

FOI Ref: OPCC 12 - 2025

Request: Dated 16th July 2025

Request

Bore Da,

Any views from the PCC or Temp. CC regarding the Byd ar Bedwar programme?

Well done for the courage of Carys Phillips and others who made a stand, made statements or made bad apple inputs and blew the whistle on the Sexist & Misogynist, he was allowed to operate as a result of poor and failed leadership.

I am bitterly disappointed with Dyfed Powys Police, do you still have an Ethics Committee? Do you still have a Culture Group apparently led by HR, what have you done with the issues that came out of the so called culture sessions that PSD ran in 2022?

What action has been taken against the others that Carys has referred to on the programme?

How easy is it for those good folks in DPP to challenge upwards? Nigh on impossible so what has actually changed?

Any force awards gone to junior officers for challenging upwards?

When are you getting HMICFRS in to look at your culture?

How many Peer Reviews have been done on Departments and functions?



Stay in denial and the problems will continue, you need to get to the Root Cause of the problem!!

What are the ONS figures on Trust & Confidence in Dyfed-Powys Police incidentally?

Good people that cared too much like Carys left the organisation!!

I want to know what Dafydd is doing please?

Too many people have had their heads buried in the sand for too long regarding the culture in Dyfed-Powys Police.

I have concern that there is little to no action.

I was involved on the periphery of this enquiry as a witness; there were others named in the investigation which Carys Phillips has eluded to.

What is the truth please?

Has Dafydd and Dyfed-Powys Police not signed up to the Hillsborough agreement?

From a previous e mail to you why did it take 3 years to investigate Gary Davies?

Ifan Charles the Temp Chief said on Byd ar Bedwar that lessons have been learnt, a typical nonsensical corporate response, please tell me in detail what lessons have been learnt?

The PCC needs to act on behalf of the public that is why he was elected, he needs to make a statement.

I look forward to hearing from the PCC.

This is a response under the Freedom of Information Act 2000 and disclosed in July 2025

Response

We can confirm that we hold some of the information which you have requested. Where we do not have the information advice is provided on the next steps.

1. Any views from the PCC or Temp. CC regarding the Byd ar Bedwar programme?

Whilst no official statements have been released from the Police and Crime Commissioner (PCC) following the Byd ar Bedwar programme, a joint statement was published on the 4th of April 2025 following the Misconduct Hearing of former Police Superintendent Gary Davies. Within the statement the Commissioner stated:

“The public rightly expects the highest standards from those who serve in policing. Former Superintendent Gary Davies actions fell short of these expectations, and their dismissal reflects our commitment to integrity, professionalism, and public trust. There is no place in Dyfed-Powys Police for those who undermine these values.

I would like to thank current and former staff and officers who came forward to report this misconduct. I appreciate that this must have been incredibly difficult, but their courage has been vital in ensuring accountability and upholding the standards the public deserve.”

Then Deputy Chief Constable Ifan Charles, who was the Appropriate Authority for complaints and misconduct in Dyfed-Powys Police at the time of the hearing, stated:

“Dyfed-Powys Police expects the highest standards of professional behaviour from its officers and staff, both on and off duty – and even more so for its senior leadership team.

I apologise to the former and current staff and officers who were victimised by former Superintendent Gary Davies's inappropriate behaviour and thank them for their courage in reporting his misconduct.

We've heard the experiences of a number of colleagues and former colleagues over the past two weeks, the majority of whom are women who suffered from his misogynistic behaviour during the course of their duties.

They are role models, and I thank them for the integrity and courage they have shown in this difficult and unacceptable situation.

I appreciate this case is shocking, and it may cause concern to the public. I would like to reassure you that swift action was taken to suspend former Superintendent Gary Davies once allegations were made, and that the case has been treated with utmost seriousness.

The outcome of today's hearing is reflective of this approach, and I hope reassures the public that Dyfed-Powys Police will do all it can to maintain the high standards rightly expected of police officers and staff – particularly those in senior positions.

As a force, we will use all of the tools available to us to ensure the efficient and swift manner of dismissing those who should no longer hold the office of constable."

The full official statement can be found here: [Former police superintendent Gary Davies dismissed following gross misconduct hearing | Dyfed-Powys Police](#)

- 2. I am bitterly disappointed with Dyfed Powys Police, do you still have an Ethics Committee? Do you still have a Culture Group apparently led by HR, what have you done with the issues that came out of the so called culture sessions that PSD ran in 2022?**

Ethics committee- I would advise that the Office of the Police and Crime Commissioner (OPCC) and Dyfed Powys Police conducted an internal review of their Ethics committee in October 2024 following the launch of the new [Code of Ethics](#). The Ethics committee meets on a monthly basis and is chaired by an Independent Panel Member. Members includes representatives from the Force/OPCC and the [Independent Advisory Group](#) .

Culture group- I would advise that information on the Forces culture group is not held by the OPCC.

I would advise that a separate request is submitted directly to Dyfed Powys Police who may or may not hold information on their Culture group and what has been done with the issues that came out of the culture sessions that PSD ran in 2022.

3. What action has been taken against the others that Carys has referred to on the programme?

I would advise that this is not information held by the OPCC, I would advise that this request is submitted directly to Dyfed Powys Police who may or may not hold this information.

4. How easy is it for those good folks in DPP to challenge upwards? Nigh on impossible so what has actually changed?

The PCC holds monthly community engagement days across our Force area where he will also do Station visits to engage with frontline officers and staff. These are opportunities for staff and officers to raise any issues and concerns with the PCC. In addition, as part of the current Chief Constable Recruitment process the PCC is running an internal consultation to understand what staff and officers' views and experiences are of working with Dyfed-Powys Police. The consultation includes face to face engagement sessions such as Focus Groups, as well as an online anonymous survey. These listening and engagement activities that the PCC undertakes supports some of his assurance and scrutiny activity.

I would advise that a further request is made to Dyfed Powys Police to obtain their response as the OPCC does not hold this information.

5. Any force awards gone to junior officers for challenging upwards?

I would advise that this is not information held by the OPCC, I would advise that this request is submitted directly to Dyfed Powys Police who may or may not hold this information.

6. When are you getting HMICFRS in to look at your culture?

Culture will be considered through the PEEL 2025-27 Assessment Framework [PEEL assessment framework \(PAF\) 2025–2027 - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services](#) Dyfed-Powys Police's PEEL inspection is expected in 2026.

7. How many Peer Reviews have been done on Departments and functions?

I would advise that this is not information held by the OPCC, I would advise that this request is submitted directly to Dyfed Powys Police who may or may not hold this information.

8. What is the ONS figures on Trust & Confidence in Dyfed-Powys Police incidentally?

The Crime Survey for England and Wales data can be found here: [Crime in England and Wales: Annual supplementary tables - Office for National Statistics](#) which provides data on confidence in local police. Please note that this is not broken down to Force level data.

9. I want to know what Dafydd is doing please?

As previously mentioned in response to request number 4. The PCC regularly seeks assurance and questions the Force on action being taken to improve the culture within Dyfed Powys Police. This is detailed within the minutes of the Policing Board meetings that are available on our website here: [Dyfed-Powys Police & Crime Commissioner](#). Although I have noted below some key meetings where Culture had been discussed to assist you:

- 21st September 2023 – The PCC sought an update from the then Chief Constable on the action being taken to improve the culture within Dyfed-Powys Police. Assurance was sought on the following questions: *Aside from the webinars in autumn 2022, how has the Force assessed the perceptions of the culture within DPP, prior to undertaking any work to address it? What plans are in place to reassess? How can the Force evidence that feedback from independent panels, the Code of Ethics Committee, staff associations and the workforce is listened to and acted upon?* Professional Standards Department representatives attended the meeting and a discussion on culture, complaints and professional standards was held: <https://dppopcc.azurewebsites.net/media/2ujajy3j/210923-pb-minutes-eng.docx>
- 12th January 2024 – An action was taken to schedule a meeting to discuss the proposed culture activity. <https://dppopcc.azurewebsites.net/media/skakbr0y/pb-minutes-120124-final.docx>
- 14th March 2024 – An action was taken for the Chief Constable to ensure that the work on culture in Dyfed-Powys Police is captured and made available to the OPCC. <https://dppopcc.azurewebsites.net/media/nrjoof0q/2024-03-14-pb-minutes.docx>
- 11th April 2024 – Discussions held around capturing the Force's work relating to culture. Action taken for the "OPCC to consider the new People, Culture and Ethics Strategy (2024-28) in the preparation and planning of the new Police and Crime Plan 2025-2029" <https://dppopcc.azurewebsites.net/media/fucd0fbj/2024-04-11-pb-minutes.docx>
- 28th November 2024 – This meeting focused on IIP Survey & Focus Group Feedback and Action Plan update. <https://dppopcc.azurewebsites.net/media/d3wh4e4v/minutes-pb-2024-11-28-e.docx>

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- 31st March 2025 – This Policing Board meeting focused on the Forces People Culture & Ethics Strategy 2025-2029. Within the meeting the PCC questioned the then Chief Constable Dr Richard Lewis on whether the Force had given any consideration to the independent review of the culture within the Mid and West Wales Fire and Rescue Service (MWWFRS) and North Wales Fire and Rescue Service (NWFRS).
<https://dppopcc.azurewebsites.net/media/mgodhn5u/pb-minutes-25-03-31-e.pdf>
- 21st May 2025 – Further discussions held around the MWWFRS and NWFRS review on culture, and an action was taken for an “*update to be sought from the Director of People and Organisation Development regarding when the MAWWFRS and NWFRS Independent Culture Review report would be considered by HR leads and an update to be provided to Policing Board*”. [pb-minutes-25-05-21-eng.pdf](#)
- 17th June 2025 – Action update for the above, “*due to capacity within the team, this was not included in the May PC&E Board and the action has not yet been completed. LW will schedule for July’s PC&E Board and handle with Supt Phil Rowe.*” [pb-minutes-june25.pdf](#)

10. Has Dafydd and Dyfed-Powys Police not signed up to the Hillsborough agreement?

In relation to this request, we sought clarity from yourself in which you responded to on the 22nd of July confirming that you had meant the Duty of Candor.

I would advise that the Duty of Candor is contained within the [Code of Practice for Ethical Policing | College of Policing](#). This supports the new Code of Ethics which was launched in January 2024: [Code of Ethics | College of Policing](#). All officers, police staff and OPCC staff work in accordance with the 2024 Code of Ethics.

The PCCs' responsibility to hold the Chief Constable to account includes ethical behaviour and embedding the College of Policing Code of Ethics into the Force.

11. From a previous e mail to you why did it take 3 years to investigate Gary Davies?

We can confirm that we do hold this information. Dyfed-Powys Police provide the Office of the Police and Crime Commissioner with timeliness reports which are provided when the appropriate authority for dealing with the matter is the Chief Officer.

Below is an example of what a timeliness report may include:

Where a local investigation is not complete within 12 months, the appropriate authority must provide the following information, in writing, to the local policing body (where the appropriate authority is the chief officer and the IOPC):

- The date on which:
 - The complaint was made: or
 - The conduct matter or DSI matter to which the investigation relates came to the attention of the appropriate authority
- The date on which any notice of a severity assessment was given;
- The progress of the investigation;
- An estimate of when the report on the investigation will be submitted to the appropriate authority to IOPC as the case may ne:
- The reason for the length of time being taken to complete the investigation; and

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- A summary of planned steps to progress the investigation and bring it to a conclusion.

The 12 months starts from:

- The day on which the complaint was made; or
- The day on which the conduct matter or DSI matter to which the investigation relates came to the attention of the appropriate authority.

However, we have applied the following exemption to this question:

Section 41 – Confidentiality [List of exemptions | ICO](#)

- (1) *Information is exempt information if -*
- (a) *It was obtained by a public authority from any other person (including another public authority), and*
 - (b) *The disclosure of the information to the public (otherwise than under this Act) by the public authority holding it would constitute a breach of confidence actionable by that or any other person.*
- (2) *The duty to confirm or deny does not arise if, or to the extent that, the confirmation or denial that would have been given to comply with section 1(1)(a) would (apart from this Act) constitute an actionable breach of confidence.*

Additionally, the Commissioner holds a quarterly Professional Standards Department Assurance Board, which is Chaired by the Chief Executive. These meetings are attended by the Deputy Chief Constable, Chief Executive of the OPCC, Head of the Professional Standards Department (PSD), Senior Manager of PSD, Head of Assurance from the OPCC and a Quality-of-Service caseworker from the OPCC. The Professional Standards Assurance Board will:

1. Monitor and scrutinise the manner in which complaints and misconduct allegations are dealt with by Dyfed Powys Police with a view to satisfying itself that the arrangements and processes in place are appropriate and effective. Scrutiny is informed by an analysis report prepared by the Professional Standards Department specifically for the quarterly meeting.

This includes:

- A Force wide oversight of complaint, misconduct and performance issues
- Performance in the timeliness of complaints handling
- Anti-corruption data (to include data on reportable associations)
- Suspensions/restrictions
- The number of written communications issued by the Force under regulation 13 of the Police (Complaints and Misconduct) Regulations 2020 where an investigation has not been completed within a “relevant period”
- Specific cases of interest
- Matters referred to IOPC year to date
- Outcomes from any Misconduct meetings/hearings (to include learning which may come from it for the wider organisation).
- Assurance around the performance of vetting
- Further information which meets the requirements of [The Elected Local Policing Bodies \(Specified Information\) \(Amendment\) Order 2021 \(Appendix A\)](#).

12. Ifan Charles the Temp Chief said on Byd ar Bedwar that lessons have been learnt, a typical nonsensical corporate response, please tell me in detail what lessons have been learnt?

I would advise, similarly to the response provided under request number 9 that information on what lessons have been learnt, and what changes have been made have been discussed in Policing Board meetings.

Specifically, within the 21st of September 2023 Policing Board meeting the Commissioner sought an update from the then Chief Constable on the action being taken to improve the culture within Dyfed-Powys Police. You can read the full minutes from this meeting here: <https://dppopcc.azurewebsites.net/media/2ujajy3j/210923-pb-minutes-eng.docx>

I would advise that a request is submitted directly to Dyfed Powys Police who may or may not hold further information on what lessons have been learnt.

Next steps

In relation to questions 2,3,4,5,7,and 12 I would advise that a further request is submitted to Dyfed-Powys Police who may or may not hold the information. You can contact Dyfed-Powys Police to request a response by contacting their Freedom of Information Department directly via the following link [Make an FOI request to ask for information about the police | Dyfed-Powys Police](#). Or, alternatively with your consent I can forward on to Dyfed-Powys Police on your behalf. Please confirm this instruction within your response.

If you are dissatisfied with our response to your request, you have a right to an internal review conducted by someone who was not involved in the handling of your request. You can request a review by contacting our office through the following:

- Email: opcc@dyfed-powys.police.uk
- Phone: 01267 226440
- Online: [Dyfed-Powys Police & Crime Commissioner](#)
- Or through the post: Dyfed-Powys Police and Crime Commissioner, OPCC, PO Box 99, Llangunnor, Carmarthen Carmarthenshire, SA31 2PF



If you remain dissatisfied with the handling of your request following an internal review you have a right to appeal to the Information Commissioner's Office who can be contacted through the following methods:

- Online: [Make a complaint | ICO](#)
- Phone: 0303 123 1113
- Live chat service: [Advice services for members of the public | ICO](#)