



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

This document is available in Welsh as well as English.

Meeting:	Policing Board
Venue:	ACPO Conference Room
Date:	16th July 2026
Time:	13:30-15:30

Members:	- Police and Crime Commissioner, Dafydd Llywelyn (PCC) - Chief Constable, Ifan Charles (CC) - OPCC Chief Executive, Carys Morgans (CEX) - Director of Finance, Edwin Harries (DoF)
Also Present:	- Equality Diversity and Welsh Language Manager, Teleri Williams (TW)* - Equality Diversity and Welsh Language Officer, Ffion Williams (FfW)** - OPCC Head of Communications and Engagement, Gruff Ifan (GI)*** - Staff Officer, Detective Inspector Samantha Gregory (SG) - OPCC Executive Support Officer, Sophie Morgan (SM)
Apologies	OPCC Chief Finance Officer, Nicola Davies (CFO)

* Equality Diversity and Welsh Language Manager, Teleri Williams (TW) attended for agenda item 3a.

** Equality Diversity and Welsh Language Officer, Ffion Williams (FfW) attended for agenda item 3a.

*** OPCC Head of Communications and Engagement, Gruff Ifan (GI) attended for agenda item 3a.

1. Apologies and Introductions

The PCC welcomed all to the meeting and the minutes from the previous meeting were agreed as a true and accurate record. Apologies were received from CFO Nicola Davies, due to annual leave.

2. Update on actions from previous meetings

Action No.	Action Summary	Update
PB 128	Force to provide a reassurance paper around recruitment in Powys - to conduct a POP plan to address challenge of attracting local student officer candidates in North Powys, particularly Montgomeryshire.	Completed Force Memo provided
PB 129	Force to reach out and network with Mid & West Wales Fire & Rescue Occupational Health lead to ascertain how they are addressing	Completed Force Memo provided

	the UK shortage of OH clinicians and whether any opportunities to collaborate.	
PB 130	Force to complete an evaluation of the Projects and Funding Group.	Completed Force Memo provided
PB 131	Force to complete and evaluation and review of the Change Management training programme.	Completed Force Memo provided
PB 132	The Force to explore the benefits of re-introducing the Llywio project.	In Progress Force Memo provided

3. Focus Topic: Questions for the Chief Constable

The Equality Diversity and Welsh Language Manager and the Equality Diversity and Welsh Language Officer provided a Welsh language presentation to the Board in response to the questions posed by the PCC to the CC.

- How does the Force assess and assure that Welsh-language services are consistently available at the first point of contact (including 101, online reporting, custody, victim support, and neighbourhood policing)? What performance data, audits, or user feedback are used to evidence this?
- What proportion of frontline officers and staff are currently able to provide services in Welsh, at both basic and fluent levels? What targets, timelines, and recruitment or training strategies are in place to increase this capacity?
- Has the Force been subject to any investigations, compliance notices, or interventions by the Welsh Language Commissioner in the past 12 months? If so, what were the key findings, and what measurable progress has been made in addressing

Across the Force, 766 individuals have stated that they are able to communicate in Welsh to Level 3+, this is 33% of the overall workforce.

32% of officers, 35% of staff and 31% of PCSOs have stated that they are able to communicate in Welsh to Level 3+. An improvement has been made into the recording of Welsh language skills, with only a very small number of officers and staff left to declare their skills. A request was previously made to IT to include the Welsh language as part of the EDI Asset Tracking feature; however, this was declined.

An issue frequently raised and discussed in the Iaith ar Waith meetings are the number of staff showing as Level 0, and how this can be managed effectively.

An e-mail has recently been sent to all staff and officers showing as level 0 / no level, reminding them of the requirement to achieve a minimum of Level 1. A number of replies confirmed that the issue is at least in part due to individuals not updating their levels on myTrent after completing courses. This is further compounded by the fact that the DAP and myTrent do not interact, meaning that individuals may be updating their levels on their DAP annually, but this is not being reflected accurately in the figures we receive via myTrent.

The highest number of Welsh speakers was at Headquarters.

The dispersal of Welsh speaking officers across the Force largely represents local communities (as of the 2021 census), with areas such as Pembrokeshire and Powys having lower levels than Carmarthenshire and Ceredigion.

The Board discussed the ongoing work of the Welsh language trainer and the internal and external training available to officers and staff regarding the Welsh language.

Work is ongoing to create a HYDRA exercise focusing on the use of the language as well as application of the Standards, which is due to be launched for new Officer and PCSO recruits this October. Exercises will vary and will be tailored to speakers of all levels, to ensure that everyone is able to partake, contribute, and learn from this experience.

The data and performance of the FCC and Online Reporting are both monitored and discussed during the quarterly Iaith ar Waith meetings.

Over the last year, the FCC has recruited 23 new members of staff with 8 of these being Welsh speakers. This has raised the number of Welsh speakers within the FCC to 46, which is 38% of the workforce within the FCC.

The Board discussed the number of calls received by the FCC over the last 18 months in Welsh and English, and the abandonment rate of calls. The FCC have recently amended their call weightings (the priority given to different call queues). All Welsh 101 calls, (i.e. new incidents, requests for updates, and advice/guidance) have now been given a higher weighting than English 101 calls and are second only to 999 calls. This means that any Welsh call will route to a bilingual operator before an English call.

The Welsh language trainer is currently working on building a training package for Welsh speaking call handlers, as lack of preparation in dealing with Welsh language calls has been repeatedly flagged as an issue for FCC staff, hindering their confidence in answering the Welsh calls. It is hoped that this will be in place for the October intake.

Regarding Single Online Home, from the 1st January to the 21st June 2026, 32 forms have been completed in Welsh via the website compared with 16, 387 English forms.

4,821 views were made to the Force's Welsh language website page compared with 412,182 to the English language page.

Since June 2025, the Force has received 2 complaints from the Welsh Language Commissioners Office. The Board discussed these complaints and how the Force had addressed the concerns leading to the complaints.

The most recent external audit of services was conducted by TIAA and published in 2023. Their overall assessment of the force was given as 'Reasonable Assurance'.

A sample of ten Standards were selected for review across the Policy Making, Operational, Service Delivery and Record Keeping classes of Standard. Testing of the force's compliance with the Standards selected was undertaken and evidence was provided to demonstrate the force's compliance. No issues were noted.

The Board discussed the current Welsh Language strategy in place by the Force which runs from 2024-2027, and the Force updated that they had met the aims outlined within the current strategy.

The Board discussed the need for the Force to develop a new Welsh language strategy from 2027 onwards. It discussed the need for the new strategy to be linked to a performance framework to measure success and map across the relevant boards within the Force to ensure oversight and delivery. The PCC suggested that the new Welsh Language strategy be launched on the 1st March 2027 to coincide with St David's Day.

Action: - Force to develop a Welsh Language Strategy and Framework for 2027 onwards. Performance Framework should be mapped across relevant boards to support delivery. This is to be led by the Director of People and Organisation Development.

4. For Noting

a) Chief Constable's Update

A Chief Constable update was provided to the Board detailing incidents and operations that had occurred since the last meeting. The report included updates on good policing work including the major incidents in Carmarthenshire and Powys.

The CC raised that the Force had received HMICFRS performance level notification and Police Activity survey results. It was agreed that both reports would be presented to the PCC at Policing Board in September 2026.

Action: - Force to share HMICFRS performance level notification and recommendation report at the Policing Board meeting in September 2026.

Activity- Force to present the Police Activity Survey results at Policing Board in September 2026.

b) Police and Crime Commissioner's Update

The PCC provided a brief update on his activities and meetings that took place since the last Policing Board, including a Community Engagement Day in Ammanford and Brecon, hosting of a Road Safety Roundtable and attendance with other Welsh PCC at the Welsh Affairs Select Committee where he provided evidence on the Reform proposals from a Welsh perspective.

c) Finance Update

A finance report was provided to the Board summarising the latest expected out-turn position for the current financial year – 2026/7 - based on spending up to 30th June 2026. The projected outturn for 2026/7 as at June was coming in very close to the budget, with a slight overspend of £4k currently being projected for the year.

The budget set for 2026/7 assumed a pay increase of 3% from September for officers and staff. These projections are based on 3% in line with the budget baseline. The Government have recently announced that the pay award for officers of all ranks from September 2026 will be 3.5%.

There is a concern over the 2026/7 forecast at this stage. Projected overspends in Police Officer Pay (£1.2m) and Police Officer Overtime (£0.6m) are being reported based on the current spend. Despite being over budget in terms of officer pay, an analysis of officer overtime incurred against budget split by business area confirms that overtime relating to staff shortages was £69k for the first two months of the year. The overtime monitoring group will be discussing this position and will be monitoring it closely going forward with a view to minimising the overspend. It needs to be recognised however that operational pressures, and significant local or national incidents can affect the position materially.

Projected overspends in Police Officer pay and overtime are likely to be offset by underspends in Police Staff Pay (£1.7m) due to vacant posts and the slippage time for filling posts. There is a pressure of £0.3m in fuel costs due to price increases, which is being covered by a transfer from reserves in 2026/7.

Undertaking projections at this early part of the financial year is always challenging and the uncertain outlook in terms of summer demand, pay awards, funding as well as inflation and interest rate movements linked to a fluid geopolitical situation globally makes this particularly challenging in this financial

year. An enhanced level of budget monitoring and costs control will be implemented over the remainder of the year through normal governance and finance business partnering meetings with a view to ensuring that the budget comes in on target.

d) Data Protection Impact Assessment (DPIA) Update

An update paper was provided to the Board from the Information Manager regarding the Data Protection Impact Assessment (DPIA) process.

The Information Manager/Data Protection Officer has been in discussions with Collaboration Wales and other Welsh Data Protection Officers (DPO's) and has provided a Force response to consultation in respect to an all-Wales DPIA template. Alongside this a new Force template was developed by the Senior Manager – Governance & Change. This template has been sent to Collaboration Wales and the other DPO's from the Welsh Forces with a request that they consider whether the template can be used across the Welsh Forces for both collaboration projects and individual Force use. Responses are awaited, the Force Information Manager/Data Protection Officer has a meeting with Collaboration Wales and the Welsh DPO's on the 16 July where the matter will be raised.

The Data Protection Team have been in discussion with ICT with the view to creating an electronic version of the proposed Force template. Regular meetings are held between the Data Protection Team, ICT and the Departmental Review Team. ICT have indicated they will be able to progress with an electronic solution once an all-Wales decision is agreed. If it is agreed the Force will share the electronic version with the other Welsh Forces and consideration can be made to sharing nationally through DPO contacts, if that is agreeable to the Force. The longer aim continues to be a link between the Information Asset Register (IAR), the Record of Processing Activities (ROPA) and the Compliance Audit programme to the DPIA process.

The DPIA process continues to be under review by the Departmental Review Team with a view to submitting a process re-design proposal to the Data Protection Team at a workshop on the 28 July.

DCC DPIA prioritisation meetings continue to be held monthly. The DCC prioritisation list has been reviewed and updated, following this a total of 14 files are classed as a priority. This work includes not only DPIA's but also eg Data Processing Contracts (legally required), Contracts, security questionnaires etc all linked to the relevant DPIA's.

The Force Data Protection Advisor sits on the Projects & Funding Group and the Digital Ideas Assessment Group (DIAG) which allows for early advice being provided around data protection requirements such as the requirement for DPIA's where necessary.

The Force is to be subject of a Data Protection and GDPR Collaborative (Gwent & SWP) internal audit (TIAA) in early August. The scope of the audit will cover

DPIA's and the review of automated processes and how they have reduced any duplication.

e) Prevention, Intervention and Engagement Update

The Board received an update paper regarding the Prevention, Intervention and Engagement: Children and Young People workstream.

The report contained updates regarding recruitment for the Police Youth Prevention officers' roles and the further education outreach officer roles.

f) Force Operating Model

The expansion of the remit of DAVRU, beyond the initial Carmarthenshire pilot, to Force wide implementation was fully delivered in October 2024. In 2025, Bangor University were commissioned to undertake an academic, and victim-centric, review of the function. The 'mid-point interim findings' update is anticipated to be returned to the Force soon, with the full review expected by October 2026. This 'mid-point review' will support a more Force-centric evaluation which began on 13 April 2026 following the approval of a terms of reference by Senior Sponsors on 9 April.

An evaluation is scheduled to evaluate the changes implemented within the FCC throughout the life of the Force Review and Force Operating Programmes. Whilst the terms of reference have yet to be agreed, it is likely that the following areas will be subject to evaluation:

- PCC funded resourcing uplift
- Rota change
- Omnicompetence

This review is scheduled to begin on 1 August 2026 and conclude on 30 September 2026.

5. Any Other Business

a) CC's response to HMICFRS Report-An inspection of the Southern Wales regional response to serious and organised crime

The PCC was grateful to the CC for the response to the report and that the PCC response would be shared with the Force and published in due course.

b) Welsh Affairs Committee

The PCC raised with the CC that during the Welsh Affairs Committee hearing Henry Tufnell MP for Mid and South Pembrokeshire posed a question to the PCC regarding the level of violence against women and girls in Pembrokeshire.

So that the CC could provide an appropriate response to the MP, the CC requested that further clarification is requested from the office of Henry Tufnell MP regarding clarification of where information has come from.

Action: - OPCC to request further information from the office of Henry Tufnell MP regarding clarification of where information has come from.

Action No.	Action Summary from meeting 16/07/2026	To be progressed by
PB 133	Force to develop a Welsh Language Strategy and Framework for 2027 onwards. Performance Framework should be mapped across relevant boards to support delivery. This is to be led by the Director of People and Organisation Development.	Force
PB 134	Force to share HMICFRS performance level notification and recommendation report at the Policing Board meeting in September 2026.	Force
PB 135	Force to present the Police Activity Survey results at Policing Board in September 2026.	Force
PB 136	OPCC to request further information from the office of Henry Tufnell MP regarding clarification of where information has come from.	OPCC

CLOSE