communication strategy has been developed with the Corporate Communications Department in support of the roll out.

The Professional Standards Department provide inputs to all new starters; transferees and the guide will be provided in electronic format to all new starters within the organisation. Furthermore, newly promoted Sergeants/Inspectors and police staff equivalent roles will also be provided with electronic copies of this guide.

## **f) Criminal Justice Department (CJD) Update**

The Board noted the report submitted by the Criminal Justice department regarding the file build project, DA police charging (GAP) pilot, and the re-launch of the disclosure champions' network.

The aim of the File Build Project is to utilise the Case Progression Unit within CJD to undertake key elements of the file build process. This will include the completion of the Disclosure schedules, the redaction of sensitive information and any other suitable actions. Analysis of the current operating model clearly identifies that a high proportion of files submitted by officers are returned for disclosure errors, redaction error or not submitted with PNC prints.

It is anticipated that the File Build Project will lead to a 51% reduction in internal actions being returned to officers. The project is set to launch on the 23<sup>rd</sup> September 2025 – Phase 1 (All DA Cases) and a launch date for Phase 2 – all file types (excluding CID) will be in early 2026.

The Force are working in collaboration with the NPCC, Home Office and the Crown Prosecution Service on a Charging Authority Pilot, which aims to return DA (GAP) charging authority decisions back to the police. DPP will be one of 6 pilot forces – the other forces are – Gwent, South Wales, North Wales, Cheshire & Merseyside.

The initiative is part of a broader effort to streamline the charging process, reduce delays and improve outcomes for victims – in particular, domestic abuse (DA) cases. The launch date is set for the 23<sup>rd</sup> September 2025.

The aim of Project:

- Immediate safeguarding measures
- Faster access to protective orders
- Reduced victim attrition
- Disruption of abusive behaviour cycles
- Increased trust and confidence in the justice system

Coinciding with the launch of the File Build Project and the DA Police Charging Pilot (GAP) – CJD are working to re-launch and re-energise the Disclosure Champions Network. New champions have been identified from a cross-section of all policing departments/BCUs and a launch date set for September 2025.



## g) Community Engagement

Superintendent Neve provided an update paper to the Board regarding how Community Engagement is currently addressed in Force and next steps for consideration by the Board.

**Action: - Superintendent Neve to provide a briefing to the PCC regarding community engagement following the launch of the community engagement app in Force.**

## 7. Any Other Business

### a) Heritage Working Group

The memo provided to the Board in respect of the Force Heritage Working Group was noted by the Board.

Under the direction of the T/CC, the Heritage Working Group has been created to ensure a coordinated approach to recognising and connecting the Force with its history through artefacts, documents, strengthening officer and staff wellbeing and recognising service and sacrifice, and preserve the legacy of the Force for future generations.

The first meeting of the working group is scheduled to take place on the 10<sup>th</sup> September and will be led by T/Chief Superintendent Mann.

Action No.	Action Summary from meeting 08/09/2025	To be progressed by
<b>PB 089</b>	The Force to share the Flexible Retirement policy with the PCC.	Force
<b>PB 090</b>	Consideration to be given to the HMICFRS Force Liaison Lead attending the Financial Seminar scheduled for November 2025.	OPCC
<b>PB 091</b>	OPCC representative to attend the monthly extended Chief Officer Group meeting discussing the upcoming HMICFRS PEEL inspection.	OPCC
<b>PB 092</b>	A member of staff from the OPCC to attend the monthly DPIA prioritisation meeting held by the Deputy Chief Constable	OPCC
<b>PB 093</b>	Superintendent Neve to provide a briefing to the PCC regarding community engagement following the launch of the community engagement app in Force.	Force

CLOSE