



Police and Crime
Commissioner for Dyfed-Powys

Dyfed Powys

Quarter 2 2025/26 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 Q2 of the financial year 2025/26 (July, August and September 2025)

RAG status comparison

This Quarter has seen the change in performance of a number of actions, 6 actions have changed from Green to Amber and 3 have changed from Amber to Green. The amendments are explained below:

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

PCC's decision in respect of the precept – this moves to amber as work is continuing to prepare for the 2026/2027 precept

Setting of Medium Term Financial Plan – this moved to amber as work continues in setting the budget for 2026/2027.

Funding of the Capital Programme – this moves to amber as work continues in setting the budget for 2026/2027.

Explore Collaboration opportunities with other partners – this moves to amber as work progresses to refresh the Projects and Funding Group.

Publish information in accordance with Elected Bodies Order – This moves to amber as further work is required on the website to introduce a search function.

Handling of information in accordance with Data Protection legislation – this has moved to amber due to the fact that one FOI was responded to out of time. Learning has been taken from this and new measures have been implanted to ensure this does not occur again.

This Quarter has seen progress achieved with 3 actions moving from Amber to Green. The amendment is explained below:

Appointment of the Chief Constable – this moves to green following the appointment of a new Chief Constable.

Chief Constable's Professional Development Review – this moves to green as the Chief Constable's appointment letter contains specific priorities for his first 12 months in office.

Annual Report – this moves to green following the publication of the 2024/2025 annual report.

Summary:

Of the 50 action areas:

	Qtr 4	Qtr 4	Qtr 1	Qtr 1	Qtr 2	Qtr 2
Red	0	0%	0	0%	0	0%
Amber	6	12%	8	16%	10	20%
Green	44	90%	42	84%	40	80%

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

Action Required	RAG	Quarter 1 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 Police and Crime 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		4-year OPCC Business Plan developed which focuses on key themes from the Police and Crime Plan. This is to be reviewed on an annual basis and individual annual objectives are in place which align with the Business Plan.
Review the Police and Crime Plan to ensure it remains fit for purpose		Police and Crime Plan and Business Plan is reviewed on an annual basis to ensure they remain fit for purpose.

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

Action Required	RAG	Quarter 1 Progress Update
There are formal governance arrangements in place to support effective scrutiny		Governance arrangements are embedding. The establishment of a performance framework for the new Police and Crime Plan supports a more focussed approach to the Strategic Performance Board. The first Select Committee is being progressed, with a focus 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 and published.
Establish a risk-based, forward-looking schedule of activity to support improvements in Force performance		The OPCC aim to draft the scrutiny panels' 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 Force to obtain responses 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		During this period, the Out of Courts Resolution (OOCR) panel, Quality Assurance Panel (QAP), independent Custody Visiting Panel (ICV) & Problem Orientated Policing (PoP) scrutiny panels all met. The OOCR panel reviewed cases of Stalking and Harassment cases. 15 cases in total were looked, 7 Adult and 8 Youth. The panel further raised their concerns of the inconsistent and inappropriate use of Youth Restorative Disposals across Dyfed Powys. An action was taken for the OPCC and panel representatives to discuss the concerns with the newly appointed child centered policing lead for DPP. The next meeting will be held in December and will focus on Firearms cases for adults, and sexual offences for child cases.

Two QAP meetings took place in July and September.

The 30th of July meeting focused on the Force Communication Centre and the quality of 101 and 999 calls. Members were satisfied that all the calls that were considered were handled with a calm approach that would have put the callers at ease particularly during difficult situations. Although feedback was provided by the Panel noted that periods of silence that could have been explained to the caller. The 25th of September meeting reviewed a selection of incidents involving victims of Rape and Serious Sexual Assault Offences (RASSO). Overall, the panel deemed that officers were victim led and were professional although feedback was provided for officers not to rely on notes, as it may be portrayed as 'robot like'.

The ICV panel met on the 17th of July to review the quarter 1 statistics. The panel were advised that 41 visits had been undertaken and out 131 detainees in custody at the time of visits 16 detainees were observed and 11 visited.

Some key issues discussed concerned staffing issues across all custodies. The feedback from ICVs indicated that the staffing pressures are having an impact on operational matters, resourcing facilities and duration of transporting detainees. This is being closely monitored by the OPCC and is a focus for the quarterly meeting taking place on 16th of October.

Issues were raised in relation to the timeliness of repairs which facilitated a meeting between custody and estates staff in September 2025 that agreed to reinforce the process for recording estates issues and provision of follow up information.

The new Problem Orientated Policing (PoP) scrutiny panel met in June and September and considered 4 active POP plans during the meetings. The panel members consider the information contained within the plans and offer comments on areas of good practice and where they felt there could be some improvements. The comments made by the panel are then included on the POP Plan system as

		independent assurance for the plan owner to consider. It is the intention to consider two new plans at every bi-monthly meeting and consider the progress made against those plans previously considered.
Oversight and implementation of external inspectorate's recommendations		1/1 responses published: 1. Joint child protection inspection of abuse and neglect in Pembrokeshire. Published 26/06/25. PCC comment due 21/08/25, published 17/07/25.

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

Action Required	RAG	Quarter 1 Progress Update
Development of a performance framework and structure that allows a greater understanding of the Police and Crime Plan outcomes		A further Strategic Performance Board was held in July, where Dyfed-Powys Police provided an annual report on progress against the core metrics of the Performance Framework. Work is underway to track the detailed data provided and work towards identifying a suitable way to publicise overall performance of the Service.
There are formal governance arrangements in place to hold the Chief Constable to account for the performance of officers and staff		Formal governance arrangements are in place to hold the Chief Constable to account for the performance of officers and staff via Policing Board and the Strategic Performance Board.
Chief Constable's Professional Development Review		In the Chief Constable's letter of appointment, the Police and Crime Commissioner as set the following as priorities for the CC in his first 12 months in office: • Build an efficient Chief Officer and senior leadership team that is motivated, committed, diverse and equipped with the skills, knowledge and confidence to deliver a high quality, continually improving and efficient service that is based on best practice. • Ensure structures, resources and skills are in place to deliver an effective operating model for the rural communities of Dyfed-Powys.

		• Deliver the priorities set in my Police and Crime Plan, taking into account the agreed performance framework as well as the standards set out by HMICFRS and the College of Policing. • Ensure the focus on neighbourhood policing and prevention is maintained, and that the impact of the additional funding for the frontline is felt by all of our communities.
--	--	--

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

Action Required	RAG	Quarter 1 Progress Update
Inform PCC's decision in respect of the precept		Work continues on the budget requirement for 2026/2027 within the force and departmental budget pressures and savings plans are being collated as part of the Planning and Assurance Cycle process (PAC). Meetings have been diarised with the Force and Police and Crime Panel's Precept Sub-group over the coming months and a finance seminar has been arranged for the end of November.
Setting of Medium-term financial plan (MTFP)		Work is progressing on the MTFP for 2026/2027 in readiness for discussion with the Commissioner in October 2025.
Funding of capital programme to provide force with appropriate assets to deliver effective policing services		The Capital requirements are being reviewed and updated by the Force and will be reflected in the budget proposal which will be presented to the Commissioner in October 2025.

17e) Appoint the Chief Constable

Action Required	RAG	Quarter 1 Progress Update
Appointment of Chief Constable		The Police and Crime Commissioner presented Ifan Charles as his preferred candidate to the Police and Crime Panel on the 7th October 2025. The Panel confirmed the appointment and Ifan Charles was appointed substantively into the role of Chief Constable with immediate effect.

17f) Remove the Chief Constable

Action Required	RAG	Quarter 1 Progress Update
Follow process set out in Part 2 of Schedule 8 to the 2011 Act and regulations made under Section 50 of the Police Act 1996(a)	N/A	N/A

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

Action Required	RAG	Quarter 1 Progress Update
Ensure the delivery of Value for Money		As well as the embedded governance arrangements detailed within the Corporate Governance Framework, the Service Improvement Unit continue to strengthen the governance arrangements in evidencing benefits of investment by developing a tracker to capture all projects and benefit analysis. Improvements to business cases and scrutiny via the projects and funding group provide oversight to business change and investment prior to consideration at the Change and Transformation board.
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.

Explore opportunities to reduce environmental impact		The Sustainability Steering Board continues to operate under the chair of Director of Finance and continues to prioritise key initiatives and strategies to achieve Net Zero by 2050, with education and awareness around sustainability being a key priority to develop the need to decarbonise and for the workforce to understand where and how they can support the Force with its sustainability commitments. The Sustainability Officer continues to work with departmental managers and champions to increase awareness and to also develop training packages across the force and welcomes the new appointment of the Sustainability Intern. Key deliverables outcomes in the last period include: • An additional 26 people have been on the Pathway to NetZero 2 day course, with 96% of departments having had at least one representative having done this course. • 60% of departments have completed their Self-Evidence Assessment Report (SEAR) for Sustainability. • 73% of departments now have an appointed Sustainability Champion. • A Biodiversity Improvement Group (B.I.G.) has been established to develop and lead on Biodiversity projects across the force. • Our Baseline year (2019/20) and 2023/24 Carbon Footprint has been calculated from revenue and capital spend analysis. • The Dyfed-Powys Police Scope 1 and Scope 2 Carbon footprint has been calculated from tier 3 data from 2019/20 to 2023/24, giving our 2023/24 footprint as 9.14M kgCO₂e. • Carbon Footsteps - an in house modular sustainability training package has been launched with month monthly learning promoted through DPPi2 comms.

- HQ Solar Farm Project full planning application lodged, determination date extended by planning Authority from 26th September to 3rd October, tender returns received by Project team and currently being analysed
- Rhayader (LED/Heating & Elec) – Tender recommendation awarded; preferred supplier vetting continues allowing delivery in next period
- Building Energy Efficiency Improvements – Works concluding and at commissioning phase on the following sites for the installation of IoT Lorawan sensors on all radiators and key heating system assets, allowing virtual monitoring and control of boiler function and radiators/temperature by room via the Building Management System. (Aberystwyth, Newtown, Lampeter, Pembrey, HQ Smaller Buildings, Carmarthen, Llanelli NPT). Ammanford is phase 2 of the project and at final design and tender stage.
- Collaboration with MAWWF on five sites completed and one site to follow. Significant reduction in Carbon footprint and shared working environments.
- HQ SCC and Aberystwyth LED Lighting installation projects at final design stage, initial cost estimates currently being reviewed
- Haverfordwest Police Station (Excl Custody) Heating and Hot Water system improvement project, presented to governance and approved. The new future proofed Heat distribution system will have greater efficiency and control by room and linked via the BMS complimenting the IoT Lorawan project objectives. It also will apply point of use hot water.
- LED lighting installed throughout at Cardigan station
- Participation in the All Wales CHARGE tender project, for the delivery of a consistent hardware/software and installation solution across all Welsh Police forces

	Key focus for the next period include: • The carbon footprint to be calculated for financial year 2024/25 • Carbon footprint data to be run through the SBTi • To continue to develop departmental Adaptable Decarbonisation Action Plan Trackers • Collaborating with Powys PSB to support developing a climate resilient action plan for Powys • Sustainable living guides to be developed for all staff • Biodiversity project programme by key location to be re-energised • HQ Solar Farm Project Planning Application determination extended by planning Authority to 3rd December, tender returns currently being assessed for presentation on 10th October at Strategic Estates Group for Governance scrutiny • Conclusion of Building Efficiency project with training and formal handover and tender return and presentation of phase 2 Ammanford for heating controls and point of use hot water • Rhayader (LED/Heating & Elec) delivery and completion of scheme • Delivery of one further Fire collaboration site • Delivery of new Pembroke Dock base • Delivery/commencement of the Haverfordwest Police Station heating project which will span from October into the new year • Mobilisation of the Charge EV Project provider services across the DPP estate • Works with Fleet on mid-term EV charging infrastructure strategy
--	---

Explore and maximise external funding opportunities		The following Home Office funds have been secured via grant contracts for 2025/26. Hotspot Action Fund - £1m Approximately 50% allocated to Dyfed Powys Police – the remainder allocated to Carmarthenshire CC, Ceredigion CC and Pembrokeshire CC. Powys CC were encouraged to submit proposals but did not so for this round of funding. Serious Violence Duty Fund - £188,696.97 15 interventions agreed by Serious Violence Duty (SVD) partnership board during early Q2, and approval received from the Home Office to utilise identified underspend in the labour budget to maximise coverage across the non-labour budget (intervention costs). Whilst the OPCC are the fund holders, the decision making on approving the SV Duty proposals is the responsibility of the SVD partnership board which contains Statutory agencies that are obliged to deliver the SVD within their organisation and across the region. Application for funding through Hywel Dda Health Board has proved successful (through their unallocated underspend – complex needs budget). £10,000 is being allocated to the IOM Housing project that supports released offenders with complex needs to be reintegrated into society. The complex needs of the tenants include substance misuse, health issues and lack of knowledge/ awareness on how to function appropriately in society. Whilst in the accommodation funded through the IOM Housing project, clients are provided with intensive support from a range of appropriate agencies to develop their life skills and manage living independently.
Explore and maximise sponsorship initiative opportunities		OPCC continue to act a member of the Shared Prosperity Fund Board for Ceredigion and Carmarthenshire Councils and contribute to

		discussions around community funding to improve the region. The Levelling Up department has agreed to provide further SPF to local authorities during 2025/26 for 12 months only. OPCC offer advice and guidance to these boards where appropriate to do so including sharing funding approaches to maximise alignment with both national guidance and local priorities. Research into other funding sources continues and are added to our contact directory. We have changed our approach and are sending this routinely to funding applicants to support them with identifying appropriate match funding for their activities. 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 Q2. These include funding opportunities where the OPCC is ineligible to apply but may benefit community groups. During Q2, 15 opportunities have been shared – this is both funding and training opportunities. Funding contact list has also been refreshed and discussions held to expand this further to include community councils and Police & Crime Panel members later in the year.
Implement and maintain a risk register to identify and mitigate risks to the OPCC and force		Risks continued to be considered by Senior Management Team on a fortnightly basis and Joint Audit Committee on a quarterly basis. The risks are monitored on a regular basis through discussions between staff within the OPCC and where a risk is on both the OPCC and DPP Force risk registers discussions are held with colleagues in the Force to ensure the information is current and updated.
Utilise training and development plans for all OPCC staff		Training plans are in place which are linked to individual DAP objectives

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

Action Required	RAG	Quarter 1 Progress Update
Explore collaboration opportunities in accordance with the Policing Vision for Wales		PCC's Police Collaborations Oversight Board now embedding into governance arrangements, 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 Projects and Funding Group is currently being reviewed and refreshed as a result of a change of personnel – this also aligns with the expected annual review of the board. This will be reintroduced with relevant updates and improvements during Q3. As a result of this review, no eforms nor force funding applications have been shared with OPCC during Q2. One of the grant opportunities shared with funding contacts at the end of Q2 provides scope for applicants to work with public sector bodies in collaborative approaches. This grant is being offered through the Welsh Government – Equality and Inclusion Grant streams, Public Bodies are ineligible to apply but can be included as a partners through third sector applications. Four organisations have expressed an interest in collaborating with OPCC – meeting have been arranged in mid-October to discuss and develop further as appropriate.
There are formal governance arrangements in place to scrutinise collaboration agreements		PCC's Police Collaborations Oversight Board now embedding into governance arrangements, 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.

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

Action Required	RAG	Quarter 1 Progress Update
Working with the Force to develop and implement our joint Strategic Equality Plan, meeting the objectives within		Our 2024-25 Strategic Equality Plan Progress Report has been published on our website which outlines work that has been carried out by both OPCC and DPP against the objectives set out in the Plan.
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		1. Community Engagement Days and Events Several Engagement Events were held and attended by the PCC and OPCC representatives during Q2. The Royal Welsh Agricultural Show was held in July where members of staff and volunteers in the OPCC attended each day to engage with members of the public and promote the work of the office. It was also a chance to promote several surveys which were ongoing such as a Youth Survey for the recent Select Committee work, Rural Crime Survey and a Public Perception Survey. The Pembrokeshire Show was held in August where the PCC and OPCC staff attended, again to engage with the public and promote the work of the office. This event was also supported by Youth Ambassadors and Volunteers. The PCC visited Llandrindod Wells in September where he met with the local Neighbourhood Policing Team and went on a short patrol through the town with two PCSO's to speak to local businesses where are a part of the SABB, Steal or Be Banned Scheme. He also met with partners and Commissioned Services such as Pobl and Calan DVS , as well as a meeting with the Mayor of Llandrindod Wells to discuss local issues and concerns. He later held a Community Surgery in the Hive in Llandrindod, where he had time allocated to meeting members of the public, community representatives

and county councillors who wished to speak with him.

A Community Engagement Day was organised in Pembrokeshire, where a Home Office official visited for the day to discuss the work that Dyfed Powys had been doing as part of the Safer Streets Summer Initiative. The PCC showed them around Tenby, where local Neighbourhood Policing Officers were present to explain recent ASB issues in the town. They later visited Greenhill High School to talk to students who had recently done work on creating a VAWDASV Sexual Harassment toolkit project which they were promoting to other schools in the country. The day ended by meeting with the Sgt and a few officers from the local Neighbourhood policing team in Haverfordwest to discuss recent events and operations that had taken place where good work was demonstrated successful outcomes achieved. An example of this was a recent E-Bike Planned operation in Pembroke Town, following a spate of Anti-social behaviour issues in the community.

2. Youth Ambassador & Engagement Forum Summary

The Youth Ambassadors have had the opportunity to support the OPCC by attending the summer events such as the RWS and Pembrokeshire Show, to help promote the work of the office, as well as promote and recruit to the Youth Ambassador Scheme.

They were also given the opportunity to be involved on the external stakeholder panel for the recent Chief Constable recruitment. Three Youth Ambassadors expressed an interest and were able to give their honest feedback throughout the recruitment and interview process.

One Youth Ambassador is very much still involved in the work of the Select Committee, being involved in the first hearing in July and regularly attending meetings to discuss the next steps moving forward over the next few months.

3. Victim-Survivor Engagement Network

Following the recent name change to The Victim-Survivor Engagement Network, a lot of promotion work has been done within the Communications Team during Q2 to advertise the changes made. These have been done through emailing partners, consulting with current members and social media posts. We have also been trying to promote the work of the Network and recruit more members by reaching out to contacts provided to us by ORS Victim Insights Survey. Each month we are given contacts of victims who have completed their survey and stated that they would like to hear more information about the Network.

Over the last few weeks, the V-SEN has been utilised by Dyfed Powys to seek feedback on a Victim Information Pack, where they have been given resources to look through and feedback their thoughts and suggestions to officers. This was well received, with positive feedback given to Dyfed Powys and only a few minor changes requested.

They have also been recently invited to attend an online session with Dyfed Powys Police who will demonstrate a new automatic email/text system which is being implemented in force to Victim-Survivors, to help keep them updated throughout their investigation journey. This is currently in the planning phase and will commence during Q3.

The Victim Survivor Engagement Network and Victim Survivor Advocate Network continue to be promoted in the quarterly LCJB Victim and Witness Subgroup meeting, where we encourage partners to utilise both networks for as many victim survivors' voices to be heard.

4. Victim-Survivor Advocate Network

Work has been undertaken in relation to the Victim-Survivor Advocate Network, which is an extension to the Victim Survivor Engagement Network, engaging with partners and service users. During Q2, partners and commissioned services have been consulted and

meetings have been arranged to explain the aims and objectives of the Advocate Network, and how we can all work together to improve services for victims. Partners have agreed to collaborating, and will share their quarterly monitoring reports, where we will be able to pick up themes and feed this in to each quarterly LCJB V+W Sub-Group meetings. This will commence in Q3 prior to the next meeting which is scheduled for November.

5. Annual Report

In July, the OPCC finalised and published the Annual Report for 2024-2025, marking the completion of the reporting year against the 2021-2025 Police and Crime Plan. The report was finalised on 18 July and made available both digitally via the OPCC website and in a limited number of printed copies for distribution.

To coincide with the publication a press release was issued to all media contacts, highlighting key achievements and challenges from the past year and reinforcing the PCC's ongoing commitment to transparency and accountability.

Letters were also issued to councillors, MPs, MSs and Senedd Members, signposting them to the report and encouraging engagement with the findings. The launch was supported by a coordinated social media campaign, with posts across the OPCC's platforms drawing attention to the publication and encouraging the public to read the report and learn more about the progress made against the PCC's priorities.

6. Chief Constable Recruitment

During the months of August and September the PCC with support from the OPCC undertook the formal process to recruit a new Chief Constable for Dyfed-Powys Police.

The recruitment process began on 25 July, when the advert was published online and shared both internally with staff and externally across policing and partner networks. A press release was issued and uploaded to the website, and the opportunity was promoted through social media channels, partner contacts and professional networks.

The process attracted five applicants reflecting strong national interest in the role. Shortlisting took place on 8 September, followed by formal interviews on 22 and 23 September.

The OPCC communications team led on all internal and external communications activity throughout the process, ensuring transparency and public awareness at each stage.

Following interviews, PCC Dafydd Llywelyn announced Ifan Charles as his preferred candidate on 23 September. The proposed appointment was subsequently considered by the Dyfed-Powys Police and Crime Panel during a confirmation hearing on 7 October. Ifan Charles was formally appointed as Chief Constable of Dyfed-Powys Police following that endorsement.

7. Campaigns Supported & Other Comms activity

This quarter saw a wide range of proactive communications and engagement activity from the OPCC, spanning public consultations, community events, national awareness campaigns, and strategic partnership work. Below is a summary of key campaigns delivered during the reporting period.

July

Solar Farm Proposal at HQ

In July, the PCC shared details of proposed solar farm project at Dyfed-Powys Police Headquarters in Carmarthen. The news article outlined the aims of the project, including improving energy, efficiency

and reducing carbon emissions, and invited the public to attend drop-in sessions to view the proposals and ask questions.

Celebrating Allyship and Inclusion

To highlight the OPCC'S commitment to equality, diversity and inclusion as outlined in the Strategic Equality Plan, members of the OPCC attended the annual LGBTQ+ Police Network. Head of Strategy and Policy, Claire Bryant, was awarded Gold Allyship status by the network, with the recognition reflecting both personal leadership and also the OPCC's wider efforts to create an inclusive workplace culture.

August

Youth Voice Engagement

In August, the OPCC launched a youth survey aimed at gathering views from young people across the Dyfed-Powys area on services and access to support. The engagement was designed to support the work of the Dyfed-Powys Select Committee, ensuring that voices of young people help shape scrutiny and future service provision and planning.

Public Engagement at the Royal Welsh Show

The OPCC took part in the 2025 Royal Welsh Show, showcasing volunteer schemes and promoting access to local services and support.

Live Consultations: Have your Say

Two key public surveys were launched in August, encouraging residents to share views on,

Policing priorities across the Dyfed-Powys area and Rural Crime concerns in collaboration with Aberystwyth university. Both surveys were extensively promoted via social media, events, posters and direct engagement including at the Royal Welsh and Pembrokeshire Show.

International Overdose Awareness Day

A short news piece was published to mark International Overdose Awareness Day, raising awareness of local support services and signposting to relevant resources.

Renaming the Victim-Survivor Engagement Network

The OPCC formally relaunched the Victim Survivor Engagement Network under a new name, with a 'New Name, Same Service,' message. The campaign highlighted the continuing support for victims and survivors of crime and promoted opportunities to join the network.

September:

Llandrindod Wells Community Surgery

A dedicated article promoted the upcoming community engagement opportunity with the PCC in Llandrindod Wells, inviting members of the public to attend and raise local issues.

Rural Crime Week 2025

As part of the national Rural Crime Week campaign, the PCC's office promoted local priorities and engagement opportunities with rural communities, highlighting the importance of giving countryside communities a voice.

999 Day/ Emergency Services Day

A message of thanks and tribute was issued to mark Emergency Services Day, acknowledging the vital work of frontline workers across the Dyfed-Powys area. A video was circulated on social media including the PCC and Temporary Chief Constable promoting the improvements made to the FCC.

Pembrokeshire Community Engagement Day

The PCC hosted a community engagement day in Pembrokeshire, meeting with residents, partners and local officers to listen to concerns and promote partnership working.

Launch of Dyfed-Powys Connects

		A major communication milestone this quarter was the launch of the Dyfed-Powys Connects, new interactive messaging platform developed with support from the Home Office.
Respond to community concerns in a timely manner		During this period there were 2 Misconduct Hearings due to take place, however one resulted in the panel having to recuse them from the hearing and the second had to be re-arranged to difficulty in receiving required material. During the period there were 108 community concerns raised of which there are 12 ongoing/open cases. 90% of cases were closed within 30 working days. 16% of correspondence were in relation to ongoing PSD Matters. There was a slight increase of in correspondence recorded under "Organisational Dissatisfaction" most of which were dissatisfied with the length of time taken to log and receive an acknowledgment for their complaints. Concerns regarding delays with complaints being considered is being addressed through the PSD Assurance Board for assurances to be provided regarding timeliness of responding to complaints.
Engage residents in contributing to assurance and scrutiny activity		During this quarter 3 new ICV's were appointed and are currently awaiting their induction training. There is also 1 new QAP who has cleared vetting, and their appointment is being progressed. 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. 72% of ICV members are active with 28% on a break. 100% of the QAP members are active.

Provide effective and accessible services for victims and vulnerable people	Mid-year return template has been shared by the MoJ. The data requirements have been shared with providers. Deadline for return is 31st October. Commissioning Support Officer attended MoJ data workshop to receive guidance on amendments to return for 2025/26. 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. VCOP compliance data is considered in detail at the LCJB Victim and Witness Sub-Group, with areas of concern and good practice escalated/reported to the LCJB. The Sub-Group's approach to compliance monitoring is developing, and the meetings are now more data focused. As previously updated, the Ministry of Justice are not due to publish their VCOP metrics until 2026. In the meantime, to ensure consistency in monitoring across the Welsh LCJBs, VCOP metrics have been agreed at an all-Wales level through the VCOP Sub-Group of the Victim and Witness Taskforce of the Criminal Justice Board for Wales. Data from DPP is presented at the LCJB Victim and Witness Sub-Group. DPP's Central Audit and Assurance team undertakes monthly dip sampling of the adequacy, efficiency, and effectiveness of the policing response. The activity focuses on ensuring that all organisational policies are being adhered to in all cases, VCOP is complied with and that high-quality investigations are being completed. The OPCC receives the quarterly strategic reports, and representatives
--	--

		attend DPP's performance meetings at which the report is considered. The OPCC is in the process of reviewing the all-Wales VCOP compliance metrics, against the data received from DPP, to identify VCOP rights not currently covered by compliance activity. Discussions are ongoing as to how the VCOP metrics can then be integrated into future scrutiny activity.
--	--	--

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

Action Required	RAG	Quarter 1 Progress Update
As detailed in 17c	N/A	N/A

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

Action Required	RAG	Quarter 1 Progress Update
Publish information in accordance with the Elected Local Bodies Order		The website continues to be utilised in its improved format. More staff within the Office now have access to upload information ensuring that the requirements of the Specified Information Order are met, and information is published in a timely manner. However, more work is required to further refine the website including adding a search function.
Publish information in an accessible and easy to reach format		The website is monitored internally on a regular basis to ensure that the information available is accessible to all. Work is required to refine the website including adding a search function.
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		Road Victim Support Service has been added to the Commissioned Services Page. Domestic Abuse Perpetrator service due to be added to Commissioning page. Awaiting Welsh translation. Commissioning Support Officer and Comms Officer have made some changes to the Commissioning page to make the data clearer for service users. PCC Engagement team are linked in to the press teams within all commissioned services and have established a working group to jointly share social media and press articles. 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.
--	--	--

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

Action Required	RAG	Quarter 1 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		A Forward Work Programme for 2025/26 is in place and all documentation requested are provided to the Panel in line with required timescales in advance of Panel meetings.

Regular liaison between OPCC and PCP in support of discharging statutory duties		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

Action Required	RAG	Quarter 1 Progress Update
Prepare and issue an annual report to the Panel on the PCC's delivery against the objectives set within the Plan		2024-25 Annual Report published in July 2025.

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

Action Required	RAG	Quarter 1 Progress Update
Handling of complaints against the Chief Constable		During this period 7 complaints were received against the Chief Constable. Two complaints were recorded and reviewed by the OPCC, but both were not upheld. The remaining 5 complaints did not meet the threshold to be formally recorded.
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 9 new reviews were received. 2 of the reviews were upheld with recommendations provided to the Force, which were accepted. 7 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

Action Required	RAG	Quarter 1 Progress Update
-----------------	-----	---------------------------

Development and annual review of Corporate Governance Framework		A revised Corporate Governance Framework has been developed and published.
---	--	--

19) Access to information, officers and staff

Action Required	RAG	Quarter 1 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 22 FOI requests during the period. The OPCC held the information for 11 of them, the Force 10 and there is one on hold whilst we await clarification on the information requested. The requests made to the OPCC were recorded under the following categories; Welsh Language, Contractual information, commissioned services, Estates, engagement and Scrutiny. During the period the OPCC received 1 request for an internal review due to a dissatisfaction with the original response. Due consideration was given to relevant legislation as well as any potential risks to disclosure, subsequently the information was disclosed. One response was provided out of time due to a staff oversight, there has been learning put in place for the staff member to ensure there is not repeated. During the period there were two Subject Access Requests received by the OPCC. The OPCC did not hold the information for one request however the second request was in relation to information from a personnel file and this was held by the OPCC.

20a) Delivery of community safety and crime reduction

Action Required	RAG	Quarter 1 Progress Update
Development and implementation of a Governance Framework for		Commissioning strategy in place which replaces previous documents. Available on new PCC website. Strategy currently under review for Term 4.

Commissioning and Partnerships		Commissioned services continue to report into Strategic Performance Board and Select Committee activity. July SPB received update on year-end performance stats for all services, also published on website. Additional performance of substance misuse services has been reported to Police and Crime Panel following query. Work ongoing to demonstrate social/economic impact of services, with activity currently focussed on sexual violence service. Deadline for reporting November 2025. 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. 5 procurement exercises concluded. Contracts register to be added to website. All partnerships contacts, including Community Safety Partnership managers, were invited to a consultation event in September 2024. Partners were invited to a launch event in February 2025 with workshops to agree multi-agency projects contributing to all strategies. All partners have had ongoing opportunity to feed into the planning and drafting process. The Policy team undertook a wide review of partner strategic plans during early stages of plan development. All contracts are aligned to PCP priorities. Previous review of apportionment of budget vs demand on DPP to be revisited in 25/26. Assurance team are working with Commissioning and Partnerships Support officer to review sexual violence services. This includes review of impact of service using cost of crime comparison. This will provide a framework for measuring other services. This piece of work is due for completion in November 2025.
Commissioning of services in support of community safety and crime reduction		There is a 12-month extension of funding for the Formula Based local commissioning of victims' support services via PCCs ('the Core victims fund'): amount of £582,885.32 to commission local victim

support services. The funding of £803,326.36 to commission local DA and SV victim support services has also been extended. This amount is committed for the financial period from 1 April 2025 to 31 March 2026.

MOJ victims grant is match funded by PCC core funding. Total grant for 25/26 is £1,386,211 of a total £2.92m commissioning budget. Therefore, the PCC provides approximately 52% of funding for services. This is noted in MOJ returns where match funding is reported to Ministers.

September meeting with CSP managers included update on the Serious Violence Duty and ASB Hotspot Action Fund interventions and funding. The PCC gave an update on the next steps of the Select Committee process which CSP managers contributed to via the Hearing.

July meeting with YOPS managers included an update from the PCC on the appointment of a Child Centred Policing lead within DPP, the Reachable Moments Pilot project in Custody, the prevention review undertaken by DPP and partners and the Select Committee process. Policing representation on management boards for youth offending teams was an area of focus once again. The PCC shared an insight to the Pre-court Diversion and Out of Court Disposal work being done on an all-Wales basis, including his Chairing role of the Steering group for monitoring progress. The Baroness Casey review findings were highlighted by the PCC, and his meeting with the Cabinet Secretary for Social Justice, Trefnydd and Chief Whip to discuss Youth Justice and strip searching of children. A further meeting was held for YOPS in September with OPCC and DPP to have updates on the projects the PCC had already highlighted in the quarterly meeting.

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.

		The report and accompanying action plan on restorative justice produced by the Chief Inspector was presented to the LCJB (Local Criminal Justice Board) at their meeting on the 3rd September. Board members considered both and were happy to endorse the action plan. A method of monitoring and reporting against these actions will now be required. Chief Supt is considering what structure is used to achieve this. The Chief Inspector has agreed to attend the next meeting in November to provide an update on progress. All partnership contacts, including CSP managers, were invited to consultation events in September 2024. Partners were invited to launch event 13th February with workshops to agree multi-agency projects contributing to all strategies. All partners have had ongoing opportunity to feed into the planning and drafting process. Policy team undertook wide review of partner strategic plans during early stages of plan development.
--	--	--

20b) Community Safety Partnerships

Action Required	RAG	Quarter 1 Progress Update
N/A in Wales	N/A	N/A

20c) Crime and disorder reduction grants

Action Required	RAG	Quarter 1 Progress Update
Development and implementation of a framework for the provision of crime and disorder grants		Funding application form and scoring matrix updated to encourage applicants to seek matching funding. Applicants will attract higher scores if they are able to demonstrate that they have secured match funding and/or are demonstrating that this is being explored.

		Application form also encourages applicants to seek support from other Statutory bodies where their activities better align with their responsibilities. Due diligence questionnaire also embedded into the application form for completion by applicants who have requested over £5,000 of funding. No further updates conducted in Q2. Further review to be considered in late Q3/ Q4.
Provision of crime and disorder reduction grants within 2025/2026		During quarter 1, 7 new funding and/or donation applications have been approved with a requested value of £63,831.00 17 funding enquiries have been received during Quarter 2, 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		Activity commenced in Q1 to consider improvements in capturing and presenting monitoring and evaluation data from grant recipients. Whilst this is a mandated feature of all OPCC grant contracts, the information is not received in a consistent way. Q2 review of utilising Microsoft forms to capture data requirements in a consistent format was deemed not appropriate. Advice and guidance is also being sought from an experienced Analyst on how best to capture this information and present in an easy-read format for reporting purposes. Due to other priorities, this has not progressed further during Q2, however plans are underway to capture this in a more consistent format during Q3.

20d) Collaboration agreements

Action Required	RAG	Quarter 1 Progress Update
As detailed in 17h	N/A	N/A

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

Action Required	RAG	Quarter 1 Progress Update
Monitor the performance of all commissioned services, ensuring they are fit for purpose and provide value for money		Q1 contract review meetings held and minuted. Few outstanding actions required from commissioned services, i.e. end of year financial statement. These are being finalised within the services and will be shared when completed. Awaiting Q2 performance reports. Annual audit includes review of timeliness and positive progress against KPIs. Reports received on time for Q1. Currently waiting for Q2 performance reports; due in the next few weeks. PCC has a planned visit with Calan/Dal I Godi on the 4th September 2025. Commissioning Support Officer and External Funding Manager are working with Engagement to ensure there are planned visits scheduled with the PCC. Meetings held monthly. PCC and a representative from the Offender Diversion Scheme were part of the Powys Community Engagement Day on the 9th September. Although not a commissioned service, PCC also visited service users of the women and baby refuge, also Powys. Commissioned services continue to report into Strategic Performance Board and Select Committee activity. July SPB received update on year-end performance stats for all services, also published on website. Additional performance of substance misuse services has been reported to Police and Crime Panel following query.

		Work ongoing to demonstrate social/economic impact of services, with activity currently focussed on sexual violence service. Deadline for reporting November 2025.
PCC's contribution to the All Wales Criminal Justice agenda		Key highlights in the recent report include updates from the Domestic Violence Oversight Board, Area Planning Boards, Serious Violence Duty, Youth Justice and Anti-Racism. The input on 'Reachable Moments' is a key pilot to be shared with the Criminal Justice Board for Wales. This pilot received funding from the PCC in May to take it forward with a 'go live' date of the end of September. Dyfed-Powys is leading the way on this new innovative provision. LCJB meeting was held on 3rd September 2025. The focus of the meeting was people who offend. Key updates were provided on the whole system approach, custody - including drug testing on arrest and the new pilot for advocacy for children (reachable moments), presentation on CARA (Cautioning and Relationship Abuse) - an intervention for first-time offenders of domestic abuse who have received a conditional caution as an alternative to prosecution. Dyfed-Powys is entering its third month of service. Referral volumes are currently low and therefore we are unable to assess the success yet, however it was agreed to add this as an agenda item to the Domestic Abuse Oversight Board to understand local referral rates and outcomes across Wales to share good practice and address any common challenges and restorative justice

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 • National Police Air Service Board • Safer Communities Programme Board • 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
---	--	--