

**Police and Crime**

**Commissioner for Dyfed-Powys**

**Dyfed Powys**

**Quarter 4 2024/25 Summary Performance Report**

**Introduction**

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

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

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

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

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

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

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

Green -Fully compliant, no additional work necessary

Amber - Partially compliant, some additional work necessary

Red - Not compliant, duty not currently being met.

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

**Executive Summary**

The following report covers the reporting period of Q4 of the financial year 2024/25 (January, February and March 2025)

RAG status comparison

This Quarter has seen the change in performance of a number of actions, 1 action has changed from Green to Amber and 8 have moved from Amber to Green. The amendments are explained below:

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

Development of a Police and Crime Delivery Plan – this changes from green to amber as a revised 3-4 year Business / Operational Plan is in development.

Prepare and issue an annual report to the Panel on the PCC’s delivery against objectives within the Plan – this changes from green to amber as the report to cover 2024/2025 is in development.

**This Quarter has seen progress achieved with 8 actions moving from Amber to Green. The amendments are explained below:**

Development and Annual review of the Corporate Governance Framework – this changes from Amber to Green as the Framework has been considered by the Joint Audit Committee and agreed at Policing Board on 31st march. (This is covered under two places within this report (Sections 17b and 18)

Inform PCC’s decision in respect of the precept – this changes from Amber to Green as the precept was considered and agreed by the Panel in January 2025.

Setting of the Medium Term Financial Plan – this changes from Amber to Green as the plan for 2025/26-2029/30 has been published.

Funding of the Capital Programme to provide the Force with appropriate assets to deliver effective policing services – this changes from Amber to Green as the Programme has been revised to reflect the requirements of the Force and is documented within the Medium Term Financial Plan.

Explore and maximise external funding opportunities – this changes from Amber to Green as work has been undertaken to secure external funding opportunities.

Development and Implementation of a Governance Framework for Commissioning and Partnerships – this changes from Amber to Green as a scrutiny of commissioned services and recipients of Commissioner’s funding is incorporated within the overall OPCC governance structure.

Monitor the performance of all commissioned services, ensuring they are fit for purpose and provide value for money – this changes from Amber to Green as a review of all services has been undertaken.

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**Summary:**

Of the 50 action areas:

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|  | Qtr 1 | Qtr 1 | Qtr 2 | Qtr 2 | Qtr 3 | Qtr 3 | Qtr 4 | Qtr 4 |
| Red | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Amber | 19 | 38% | 21 | 42% | 13 | 26% | 6 | 12% |
| Green | 31 | 62% | 29 | 58% | 37 | 74% | 44 | 90% |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Development of Police and Crime Plan in line with requirements set out in Police Reform and Social Responsibility Act 2011 (Part 1; Chapter 3; 7) |  | The new Plan was launched formally on 13/02/2025 at a workshop involving partner organisations.  A detailed Performance Framework has been developed to evidence progress against the priorities set out in the Plan.  An internal audit of the development of the Plan resulted in the OPCC receiving substantial assurance. |
| Development of a Police and Crime Delivery Plan to support the achievement of the objectives as set out in the Police and Crime Plan |  | A revised 3-4 year OPCC Business / Operational Plan is in development. The Police and Crime Panel will receive a separate briefing in relation to proposal, which will include a 2 phased approach whereby a Business Plan for 2025/6 will be developed initially with a view to progressing to a more encompassing operational plan moving forward. |
| Review the Police and Crime Plan to ensure it remains fit for purpose |  | The new Plan was launched formally on 13/02/2025 at a workshop involving partner organisations.  A detailed Performance Framework has been developed to evidence progress against the priorities set out in the Plan.  An internal audit of the development of the Plan resulted in the OPCC receiving substantial assurance. |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| There are formal governance arrangements in place to support effective scrutiny |  | New governance arrangements are embedding. The establishment of a performance framework for the new Police and Crime Plan will support a more focussed approached to the Strategic Performance Board. Arrangements for the first Select Committee are underway, with the first topic focusing on crime and ASB intervention, prevention and engagement services for young people aged 18-25. |
| Development and annual review of Corporate Governance Framework |  | A revised Corporate Governance Framework has been developed taking into consideration recent legislative changes. The Framework has been considered by the Joint Audit Committee and was agreed at Policing Board on 31st March 2025. This has now been published and circulated to key personnel within the organisation. |
| Establish a risk-based, forward-looking schedule of activity to support improvements in Force performance |  | The OPCC aim to draft the panel’s recommendations and observations within 10 working days from the meeting. The reports are then circulated with those in attendance for comments before it is sent to the Force for their observations.  The OPCC liaise with the relevant department within the Fore to obtain response to the recommendations and observations raised by the scrutiny panels. Once approved the finalised report is translated and published onto the OPCC website. |
| Ensure the public's views are represented in the PCC's scrutiny work |  | Scrutiny continued through the Out of Courts Resolution (OOCR) panel and the volunteers on the Quality Assurance Panel (QAP) and the Custody Inspection Scrutiny Panel (CISP).  The OOCR panel reviewed cases of Kinfe Crime cases. 12 cases in total were looked, 6 Adult and 6 Youth. Recommendations and findings of the panel included; ensuing the OOCR policy is adhered to and captured within any documents, and ensuring there is a consistent approach to issuing OOCR across Dyfed Powys.  One QAP meeting took place in January which focused on our commissioned service New Pathways and in March where the panel reviewed Stop and Search incidents. For the Jan meeting the panel were asked to review a selection of referrals involving adult and juveniles to the service of New Pathways, 4 cases were reviewed in total. For the March meeting the panel were asked to review body worn video footage of adult and juveniles, 8 cases were reviewed in total.  The CISP met in February to review cases of Ethnic Minority groups in custody. This topic came as a result following some disproportionality of data for strip searches in custody. 30 cases were reviewed by the panel with some key observations included:   * Difficulties associated obtaining an interpreter for certain languages meant that legal representation were delayed and in one instance, the Detained person (DP) being bailed until one could be sourced. * Although only one case out of the 30 was in reference to a juvenile detainee, the Custody Checklist, Voice of the Child nor the Reachable Moments were recorded for this custody record. * Out of the 6 records that were recorded as female 4 had no detail advising whether a female officer had introduced themselves. * Out of the 30 records 17 DPs had their religious items catered for (57%). Whilst this is improved, there were 10 records with no details recorded in relation to religious items.      * Gaps in provisions provided to DPs - Despite 87% of DPs were offered food and refreshment, there were 3 custody records where this was not recorded and in one instance there was no evidence that food or drink was offered to the DP during their detention. Additionally, there were gaps in the DP being instructed that the toilet area is pixelated, DP instructed of the cell call bell and dietary requirements.     Support Services  Only 50% of DPs were offered support services in comparison to 33% who were not and 17% that this was not applicable. 5 of the 30 custody records scrutinised suggested that there was no evidence to suggest that contact was made with support or Mental Health services during the detainees’ detainment |
| Oversight and implementation of external inspectorate’s recommendations |  | Only one HMICFRS report has been published this quarter, on 27/03/25, with a PCC response due on 22/05/25. |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Development of a performance framework and structure that allows a greater understanding of the Police and Crime Plan outcomes |  | A detailed Performance Framework has been developed to evidence progress against the priorities set out in the Plan. The Strategic Performance Board on 30/04/25 will be the first occasion where DPP and the OPCC report against the new Police and Crime Plan Performance Framework, with a focus on priority 1: Supporting victims and preventing victimisation. |
| There are formal governance arrangements in place to hold the Chief Constable to account for the performance of officers and staff |  | The Strategic Performance Board provides an opportunity for the PCC to hold the CC to account on Force performance. The meeting scheduled for the 30/04/25 will be the first occasion where DPP and the OPCC report against the new Police and Crime Plan Performance Framework, with a focus on priority 1: Supporting victims and preventing victimisation. |
| Chief Constable's Professional Development Review |  | The PCC and CC met on 7th October 2024 to discuss the CC's performance and his focus for the ensuing year. A report was received by the PCC in December 2024 detailing evidence relating to the Chief Constable's performance in relation to the objectives set upon appointment. New objectives for the CC aligned to the new Police and Crime Plan priorities are to be set in due course. |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Inform PCC's decision in respect of the precept |  | The precept for 2025/2026 was considered by the Police and Crime Panel in January 2025 and was unanimously supported. This was the culmination of detailed work that was undertaken throughout 2024/2025 including discussions with the Police and Crime Panel and subsequent meetings with the Police and Crime Panel's Precept Sub-Group. Work will continue during 2025/2026 on the precept for 2026/2027. |
| Setting of Medium-term financial plan |  | The MTFP for 2025/26-2029/30 has been published and work will commence in July to progress the MTFP for 2026/27. |
| Funding of capital programme to provide force with appropriate assets to deliver effective policing services |  | The Capital programme has been revised to reflect the requirements on the Force and documented within the MTFP. Detailed work has continued to further develop the longer term (10 year) capital programme which forms part of the MTFP, Capital Strategy and Treasury Management Strategy. The MTFP was considered by the Police & Crime Panel and supported by members. |

**17e) Appoint the Chief Constable**

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| Action Required | RAG | Quarter 4 Progress Update |
| Appointment of Chief Constable |  | The Chief Constable was appointed in December 2021. |

**17f) Remove the Chief Constable**

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| Action Required | RAG | Quarter 4 Progress Update |
| Follow process set out in Part 2 of Schedule 8 to the 2011 Act and regulations made under Section 50 of the Police Act 1996(a) | N/A | N/A |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Ensure the delivery of Value for Money |  | Responsibilities and arrangements for striving for Value for Money are embedded throughout the Corporate Governance Framework with both Internal and External Audit seeking assurance that appropriate arrangements are in place to secure economy, efficiency and effectiveness in the both the PCC's and CC's use of resources with the Finance and Strategy Board overseeing arrangements. The CFO continues to participate in a number of Force governance meetings that routinely consider aspects of Value for Money and progress of arrangements is reported to Policing Board and Joint Audit Committee on a regular basis. Business case templates have been standardised to include benefits to support scrutiny and the appropriate boards. |
| Statutory compliance of estates ensuring fit for purpose for operational use |  | The Estates and HSE team continue to carry out structured joint monthly assessments of statutory compliance ensuring that high compliance standards result. This is an independent mechanism continues to provide the reporting of compliance to the governance OEG/SEG and Health and Safety Board meetings. Good monthly monitoring continues, with a slight drop due to PAT Testing and Air Conditioning planned testing and maintenance, both have robust mitigating actions and corrective plans in place on any remedials identified to closure, no escalation required and service provision is being managed in a structured and methodical manner. |
| Explore opportunities to reduce environmental impact |  | Sustainability Steering Group  The Sustainability Steering Group is becoming a board, with the TOR to be agreed at its next meeting. The Strategic Estates Group and the Strategic Fleet Management Group, will report to this board as well as the newly formed Sustainability Working Group. The Sustainability Working Group members include the departmental leaders and their sustainability champions, who will be responsible to develop and report on the progress of the three sustainability documents (Annual Balance Carbon Documents(ABCD), Self-Evidence Assessment Report (SEAR), Adaptation Decarbonisation Action Plan Tracker (ADAPT)) as outline in the Sustainability & Decarbonisation Strategy.  All Wales TIAA Audit  The audit has been completed and Dyfed-Powys Police was awarded Reasonable. We were set 3 important, 6 routine and 2 operational actions, which we are working towards. Work against these can been seen in our key deliverable outcomes and key focus points below.  Key deliverables outcomes in the last period include:  • The Sustainability & Decarbonisation strategy has been published.  • Agreed aligned governance and accountability throughout the force with the setup of the Sustainability Working Group who will report to the Sustainability Steering Board.  • The cost of decarbonisation has been added to the decarbonisation trackers.  • A structured sustainability communication plan has been implemented.  • The sustainability champion programme, is recruiting sustainability champions across teams and divisions.  • Newtown LED Lighting project has completed during the period providing improved energy performance and lighting levels across the building  • Electrical Vehicle Charging Point project has completed installations at Burry Port, Haverfordwest, and Cardigan in the period, this is in addition to the HQ, Aberystwyth, Haverfordwest & Newtown VMUs workshop fault finding charging units installed in year  • Cardigan station has been upgraded by our inhouse team to have presence detection LED lighting installed through the main station, providing lower carbon footprint and energy consumption  Key focus for the next period is:  • To complete establishing baseline data and share in ABCDs with Sustainability Working Group.  • To apply for suitable available sustainability & decarbonisation funding opportunities.  • To develop resources and apply to become an IEMA trainer in line with the three-tier sustainability training plan as outlined within the Sustainability & Decarbonisation Strategy.  • To develop and publish a Dyfed-Powys Police Sustainability Travel Plan  • For departmental leaders to complete a Sustainability Self-Evidence Assessment Report.  • To complete departmental Adaptable Decarbonisation Action Plan Trackers to give an estimated cost of meeting phase one of decarbonising the force.  • Newtown Custody new Heating system will be all electricity and is nearing completion  • HQ Solar Farm Project is progressing with Planning & Design/Tender stage. Site works anticipated Dec’25 – end March’26 with site ecology assessments, final design, and planning statutory consultation being the main focus in the next period  • Rhayader (LED/Heating & Elec) - Design in progress. Site work scheduled 30.5.25 - 26.6.25  • Building Energy Efficiency Improvements - Currently at Tender stage for the provision of extensive heating controls and environmental measurement across multiple sites to reduce demand and carbon footprint. Site works currently scheduled for 5.5.25 - 6.6.25  • Collaboration with MAWWF on six sites which will mean that we reduce our carbon footprint significantly at these towns and share the Carbon footprint with the Fire service for these locations. The inefficient Oil and Gas heated former police stations will be sold in due course.  • New all electric heated bases at Pembroke Dock and Fishguard are at planning change of use stage, if approved this will reduce our carbon footprint at these bases will significantly reduce from the current consumption levels. |
| Explore and maximise external funding opportunities |  | Invoices and accrual values have been received for Quarter 4 across all three Home Office external grant funds received by this office – Safer Streets 5, Serious Violence Duty and ASB Hotspot funding.  Work is currently underway to collate the progress update in readiness for the claim return deadline from 14th April onwards.  Whilst some underspend has been identified, the majority of expected activity has been delivered as per original proposals. Partners have either managed to secure lower costs and/or extenuating circumstances beyond their control has prevented delivery – regular updates have been provided at monthly board meetings and risks mitigated as much as possible.  Home Office confirmed during Quarter 4 that the Safer Streets programme will not be continuing into 2025/26. All partners updated and final board meeting held on 30th March.  The following Home Office funds are continuing into 2025/26:  Hotspot Action Fund - £1m  Serious Violence Duty Fund - £188,696.97  Applications have been submitted to the Home Office – grant contracts are expected to be received over the next few weeks. |
| Explore and maximise sponsorship initiative opportunities |  | OPCC continue to act as a member of the Shared Prosperity Fund Board for Ceredigion and Carmarthenshire Councils and contribute to discussions around community funding to improve the region.  Further funding has been announced for 2025/26 through the levelling up department. We will seek to support ad collaborate with Pembrokeshire and Powys with this activity from early 2025/26.  Work continues to seek support from other funding sources to add to our contact directory to share with funding applicants that do not meet the PCC funding conditions. This allows funding applicants to maximise their reach in seeking funding from a wide range of sources.  Funding from other sources have been shared with partners and networks during Q4. These include funding opportunities where the OPCC is ineligible to apply but may benefit community groups.  Meetings held with partners to explore collaborative activity to support community groups with funding and/ or support to develop their organisations. Following the success of this meeting, further work to seek opportunity with other finance institutions is planned for early 2025/26. |
| Implement and maintain a risk register to identify and mitigate risks to the OPCC and force |  | Risks continue to be reported to the Joint Audit Committee on a quarterly basis and at Senior Management Team on a fortnightly basis. Dialogue continues with the Force representatives responsible for risk to ensure the most up to date information is included on the risk registers. During Quarter 4 the Joint Audit Committee have challenged TIAA the internal auditors to ensure that they are considering the corporate risk registers and specific risks when undertaking reviews. |
| Utilise training and development plans for all OPCC staff |  | Staff continue to utilise appropriate and relevant training opportunities that have been identified via training plans. Work has been undertaken internally in relation to training needs in order to feed into the budget setting requirements for 25/26 |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Explore collaboration opportunities in accordance with the Policing Vision for Wales |  | Inaugural meeting of the PCC's Police Collaborations Oversight Board took place in January 2025, which provides opportunity for joint scrutiny and oversight of the performance of collaborations affecting police forces in Wales and an opportunity to explore opportunities in accordance with the Policing Vision for Wales. All 4 PCCs have agreed to include a 'shared vision' declaration in their individual Police and Crime Plans where they commit to working cohesively to explore opportunities to enhance Policing in Wales. |
| Explore collaboration opportunities with other partners |  | The Funding and Project Forum/Group in collaboration with the Police Force was launched in September 2024.  Monthly meetings are progressing well with cross department leads working together to better understand perspectives and needs to support with developing proposals to meet expected standards. Projects and funding proposals received are being directed swiftly to the appropriate route with advice and guidance provided to progress appropriately.  Meetings held with Natwest representatives to explore collaborative activity to support community groups with funding and/ or support to develop their organisations. Following the success of this meeting, further work to seek opportunity with other finance institutions is planned for early 2025/26.  Further meetings held with West Wales Sport partnership and their information shared across the network.  This relationship will develop further into 2025/26 including the newly formed Mid Wales Sport partnership that was established in January 2025. |
| There are formal governance arrangements in place to scrutinise collaboration agreements |  | Inaugural meeting of the PCC's Police Collaborations Oversight Board took place in January 2025, which provides opportunity for joint scrutiny and oversight of the performance of collaborations affecting police forces in Wales. It will focus on ensuring collaborations are providing value for money and demonstrable benefits for the people of Wales, working to achieve the Vision for Policing in Wales. |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Working with the Force to develop and implement our joint Strategic Equality Plan; meeting the objectives within |  | Strategic Equality Plan Update  We will be working on the joint Strategic Equality Plan Progress report in Quarter 1 of 2025-26. |
| Development and implementation of OPCC Engagement and Communication Strategy and action plan, and Social Media Policy and Strategy incorporating providing opportunities for local communities to inform and influence decision making and proactively promoting the work of the PCC and CC |  | **Community Engagement Days and Events**  Several Engagement Events were held and attended by the PCC and OPCC representatives during Q4. In January, he visited Pembrokeshire College to meet with learners during their focus week. It was a chance for them to ask the PCC any questions they had in relation to his role as a Police and Crime Commissioner. He also met with one of the OPCC’s Youth Ambassadors, who is also a learner at the college, along with his peers of the Learner Executive Group. The learners were able to speak openly and honestly to the PCC, expressing their concerns and raising issues that they felt needed to be brought to his attention. The PCC asked them to think of ways that these issues could be improved in the college from a policing point of view and these ideas could then be fed back to us by our Youth Ambassador, who will represent his peer group. The Commissioner also met with a local PCSO who facilitated a meeting with Milford Haven Youth Outreach workers, funded by the Home Office’s Safer Streets Initiative, as well as Housing Officers from Pembrokeshire County Council.  February’s Community Engagement Day was held in Carmarthenshire, where the PCC met with Carmarthen NPPT team, discussing local issues and operational concerns at that current time. He then was asked attend an interview by Barod Media, a commercial film making team which a part of Carmarthenshire People First, an independent charity promoting independent advocacy, support and training for adults with learning disabilities. This interview was based on Hate Crime, where the Commissioner was asked a series of questions relating to this crime type. Later in the day he held an Open Day in HQ for Premier League Kicks, where a few youths attended to meet with different departments in the Force such as the FCC, Career Opportunities and Employability. Three of our Youth Ambassadors also attended to provide a short input on the Youth Ambassador Scheme, explaining their roles and the different projects they have worked on over the last few months. The aim of this engagement was to give the youths of PL Kicks an insight in to the different career paths that can be taken when joining the Police Force.  The second Public meeting and Community Surgery was held during March’s Community Engagement, this time based in Brecon. The PCC firstly met with the ESOL, English Speakers of Other Languages group in the NPTC College, along with two of Brecon’s Neighbourhood Policing and Prevention Team officers. The purpose of this visit was to explain the role of a Commissioner, and also to gather the learners thoughts and views on living in the community, asking how safe do they feel in Brecon and if there are any local concerns they feel need to be addressed. It was also a great way for the learners to meet with their local police officers, and to learn the best way to contact the police if the service was ever needed. As most learners in the group did not speak fluent English, it was explained to them that they can report online, or use a language line where a translator will be able to assist them in reporting any incidents. The PCC also met with a few team members from Pobl, to get an understanding from them on the issues they are currently facing in Powys. They expressed how well the NPPT work together with them, and how they are greatly appreciated in the town.  The afternoon of the Engagement Day consisted of a meeting with the School Council of Crickhowell High School, where the PCC met with a group of young people to discuss their work, local issues they have and ways in which we can collaborate with them in the future. He then met with local town councillors of Crickhowell, along with Senior officer representatives from Dyfed Powys Police to discuss the recent news of the police station closures and how this will affect the local community. The day ended with a Public Meeting in the Guildhall in Brecon, where it was a chance for members of the public to attend to speak with the PCC and Dyfed Powys Police representatives, ask questions or address local concerns.  **Youth Engagement Forum Summary**  The Youth Ambassadors have been involved in several different engagements over the last few months. They were invited to attend HQ to deliver an input to visitors from Premier League Kicks, explaining their roles and responsibilities as Ambassadors, and detailing the range of projects they have been involved with in the last year. They were enthusiastic about their roles and promoted the Scheme to fellow youth visitors, engaging with them and answering any questions they had.  They have also been involved in their first Youth Scrutiny Panel with Chief Inspector Shaun Bowen, following on from their initial conversation in Q3. PS David Hawksworth led the first session in February, where the Ambassadors had to provide feedback on Stop and Search and Use of Force incidents from Dyfed Powys Police officers’ Body Worn Video footage. This was a great session with PS Hawksworth praising the Ambassadors for their willingness and enthusiasm to learn more.  The Youth Ambassadors were also asked if they would be interested in attending a Stalking and Young People in Wales Workshop. This was a request from The University of South Wales, Calan DVS and South Wales Police, who were looking to speak to young people in Wales aged 16-24 about their views and understanding of stalking in all kinds of relationships.  They have also been invited to become a member of the new Select Committee within the OPCC, where they will get to hold the Chief Constable to account, along with involvement of key partners, providers, and stakeholders to provide evidence and information contributing to the scrutiny process and to demonstrate their delivery of complementary services. We have received a few expressions of interest and are in the process of preparing for the first meeting which will be held in May.  The Youth Ambassadors are also involved in helping with the upcoming Youth Open Day in HQ, hosted by the PCC. The aim of this event is for young people aged 6th form and above, to gain a deeper understanding on the day-to-day workings of a Police Force, while learning about the different career opportunities it offers.  **Victim Engagement Forum**  The Victim Engagement Forum is soon to be undergoing a recruitment drive, where we are seeking more members to share their experiences and journeys in the Criminal Justice System with us. We are also considering changing the name of the Forum, as feedback from a recent session with a Lived Experience Group with New Pathways in January, suggested that the term victim made individuals feel vulnerable and weak. They proposed using the term “survivor” which represents strength and overcoming hardship. It has been decided that a survey will be soon circulated to all members of the Victim Engagement Forum on their thoughts and views on this, encouraging them to share their ideas on other names to call the Forum.  Work is also being undertaken in relation to a new Victim-Survivor Advocate Network, which will be an extension to the Victim Engagement Forum, also engaging with partners and service users. This will likely be commencing next quarter after the recruitment campaign had taken place and a new name for the Forum has been decided.  **St David’s Day Conference**  On the 4th of March, we held the 9th St David’s Day Conference, with this year’s conference focusing on Evidence-Based Policing, bringing together experts and professionals to discuss the latest research and best practices in policing.  The conference, which has become a key event in the policing calendar, focused on evidence-based strategies to improve public safety and policing effectiveness. Attendees heard from leading academics, practitioners, and policymakers, sharing insights on innovative approaches to crime prevention, community engagement, and law enforcement.  With over 100 individuals attending in person, and further numbers joining online, the conference agenda covered a range of critical topics, as well as shining a light on the opportunities and challenges in adopting evidence-based policing.  **Police and Crime Plan**  On 13th of February, we held an event with key stakeholders at UWTSD in Carmarthen to launch the new Police and Crime Plan for 2025-2029. The event provided an opportunity to outline the priorities that will guide the Commissioner’s work over the next five years and explore how collaborative efforts can help achieve the plan’s goals. Over 60 individuals were in attendance at the event, with the discussions focusing on strengthening partnerships and ensuring a joined-up approach to tackling crime, supporting victims, and delivering justice across Dyfed-Powys.  The Plan is available to download from our website, along with 4 short videos that have been produced to give an overview of the plan and its priorities.  **Precept**  Following the confirmation of the police precept for 2025-26 following a meeting of the Police and Crime Panel in January, we have been liaising with all four Local Authorities to ensure details of the precept is included within Tax Council notices delivered to residents and business. We have now also published a precept notice leaflet which is available to download on our website, that explains how the Force plan to spend their 2025-26 budget, and where the additional funding raised through the precept will be spent. This has also been shared wider with stakeholders and on social media to ensure the details is accessible to all. |
| Respond to community concerns in a timely manner |  | During this period there were 2 accelerated Misconduct Hearings and 1 Misconduct Hearing is still in progress.  There was a peak in correspondence relating to "police estate concerns" which was in relation to closure of police station in Crickhowell and Pembrokeshire.  23% of correspondence related to PSD matters which would be in relation to ongoing complaints or a request for a new complaint to be made.  10.2% of correspondence were concerns in relation to vetting regarding timeliness of responses towards GBS checks. At the time of receipt of correspondence they were directed to the vetting department for an update/response. The increase in concerns has been added to the OPCC Assurance workplan for monitoring. |
| Engage residents in contributing to assurance and scrutiny activity |  | During this quarter, 1 Independent Custody Visitor (ICV) was awaiting their vetting. For the Animal Welfare Scheme (AWS) there were currently 5 new volunteers subject to vetting. 1 new QAP member received their induction training. Applications were received for the ICV and AWS scheme and the applicants are awaiting their interview's.  The OPCC are continuing with the recruitment drive for all volunteer schemes. Scheme managers are working alongside the OPCC engagement team to produce social media material and engage with the communities to educate and promote the schemes  84% of ICV members are active with 16% on a break  100% of the QAP members are active  100% of the AWS members are active  A total of 39 ICV visits were carried out during this quarter. Most frequent concerns raised by the ICV's included disability access ,repairs, staffing issues and delivery of food stocks. It is noted that the health care provisions in custody has improved with the introduction of the new provider.  11 AWS visits were conducted with 11 dogs being observed. No concerns were raised as a result of these visits. |
| Provide effective and accessible services for victims and vulnerable people |  | MOJ reporting due at end of April for year-end. Template received and distributed to providers in readiness for completion. Scrutiny points built into diaries to ensure sign off and submission to MOJ.  No complaints received by PCC regarding service providers. Complaints process forms part of annual audit cycle for commissioned services.  Core questions regarding how services will be made accessible from a number of perspectives including geographical, physical, language, diversity, equality and ability are contained within the procurement template and form part of the scored submission. We also ensure that these questions are incorporated into tender processes run by partners where we are a joint investor. Providers are now required to undertake annual equality monitoring assessments alongside narrative reporting; this will be in addition to the data required by MOJ.  MOJ will be procuring 2 victim surveys, one cross-system feedback and one open access for those who did not report their crimes. No timeline for when the procurement will commence, but it will take a year until survey goes live after procurement. Victim sample sets will be taken from all police forces and Crown Prosecution Service. Further updates are awaited. |

**17j) Hold Chief Constable to account for the exercise of the functions of the office of Chief Constable and those under his direction and control**

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| Action Required | RAG | Quarter 4 Progress Update |
| As detailed in 17c | N/A | N/A |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Publish information in accordance with the Elected Local Bodies Order |  | Work has continued on the website as further improvements are made with the layout of the information ensuring that it is up to date and is accessible and functional. Reviewing mechanisms are in place and reported to SMT to ensure progress is achieved on areas needing attention. |
| Publish information in an accessible and easy to reach format |  | The Transparency Quality Mark obtained in previous years evidences the quality of the information available on the website and the ease of accessibility to everyone.  The regular monitoring of the website ensures that it remains accessible to all. This will continue in the future as it is expected with a change of Government there will be monitoring of website compliance of all Police and Crime Commissioner websites. |
| Publish information in accordance with the Welsh Language Standards |  | All published information is routinely translated as business as usual prior to anything being published, ensuring that at all times both English and Welsh are treated the same. |
| Proactively promote and raise awareness of Commissioned Services |  | Website content recently reviewed and updated where required. Link to the OPCC services section of website is included within Victim Information Packs. Individual service performance and overview documents for 23/24 outcomes have now been uploaded to website. Working with Engagement team to produce animated film clip to raise awareness of commissioned services amongst public and internally with Force.  PCC Engagement team are linked into the press teams within all commissioned services and have established a working group to jointly share social media and press articles. Press articles included:  Victim Support Announced as New Service Provider for Dyfed-Powys Victims  Consultation ongoing in relation to the new Victim Service name.  All contracts contain standard requirement for promotion of services. Service implementation meetings include a focus on communications plans during implementation and at commencement of service in liaison with OPCC and Force comms where appropriate. Commissioned services are required to acknowledge PCC /MOJ funding source in all publicity and materials. Providers are required to undertake equality assessments and provide evidence of awareness raising activity amongst all communities. This will help us to inform any specific areas of focus required for future service plans. |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Quarterly attendance at Police and Crime Panel meetings |  | The Police and Crime Commissioner and relevant officers attend all Police and Crime Panel meetings as required. Regular discussions are maintained between the Chief Executive and Panel's key officer to ensure members received relevant and timely information. |
| Provision of documentation to Police and Crime Panel as per their requests |  | The Police and Crime Commissioner and relevant officers attend all Police and Crime Panel meetings as required. Regular discussions are maintained between the Chief Executive and Panel's key officer to ensure members receive relevant and timely information. Work currently ongoing to develop a Forward Work Programme for 2025/26. |
| Regular liaison between OPCC and PCP in support of discharging statutory duties |  | The Police and Crime Commissioner and relevant officers attend all Police and Crime Panel meetings as required. Regular discussions are maintained between the Chief Executive and Panel's principal officer to ensure members receive relevant and timely information. |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Prepare and issue an annual report to the Panel on the PCC's delivery against the objectives set within the Plan |  | Work has commenced on the 2024/2025 Annual Report and will be presented to committee during 2025/2026 |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Handling of complaints against the Chief Constable |  | During this period 1 complaint was received against the Chief Constable. The complaint did not meet the threshold to be referred to the IOPC.  The complainant exercised their right for a review to the IOPC which was not upheld. |
| Ensure systems and processes are in place in readiness for the PCC's increased roles in complaints as outlined in Police and Crime Act 2017 |  | During this period 10 new reviews were received. 1 of the reviews were upheld with recommendations provided to the Force which were accepted. 8 reviews were not upheld however oversight was identified in relation to timeliness of the complaint being handled and occasions where 28 days updates were not being provided. |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Development and annual review of Corporate Governance Framework |  | A revised Corporate Governance Framework has been developed. The Framework has been considered by the Joint Audit Committee and was agreed at Policing Board on 31st March 2025. |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Handling of information in accordance with Data Protection legislation |  | As a corporation sole the OPCC are subject to and responsible for Freedom of Information (FOI) requests. There were 13 FOI requests received during the period and the OPCC held information for 7 of the. The requests were in relation to, Trade Union Representation, Riots Compensation, AI Readiness, Firearms Licensing, Chief Constable Complaints, Expenditure and the PCC as a corporate entity. All  The remainder of requests were in relation to operational matters and the requester was referred to the Force.  There were no Subject Access Requests received during the period. |

**20a) Delivery of community safety and crime reduction**

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| Action Required | RAG | Quarter 4 Progress Update |
| Development and implementation of a Governance Framework for Commissioning and Partnerships |  | Commissioning strategy in place which replaces previous documents. Available on new PCC website. Strategy currently under review for Term 4.  The scrutiny of commissioned services and recipients of Commissioner’s funding is incorporated within the overall OPCC governance structure. The proposed select committee approach provides an opportunity for commissioned service providers to contribute. This can be two-fold in terms of contributing evidence and challenge as appropriate but also to present the context and performance of their service delivery ensuring that this is woven into Force and partners workstreams. The Commissioning team are working closely with Policy to contribute to the first select committee focussed on children and young people transition cohort.  Commissioned service performance and highlight reporting now incorporated as agenda item in new Strategic Performance Board.  Contracts register in place and reviewed for Term 4, alongside evaluation and audit plan for future of all commissioned services. Regular meetings between Director of Commissioning & Partnerships and Head of Procurement. 3 procurement exercises concluded with 1 outstanding for 24/25.  All partnership contacts including CSP managers were invited to consultation events in September 2024. Partners invited to a launch event 13th February with workshops to agree multiagency projects contributing to all strategies.  Assurance team are working with Commissioning and Partnerships Support officer to review sexual violence services. This includes dip sampling by Quality Assurance Panel and review of impact of service using cost of crime comparison. This will provide a framework for measuring other services.  Value for money evidence submitted via APCC for round 2 of the spending review. This includes work on missing young people and sexual violence services, as well as infographics demonstrating outcomes delivered by services.  LCJB priorities and delivery plan aligned to Criminal Justice in Wales priorities. 2024/25 delivery plan signed off, reflecting local priorities such as Community Payback alongside national work on VCOP, domestic abuse attrition etc. LCJB members invited to launch event on 13th February with a specific workshop focus on the future delivery plan. 25/26 delivery plan now in draft, with further conversations with partners scheduled to ensure inclusion of any appropriate cross-organisational strategic priorities. |
| Commissioning of services in support of community safety and crime reduction |  | MOJ victims grant is match funded by PCC core funding. Total grant for 24/25 is £1,411,634 of a total £2.74m commissioning budget. Therefore the PCC provides approximately 49% of funding for services. This is noted in MOJ returns where match funding is reported to Ministers. Confirmation received in December 2024 that the ring fenced VAWDASV grants will continue at present level for 25/26. Core victims grant reduced by 4.2% resulting in real time reduction of £25,422. PCC will work to ensure this does not affect front line services.  Quarterly meetings are diarised between YOPS managers, CSP managers and OPCC representatives. Policy officers represent OPCC on all Youth Offending Management Boards and Community Safety Partnerships across the Force area. Youth justice is the main focus at present of Criminal Justice in Wales and the LCJB. CSP representative and Area Planning Board representative are members of LCJB leading on prevention work. Work continues with CSP and YOPS partners to deliver Serious Violence duty, in particular developing interventions under the delivery plan.  January meeting with CSP managers included launch of the new Police and Crime Plan, information sharing plans, Op Florida - substance misuse workers attending knock the door events with Neighbourhood Policing and Prevention Teams to identify those on the periphery of criminal activity and offer a route into treatment, road safety issues in Powys and prevention work across all areas.  January meeting with YOPS managers included concerns re the lack of senior lead role within DPP For youth justice, also recognised in the latest inspection of Pembrokeshire, and the delays experienced in referrals to Police and inconsistency in outcomes being applied. YOPS managers due to submit business case to PCC for continued funding from April 2025 for period of 3 years.  MOJ grant T&Cs are met with compliance recorded and endorsed by CFO for grant returns. Grant agreements and contracts with providers ensure that appropriate T&Cs are met. Audit schedule includes checks on compliance.  Provision of Restorative Justine (RJ) is statutory function for HMPPS, who work with victim services to identify and contact victims as appropriate. The offer of RJ is a victim's right under the Victims' Code of Practice. Force lead provided update to LCJB in March 2025; RJ still being used effectively within youth justice services but not being routinely offered to adult victims within DPP. The Chief Inspector has met with national NPCC lead to seek best practice, with other comparable Forces and the Restorative Justice Council. Chief Inspector to provide report and recommendations to Ch Supt, including financial requirements, training, system changes etc.  All partnership contacts, including CSP managers, were invited to consultation events in September 2024. Partners invited to launch event 13th February with workshops to agree multi-agency projects contributing to all strategies. |

**20b) Community Safety Partnerships**

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| Action Required | RAG | Quarter 4 Progress Update |
| N/A in Wales | N/A | N/A |

**20c) Crime and disorder reduction grants**

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| Action Required | RAG | Quarter 4 Progress Update |
| Development and implementation of a framework for the provision of crime and disorder grants |  | Work has been completed to update the funding application form in line with the new Police and Crime Plan. This will be assessed in Quarter 4 by senior leaders.  Financial scrutiny sections for larger grant bids has been included in the application form which consist of a request for financial statements and the completion of a due diligence questionnaire.  Match funding element of the application is being reviewed and decisions are expected in Quarter 1 2025/26. |
| Provision of crime and disorder reduction grants within 2024/2025 |  | During Quarter 4, 2 new funding and/or donation applications have been approved with a requested value of £20,185.15.  18 funding enquiries have been received during Quarter 4, some are being progressed and we are awaiting funding applications. Those that are not eligible for PCC grant have been informed and advice provided on other grant funding sources to support with their activities. |
| Evaluation of crime and disorder reduction grants to determine social return on investment |  | As part of the review of the funding application from to align with the new Police and Crime Plan, advice was sought from Procurement and Sustainability leads to review and refresh content.  One small change was made to ensure applicants understand their social value and sustainability questions and allow them to provide robust responses that can be fully assessed against the scoring process.  If funding is awarded, the social value and sustainability information contained within their application form features as an integral element of evaluation and monitoring schedules of the grant contract. This is assessed as per grant timelines and specific to the arrangement with the applicant. |

**20d) Collaboration agreements**

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| Action Required | RAG | Quarter 4 Progress Update |
| As detailed in 17h | N/A | N/A |

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

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| Action Required | RAG | Quarter 4 Progress Update |
| Monitor the performance of all commissioned services, ensuring they are fit for purpose and provide value for money |  | Quarter 3 review meetings all held. A review of all services has been undertaken with regard to budget uplift to reflect recent NI and cost of living increases. Where services have been recommissioned, this has been factored in and for any others, a proportionate uplift has been agreed by the Chief Finance Officer.  Annual audit includes review of timeliness and positive progress against KPIs. Reports received on time for Quarter 3, with Quarter 4 reports due after year end.  PCC continues to visit appropriate services as part of Community Engagement Days. 26.03.2025 PCC visited Pobl in Brecon. Extending an invite for Victim Support to attend our Youth Open Day in April.  The scrutiny of Commissioner’s funding is incorporated within the overall OPCC governance structure. The proposed select committee approach provides an opportunity for commissioned service providers to contribute. This can be two fold in terms of contributing evidence and challenge as appropriate but also to present the context and performance of their service delivery ensuring that this is woven into the Force and partners workstreams. The Commissioning team are working closely with Policy to contribute to the first select committee focussed on children and young people transition cohort. |
| PCC's contribution to the All Wales Criminal Justice agenda |  | Key highlights in recent report include cultural awareness training delivered by BAWSO under Serious Violence Duty funding, 25 years of Multi Agency Public Protection Arrangements (MAPPA) communication and review update including focus on housing as key offender priority need, positive progress with the expansion of the Integrated Offender Management housing project in Carmarthenshire and Pembrokeshire and Community Payback local projects.  LCJB meeting held March 2025. Focus on People Who Offend, with key updates on Community Payback, MAPPA, criminogenic needs of offending cohorts, Integrated Offender Management, Restorative Justice and female offending. Many of these will feature as priority actions within the new 25/26 delivery plan. |
| PCC's national portfolio responsibilities |  | The National portfolios have been reviewed and the Commissioner sits on the following Boards:  • All Wales Criminal Justice Board  • Policing in Wales (Chair)  • National Police Air Service Board  • Safer Communities Programme Board  • Single Unified Safeguarding Board with Welsh Government  • National Rural Crime Network  • Chair of Mid and West Wales Living Wage Steering Group  Specific lead areas have been agreed between the 4 Police and Crime Commissioners in Wales. PCC Llywelyn will lead on the following portfolios:  • Performance, Data and Academic Research  • Children and Young People (including Youth Justice)  • Communities and Partnerships (including Neighbourhood Policing and PCSO’s)  • Workforce Issues and Ethical Standards  • Operational Oversight (Collaboration Board, Roads Policing, NPAS and JFU Platinum)  • Finance, Budgets and Procurement |