



Comisiynydd Heddlu a Throseddu
Dyfed-Powys
Police and Crime Commissioner

Annual Report 2024-25



This document is also
available in Welsh.



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Foreword by Police and Crime Commissioner

Throughout 2024-2025, with support from my Office I have achieved significant progress in strengthening our policing services and enhancing community safety across the Dyfed-Powys area. It was an honour to be re-elected as your Police and Crime Commissioner, reaffirming my ongoing commitment to serving our communities and representing your voices effectively.

A major highlight this year was launching my new Police and Crime Plan, which outlines clear, responsive, and community-focused priorities to guide our work. The priorities and delivery outlined in this report continue to reflect and build upon the commitments made in my 2021-2025 Plan.

Additionally, taking on the role of Chair of Policing in Wales has allowed me to influence and drive collaboration across the Welsh police service, ensuring a coordinated and effective approach to policing challenges.

I am particularly proud of our continued progress in supporting victims of crime. This year, we welcomed

an innovative pilot with Paladin National Stalking Advocacy Service, enhancing our response to stalking offences, and strengthened our victim services through a new partnership with Dyfed-Powys Victim Support. These initiatives demonstrate our commitment to safeguarding vulnerable individuals and delivering compassionate, responsive services to those in need.

My sincere gratitude goes to all officers, staff, volunteers, and partners whose hard work, dedication, and professionalism underpin our successes. Your collective efforts have significantly contributed to making our communities a safer, inclusive and supportive place to live, work, and visit.

Thank you all for your continued support—Diolch yn fawr iawn.



Dafydd Llywelyn
Police and Crime Commissioner for Dyfed-Powys



Year in Brief



► April 2024

- I secured Anti-Social Behaviour (ASB) Hotspot funding from the Home Office to support targeted interventions.
- I also reaffirmed my commitment to funding Schools Officers following cuts to Welsh Government funding.



► May 2024

- I was re-elected as your Police and Crime Commissioner for a fourth term, continuing my work to improve safety and build trust in local policing.
- I also attended the Urdd Eisteddfod, where my team and I engaged with visitors of all ages to raise awareness of our work and services.



► October 2024

- I opened the Anti-Slavery Wales Conference in Aberystwyth, supporting efforts to raise awareness of modern slavery and exploitation.
- I also worked with His Majesty's Prison and Probation Service (HMPPS) to jointly invest in housing support through the Integrated Offender Management scheme.



► November 2024

- I marked White Ribbon Day by joining awareness walks in Cardigan and Carmarthen, showing my continued commitment to ending violence against women and girls.
- I also launched a new victim support service in partnership with Victim Support, ensuring continued access to independent support for victims of crime.



► June 2024

- I became Chair of Policing in Wales, a role that allows me to represent our region and influence national policing discussions.
- I also celebrated Volunteers Week by visiting our Independent Custody Visitors (ICV) and Animal Welfare Visitor schemes in Pembrey and Dafen Custody Suite.



► July 2024

- At the Royal Welsh Show, I launched the Police and Crime Plan consultation and had valuable conversations on rural safety and wellbeing.
- I also attended the Brake charity reception in support of our pilot for road victim advocacy.



► December 2024

- I launched a public consultation on the 2025/2026 policing budget to hear views on local funding priorities.
- I also held a community engagement day in Lampeter, which included an open surgery and a public meeting with residents.



► January 2025

- I met the new Animal Welfare Scheme Volunteers during their induction at the Pembrey Dog Section, where they received training alongside Dyfed-Powys Police dog handlers and the Dogs Trust.
- I also visited Pembrokeshire College and the Milford Haven Neighbourhood Policing and Prevention Teams (NPPT) during a local engagement day.



► August 2024

- I launched our joint 2024–2028 Strategic Equality Plan, alongside Dyfed-Powys Police, setting out our shared commitment to promoting diversity and inclusivity.
- I also met with members of the public during the Pembrokeshire Show, where Youth Ambassadors also joined for a day of engagement.



► September 2024

- My Youth Ambassadors held me to account for the first time in a Policing Board session with the Chief Constable.
- I also officially opened the new Carmarthen Women's Centre, offering vital support services to women in need.



► February 2025

- I officially launched the Police and Crime Plan for 2025–2029, setting out my vision and priorities for the years ahead.
- I spent a day in Carmarthen engaging with local partners including media company, Barod CIC and Swansea City AFC Foundation's Premier League Kicks Llanelli group.



► March 2025

- I hosted my 9th annual St David's Day Conference on Evidence-Based Policing, bringing partners together to explore evidence-based policing.
- I also supported the launch of the Family Court Pathfinder project to support families navigating the justice system.

Progress Against Police and Crime Plan Priorities

This report reflects delivery against the priorities set out in my 2021-2025 Police and Crime Plan. That Plan guided my work throughout the year focusing on safeguarding victims, preventing harm, and ensuring an effective justice system.

These priorities were developed through engagement with residents, partners and stakeholders, and have provided a strong foundation for driving improvements and community safety. The ethos of these priorities remains in my 2025-2029 Police and Crime Plan.



Priority 1: Victims are Supported



Supporting victims of crime has remained a key priority throughout my 2021-2025 Police and Crime Plan. Over the past year, my Office and I have worked to improve access to services, raise awareness of victims' needs and ensure that those affected by crime are treated with dignity, care and respect. Through new projects and training initiatives, we will continue to focus on making a meaningful difference to the lives of victims.

Pathfinder project

The Family Court Pathfinder project is a national initiative that has been developed following evidence that domestic abuse victims were being re-traumatised by the existing, adversarial system. The Harm Panel Report published by the Ministry of Justice in 2020 included recommendations to better support domestic abuse survivors by providing independent specialist support services.

Through this model the court will identify families' needs earlier and work with both adults and children, as well as external agencies such as local authorities, the police and schools, to better understand families' circumstances and help them reach a safe agreement without the need for multiple hearings.

The model aims to provide crucial support to children and families at an earlier point in proceedings and improve outcomes for children and vulnerable adults. It seeks to ensure that their voices are heard during court proceedings, while making the process safer and more accessible for survivors.

Feedback that I and my colleagues have received from the Mid and West Wales Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Survivor Panel demonstrates that this is an issue of concern for local victims, and I am pleased that the Pathfinder is being introduced to the Dyfed-Powys area. The Mid and West Wales contract was awarded to a consortium between Safer Merthyr Tydfil and Thrive Women's Aid, and I look forward to my Office being part of monitoring the outcomes delivered and the difference this will make for victims' experiences.

Senedd Cross-Party Group on Violence Against Women and Girls

In 2024, I addressed the Senedd's Cross-Party Group on Violence Against Women and Girls (VAWG) to outline my priorities as Police and Crime Commissioner and reaffirm my commitment to tackling VAWG across the Dyfed-Powys region. The meeting provided an important opportunity to highlight the work being done locally to support victims, strengthen partnerships, and highlight efforts to improve local provision and strengthen multi-agency support for those affected by VAWG.



Paladin Stalking Advocate pilot

In September 2024, I funded a new pilot support service for high-risk stalking victims, delivered by the National Advocacy Organisation, Paladin. This important service has introduced two part-time Independent Stalking Advocacy Caseworkers who are now actively supporting victims across our area.

The pilot was developed in response to victim feedback and recommendations from a deep-dive review undertaken by my Office. It focuses on offering tailored support to victims of stalking and improving how agencies respond to these complex and traumatic experiences.

Since its launch, the pilot has supported 25 high risk stalking victims and delivered training to 40 professionals. Advocates have worked closely with Dyfed-Powys Police and multi-agency partners to



provide trauma-informed support, safety planning, and help victims navigate the criminal justice process.

To find out more about Paladin follow the QR code: [Dyfed-Powys Police & Crime Commissioner](#)



Anti-Slavery Wales 2024 conference

In October 2024, I was invited to speak at the [Anti-Slavery Wales 2024 conference](#) in Aberystwyth on behalf of all four Welsh Police and Crime Commissioners. This event brought together experts and practitioners from across Wales to explore collaborative approaches to identifying, supporting, and safeguarding victims of modern slavery and exploitation.

I spoke about the critical need for partnership working to identify and safeguard victims, highlighting how agencies must come together to respond effectively and compassionately to the harms caused by modern slavery and exploitation.



New Victim Support Service

In November 2024 I commissioned a new dedicated service delivered by Victim Support. This service replaces Goleudy as the commissioned provider for the Dyfed-Powys area, ensuring continued access to high-quality, independent support for those affected by crime, regardless of whether it has been reported to the police.

criminal justice system, the new service reflects our commitment to putting victims first. The service also offers for the first time, direct support for children and young people affected by crime.

Further details on the Dyfed-Powys Victim Service, can be found here: [Dyfed-powys - Victim Support](#)



This new provision ensures that victims across the Police service area can get support tailored to their needs. From immediate practical and emotional assistance to longer-term help navigating the



Priority 2: Harm is Prevented

Preventing harm, whether through crime, road safety, or vulnerability, is at the heart of my Police and Crime Plan. This year, I have worked with partners across Wales and the UK to support early intervention, reduce risk, and make our communities safer.



Serious Violence Duty

The Serious Violence Duty was introduced under legislation to help prevent and reduce serious violence across communities. The duty requires a multi-agency approach involving police, local authorities, healthcare providers and community organisations to collaborate on strategies to address the root causes of serious violence and implement effective interventions.

In the Dyfed-Powys area a regional partnership has been established to implement the Duty and to ensure that serious violence is tackled effectively. The partnership has developed a Serious Violence Strategy, informed by a comprehensive Strategic Needs Assessment, to guide interventions and resource allocation. To support these objectives, the Home Office has allocated almost £187m across England and Wales, for the 2024/2025 financial year. This funding has facilitated various interventions across the Dyfed-Powys area, including

- £1,036 for DA (Domestic Abuse) Survivor training for Officers
- £35,000 to the Swansea City AFC Foundation Premier League Kicks Project
- £2,798 INTACT Activity: Dyfed Powys Police Youth Intervention Service
- £24,500 to Montgomeryshire Family Crisis Centre
- £2,660 to Aeron Arts
- £19,440 to New Pathways Interview training and counselling support
- £11,800 to Calan DVS for Counselling support for DA victims

- £8,950 to BAWSO for Online training for professionals relating to Domestic Abuse/ Serious Violence affecting ethnic minorities
- £4,500 to Builth Wells Event Safety Group
- £29,320 to Dyfed Powys Serious Violence Duty Co-Ordinator
- £13,464 Night Time Economy Analysis
- £1,781 DPP Project Vigilant
- £7,500 Ceredigion County Council – Young People Online Study

Clear, Hold, Build

Clear, Hold, Build is a nationally supported approach to tackling serious organised crime, focused on disrupting criminal networks, stabilising communities and building long-term resistance.

In 2024, I worked closely with Dyfed-Powys Police as they developed their response to Clear, Hold, Build. I was pleased to support a regional conference bringing partners together to share learning and explore local implementation.

Safer Streets funding

I am proud to have secured almost £355k across the Dyfed-Powys area. This investment has enabled a range of targeted measures aimed at making communities safer and reducing the fear of crime.

The funding has been used to deliver practical improvements such as enhanced home security for victims of domestic abuse, environmental upgrades including better lighting and alley gating and the distribution of property marking kits to deter theft and improve recovery rates. Through these initiatives, we are helping to create safer, stronger communities, while also supporting victims and reducing opportunities for crime.

Anti-Social Behaviour (ASB) Hotspot funding

In April 2024, I secured nearly £1 million from the Home Office through the ASB Hotspot Response Fund to support targeted action on ASB across the Dyfed-Powys area. This funding aims to enhance local responses through targeted patrols, increased visibility and stronger community engagement in areas where concerns are highest.

Since its introduction, the funding has enabled:

- 19,109 hours of targeted patrols
- 16 key locations supported
- 1,643 incidents addressed

Other initiatives

Right Care Right Person (RCRP)

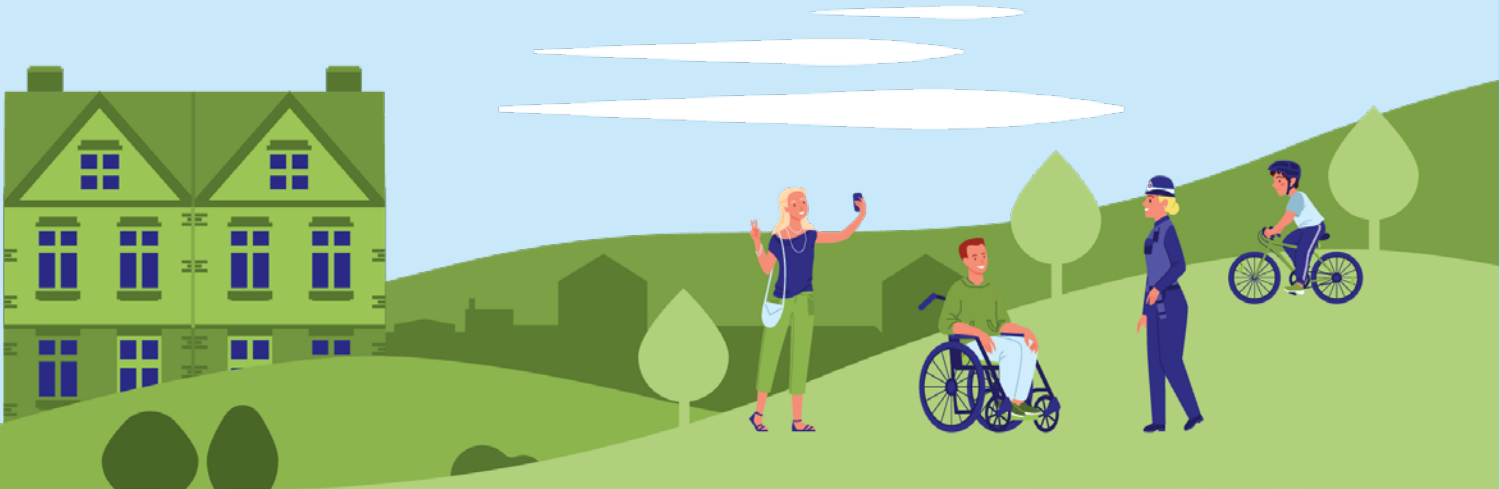
Right Care Right Person is a new, national approach to responding to individuals experiencing mental health crisis, designed to ensure that the most appropriate agency, not automatically the police, provides the right care at the right time. This approach focuses on partnership working between health services, police, local authorities, and the voluntary sector. This ensures that people in need are supported by trained professionals best placed to help.

As Police and Crime Commissioner, I have played an active role in overseeing the development and rollout of Right Care Right Person across the Dyfed-Powys Police area.

Since the introduction of the Right Care Right Person scheme, frontline staff have reported a positive shift in demand and a clearer focus on policing priorities. Calls relating to mental health or welfare concerns are now being appropriately referred to partner agencies better equipped to provide specialist support.

Stakeholder engagement has also been excellent, building on strong existing relationships with partners, across health, social care, and the third sector. My Office plays an active role in the multi-agency group that meets monthly to oversee this work. These meetings are a good opportunity to discuss specific cases, give examples of good practice, share learning and escalate any issues. Through these sessions strong relationships have been built, promoting an environment where partners feel confident in reaching out for support where necessary.

Together we are focussed on reducing harm, supporting people more effectively, and freeing up police time for crime prevention and investigation.



Project Edward

In October 2024, I signed the national [Project Edward](#) pledge, **Every Day Without A Road**

Death, demonstrating my commitment to reducing fatalities and serious injuries on the roads of the Dyfed-Powys area.

The Pledge is part of a UK-wide initiative to promote safer roads by encouraging a culture of responsibility and awareness among all road users. In order to satisfy this pledge, I invited the Force to provide an update on their delivery plan to implement changes to road safety processes. I will continue to monitor this going forward to ensure that improvements are frequently identified and implemented. I have also met with members of the public to understand their specific road safety concerns. In some cases, I have lobbied for change on their behalf to ensure that both Welsh Government and the UK Government understand the issues relating to Dyfed-Powys residents.



Children and Young People on the Margins inquiry

This year I contributed to an all-Wales response to the Senedd's inquiry into 'children on the margins'- children who go missing or are at risk of criminal exploitation. The inquiry, led by the Children and Young People and Education Committee, explored the scale and nature of these risks, examined existing policy and frontline practices, and looked at how we can better safeguard vulnerable children across Wales.

Through my role with Policing in Wales, I was proud to contribute to the collective response and support the inquiry's aims. Following this, I was appointed as the all-Wales lead for the Children and Young People portfolio, reflecting my ongoing commitment to improving support and outcomes for at-risk young people.

Working with Youth Offending and Prevention Services

I remain committed to working closely with the youth justice services across the Dyfed-Powys region to support early intervention, prevention and restorative approaches. This year I continued to fund the Youth Justice Victim and Restorative Justice Project, which provides support to victims of youth crime and ensures their voice is heard at every stage of the justice process. By promoting restorative practices and tailored support for young people the work aims to repair harm, reduce reoffending and improve outcomes for both victims and communities.

To view a **Case Study** that provides an example of an early intervention, prevention and restorative approach scan the following QR code:

[Dyfed-Powys Police & Crime Commissioner](#)



Dyfed-Powys Police Schools Service

As Police and Crime Commissioner, it is my statutory duty to safeguard children and young people and support their welfare. The safety and well-being of our children and young people is paramount, and the role of the School Police Officers has been vital in creating safe, supportive environments in our schools.



Following the withdrawal of Welsh Government funding for the Wales Police Schools Programme, I reaffirmed my commitment to maintaining and strengthening this vital service in the Dyfed-Powys area, by allocating funding from my Office to ensure that the Programme can continue.

As part of a refreshed Children and Young People's Service, this initiative represents my long-term vision to provide every child and young person across the Dyfed-Powys area, up to the age of 25, with access to positive, preventative support.

This service is designed to work within schools, colleges, and universities to deliver trauma-informed, anti-racist, gender responsive, and psychologically led early interventions. Through a whole system approach, officers support young people before issues escalate, helping to break cycles of vulnerability and reduce the risk of future offending.



Priority 3: An Effective Criminal Justice System



A fair, efficient and effective criminal justice system is essential to building public confidence and delivering justice for victims and communities. Over the past year, I have worked closely with partners across policing, probation, courts, health and support services to assess delays, improve transparency and make sure victims and witnesses are supported throughout the process.

Through regular scrutiny, collaboration and investment, we continue to focus on improving outcomes and ensuring that every part of the system works in a way that is timely, trauma informed and responsive to local needs.

Women's Centre

In September 2024, I was proud to open a new Women's Centre in Carmarthen, an important step in embedding a whole-system approach to female offending in the Dyfed-Powys area. The centre provides tailored support to women affected by the criminal justice system, with a focus on addressing the root causes of offending such as domestic abuse, mental health, substance misuse and housing insecurity.

The centre is part of a wider project focussing on how services for women can be strengthened across the region supporting rehabilitation, reducing offending and ensuring women receive the right support at the right time.

Integrated Offender Management (IOM) Housing Pilot

The IOM team in Ceredigion identified stable accommodation as a critical need in breaking the cycle of reoffending. In response, I provided setup funding for a dedicated property to support individuals managed under the IOM programme. The aim is to offer a safe, stable environment while longer-term housing solutions are arranged.

The project is built on strong partnership between Dyfed-Powys Police, His Majesty's Prison and Probation Service, Barcud Housing Association, The Care Society and local authorities. Unlike traditional

multi-occupancy housing, this approach supports rehabilitation and reduces risk, by focusing on individual stability and tailored support.

Local Criminal Justice Board (LCJB)

The LCJB brings together senior leaders from policing, courts, crown prosecution service, probation, youth justice and victim services to review performance and support a more joined-up delivery across the system.

In 2024-2025 the Board adopted two main priorities, victims and witnesses and people who offend.

Key highlights from the year include launching a new victim service, an online domestic abuse survivor workshop and the opening of the women's centre in Carmarthen.

The LCJB continues to provide a vital forum for collaboration and accountability, ensuring we collectively drive improvements in outcomes for victims, witnesses and communities.

More information regarding the work of the LCJB can be found in the annual newsletter which documents the key developments, achievements and partnership work across the criminal justice system locally. Scan the QR code to read the annual newsletter:



Provision for perpetrators of Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV)

Historically, a number of separate programmes have been delivered to address the behaviour of perpetrators of domestic abuse across the Dyfed-Powys region. This year I undertook a regional commissioning exercise on behalf of the VAWDASV partnership to introduce a more coordinated and comprehensive model.

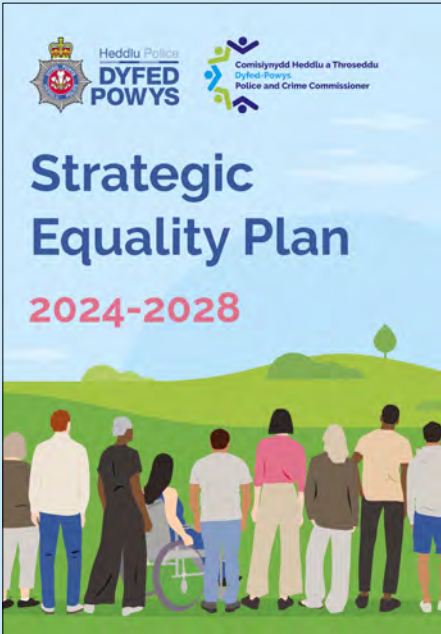
The new provision offers a single point of referral into multiple interventions, tailored to the type and level of risk posed by the perpetrator. The model enables individuals to move between programmes as their risk escalates or de-escalates, ensuring the right level of intervention is available at the right time. Crucially, all programmes also include support for partners and families to enhance safety and promote change. The consortium of providers, led by Threshold Domestic Abuse Service, will also deliver the newly implemented Cautioning and Relationship Abuse (CARA) programme, supporting earlier intervention for lower-risk cases as part of the out of court resolution framework.

Strategic Equality Plan

In 2024, my Office and Dyfed-Powys Police launched our 2024-2028 joint **Strategic Equality Plan**, setting out our shared commitment to promoting diversity, tackling discrimination and embedding fairness and inclusivity across all areas of policing.

The Plan outlines clear objectives to improve representation, enhance engagement with underrepresented communities and ensure services are accessible and responsive to the needs of everyone across the Dyfed-Powys area. A short video has been produced to highlight the key aims of the Plan. You can watch it here: <https://youtu.be/5l8Fop5iOs4?si=DkDvNurlfXTIdRBy>

We publish a joint annual Strategic Equality Plan Progress Report which summarises our activity and the progress made during 2024-25 against the objectives of the Plan. The 2024-2025 will be published on our website here: **“Waiting for Report”**



In addition to our own Equality Plan, we have also continued to actively support the Criminal Justice Board for Wales (CJBfW) Anti-Racism Action Plan. By working collaboratively with partners across Wales, we ensure that our activities align with both our own Equality Plan aims and objectives and those of CJBfW’s Anti-racism Action Plan. The CJBfW publishes annual reports that outline the progress made: [Criminal Justice Board for Wales - GOV.UK](https://www.criminaljusticeboardforwales.gov.uk/)

We have also supported Dyfed-Powys Police to progress with actions from the national **Police Race Action Plan (PRAP)**, with a representative from my Office sitting on the Service’s PRAP Working Group. In the last year, we were directly involved in the procurement process to commission an agency to deliver face-to-face mandatory anti-racism training to all staff and officers within Dyfed-Powys Police and my Office. No Boundaries Training & Consultancy began delivery in January, with the programme set to run for 18 months.

A Year in Numbers: 2024–2025

This year, my Office and I focused on increasing visibility, listening to communities and strengthening local engagement across the Dyfed-Powys area. Here is a snapshot of what we have achieved:

8 Community Engagement Days held across the police area

25 victims supported by the Paladin Stalking Advocacy Pilot

40 professionals trained as part of the Paladin pilot

64 complaint reviews completed

12 Policing Boards where I held the Chief Constable to account

5 Police and Crime Panel meetings where I was held to account

Social Media stats: 1,269 Posts (All networks)

Over 37K Website views

Over 1,600 responses to consultations

65 people attended 10 Police and Crime Plan Consultation focus groups

71 campaigns supported

Over £1.3m worth of grant funding secured

Over £2.3m of funding provided to our Commissioned Services

1,210 offenders diverted from the criminal justice system into support services

912 individuals referred into substance misuse services

Over 6,000 victims referred into support services

These numbers reflect just some of the ways we have worked to make policing more transparent, accessible and community-led over the past year.

Commissioning of Services and Partnership Work

As Police and Crime Commissioner, I have a range of statutory responsibilities that shape how I work with partners to reduce crime, safeguard communities and improve outcomes across the Dyfed-Powys area. These include duties under community safety legislation to work together to tackle crime, anti-social behaviour, reoffending and substance misuse, as well as criminal justice obligations to help deliver an efficient and effective system for the public.

I also have a vital role in safeguarding, particularly in protecting children and young people and promoting their welfare. Through joint commissioning, partnership working and active engagement across the public and voluntary sectors my Office continues to support and strengthen services that keep people safe, support victims and tackle the root causes of harm.

Commissioning of Services Recommissioning of Key Services

This year I launched recommissioning processes for three important services, to continue and strengthen support and prevention work across the Dyfed-Powys area.

The first of these was an independent debrief and mediation service for children and young people who have been reported as missing within the Dyfed-Powys Police area, which was commissioned for a further contract period. This service provides vital independent support to help understand why young people go missing, identify risks and connect them with the right services to keep them safe.

I have also recommissioned the Offender Diversion Scheme, a multi-agency initiative designed to tackle the root cause of offending at an early stage. The scheme engages individuals identified through custody or voluntary attendance, offering targeted support to address underlying issues and improve access to health and community services for those involved in low-level offences.

In addition, plans are in place to formally commission a road victim support service to support those bereaved by fatal road traffic collisions. This service will deliver across the Dyfed-Powys and South Wales police areas, ensuring consistency of support.

All three service contracts will commence in 2025.

Further details can be found on the Commissioned Services section of our website.

<https://www.dyfedpowys-pcc.org.uk/en/about-us/services-and-partnerships/>



New Independent Sexual Violence Advisory (ISVA) service

From July 2024, New Pathways became the sole provider of criminal justice ISVA services across the Dyfed-Powys, South Wales and Gwent regions. This regional commissioning model was delivered under the Welsh Sexual Assault Services (WSAS) Programme, in partnership with all three Police and Crime Commissioners' Offices.

The updated service model ensures a consistent and trauma-informed approach across the region, helping survivors of sexual violence navigate the criminal justice system and access the support they need in a timely manner.

Partnership Work

Association of Police and Crime Commissioners (APCC) partnership work

This year, my Office contributed to an APCC working group that informed the national report '[Delivering Together: Multi Agency Partnerships for Safer Communities](#)'. The



report highlights the vital role that Police and Crime Commissioners play in providing strategic oversight, convening local partners, and driving collaborative problem-solving to tackle crime and vulnerability.

Our involvement helped ensure that the experiences and learning from within the Dyfed-Powys Police area were reflected at a national level, reinforcing our commitment to partnership-led problem solving and evidence-based approaches.

From January 2025, a member of my team was seconded on a part-time basis to the APCC's Police Landscape Reform and Devolution team. Working with the APCC Policy Manager in the Police Liaison Unit and a National Police Chief's Council representative, the primary role is to provide insights and ensure sufficient regard is given to the status of Wales as a country in the context of the reforms announced by the Home Secretary towards the end of 2024.

The APCC's team is integrated into a wider Joint Police Reform Team, a collaboration of representatives from across policing, including the Home Office, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services, the College of Policing, the National Crime Agency and National Police Chiefs' Council. This Team is responsible for designing and driving the police reform vision, strategy and portfolio. My staff's involvement ensures continued engagement of Welsh stakeholders throughout the process as the programme of work develops.



Wales Safer Communities Awards

In early 2025, the Nelson Trust, delivery partner of the Carmarthen Women's Centre, was commended at the [Wales Safer Communities Awards](#) in the 'Reducing Harm in the Criminal Justice System' category. The recognition highlights the centre's impact in providing trauma-informed, community-based support to women affected by the justice system.



I was proud to see our work acknowledged nationally, reflecting the value of strong local partnerships and targeted investment in whole-system approaches to female offending.



Membership of Safeguarding Board

As part of my statutory responsibilities, I continue to represent the Dyfed-Powys OPCC as a member of the Mid and West Wales Safeguarding Board (CYSUR). This regional partnership, bring together health, social care, education, police and the third sector to promote best practice, safeguard children and all adults at risk and contribute to shared learning through reviews and strategic planning.

A key priority for CYSUR for 2024-2025 was to continue and complete work on leading the development of the Single Unified Safeguarding Review Learning and Development Framework. This resulted in the development of a comprehensive training and learning framework across Wales that will now incorporate and embrace multi-agency learning from Domestic Homicide and Mental Health Homicide Reviews, as well as Child and Adult Practice Reviews.

For more details of what we have achieved together during 2024-2025, as well as our plan for the next year, visit [Cysur | Our Annual Plans](#).



Police Collaboration Wales

This year, I continued to support Police Collaboration Wales (PCW), which has expanded its role in managing shared resources, capabilities and risk across Welsh forces. PCW has delivered notable improvements in areas such as victim support for rape and sexual offences, mental health crisis response and frontline operational processes, demonstrating the value of collaborative policing for our communities.

Community Engagement Overview

Throughout 2024-2025 I remained committed to meaningful community engagement across the Dyfed-Powys Police area. Over the year, my Office and I held eight community engagement days, giving us the opportunity to meet directly with residents, community groups and local stakeholders to ensure their voices shaped policing priorities and practices.

I travelled approximately 3,600 miles across the area over the year and talked to hundreds of people. These visits were an essential part of maintaining transparency, listening to concerns and building trust across our communities.

One of our new approaches this year was the introduction of quarterly public meetings and community surgeries. These sessions created more opportunities for the public to meet me and my team, ask questions and raise issues directly with my Office.

Community engagement days in Carmarthen, Lampeter and Pembrokeshire were especially well-attended and valuable. These events stood out thanks to strong local interest and collaboration with local partners and they continue to inform the way we shape our work.

Urdd Eisteddfod

In May my Office hosted a stall at the Urdd Eisteddfod, one of Europe's largest youth festivals celebrating Welsh language and culture. We spent the week engaging with visitors from across the community, discussing key topics such as youth safety, well-being and awareness of support services. It was a fantastic opportunity to talk with people of all ages about the work of my Office, promote available services and volunteering opportunities and show how we are making policing more accessible and inclusive for all.



Royal Welsh Show

In July I attended the Royal Welsh Show alongside my team. It was a valuable platform to speak with rural communities and stakeholders about crime prevention, mental health support and rural policing. We also launched our Police and Crime Plan consultation at the event, giving the public a chance to shape policing priorities for the years ahead.

During the show I met with a range of partners and stakeholders, including the National Farmer's Union Cymru, the Farmer's Union of Wales, British Association for Shooting and Conservation, Young Farmers Cymru, Farming Fit and the Builth Wells Event Safety Group (BWESG). Additionally, I provided £4,500 in funding to BWESG to help produce and distribute awareness materials promoting community safety during the show. These conversations focused on issues such as rural crime prevention, community safety and inclusive access to services for those living and working in remote areas.



The event remains a key opportunity to raise awareness, build relationships and ensure the needs of our rural communities are heard.

Pembrokeshire Show

In August I joined my team at the Pembrokeshire County Show, where we had important conversations with local residents about community safety, rural crime and policing visibility. The event gave us another opportunity to reinforce our presence and visibility in the community. Our Youth Ambassadors played a key role, helping to run the Office stall and engaging directly with members of the public. They met with stallholders, shared information about their roles as Youth Ambassadors and represented the voice of young people across the region.



Youth Engagement

Engaging with young people has been a key focus this year. For the first time, my Youth Ambassadors held me to account in a dedicated Policing Board session following their 'Y Sgwrs' consultation in 2023-2024. I welcomed their direct questions and the opportunity to listen to the concerns raised by young people across the region.

I also led a youth-focused community engagement day in Carmarthenshire, with a focus on road safety, empowerment and building partnerships with local leaders.

Another highlight was seeing the Youth Ambassadors take part in a Stop and Search and Use of Force scrutiny panel along with a Dyfed-Powys Police officer. Their willingness to review redacted footage and provide thoughtful feedback was inspiring and demonstrated their growing role in transparency and police accountability.



St David's Day Conference

In March 2025 I hosted my 9th annual St David's Day Conference on Evidence-Based Policing (EBP). This event brought together practitioners, researchers, and partners from across Wales and beyond to share innovation, best practice and insights into policing policy and practice.

The event was organised with the support of Dr Rhiannon Sandy, my Evidence-Based Policing Research Coordinator. The role, jointly funded between me and the University of Wales Trinity Saint David (UWTSD) has been instrumental in strengthening links between operational policing and academic research.

The conference provided a unique opportunity for policing professionals, key stakeholders and academic partners to come together and

discuss how research-driven approaches can improve policing outcomes, enhance decision-making and drive innovation. By embracing EBP, we can ensure that our work is informed by the best available evidence, ultimately leading to more effective, efficient and community-focused policing. I was joined by highly regarded national experts and academics as guest speakers, who shined a light on the opportunities and challenges in adopting EBP, as well as the work already underway to drive innovation in policing.

Together, we explored how we can further embed evidence-based approaches into everyday policing practice. The conference continues to play a key role in promoting collaboration, improving policy, and embedding evidence-led approaches across the service.



Victim Engagement and Feedback

The Victim Engagement Forum continues to play an essential role in shaping how services are delivered to victims of crime. Made up of individuals with lived experience, the Forum provides valuable insight into what victims need and expect when navigating the criminal justice system.

This year, they contributed to several key developments. They helped shape a new engagement survey for victims of rape and serious sexual offences, offering feedback to ensure it captured the right information and promoted procedural fairness. They also supported the development of E-bit, a digital decision-making tool created to help officers assess how to deal with lower-level public order or assault cases after the initial investigation. Additionally, VEF members contributed to the Race Action Plan, supporting efforts to improve how Black victims of crime are supported and engaged with.

Police and Crime Plan Consultation

Listening to the public was at the heart of our work to develop the 2025–2029 Police and Crime Plan. Over 900 people responded to our survey and we spoke with many more through in-person conversations and by sharing the consultation through a range of communication channels.

Key concerns raised during the consultation included visible policing, anti-social behaviour and better support for victims. These priorities are reflected in my new Police and Crime Plan.

Engagement with Underrepresented Groups

Throughout the year, we worked hard to reach underrepresented communities. As part of the Police and Crime Plan consultation, we reached out to a wide range of community organisations and held a series of focus group sessions to gather feedback from underrepresented voices.

Beyond the consultation, we engaged directly through visits to places such as Milford Haven Mosque and Llanelli Deaf Club. These visits were about breaking down barriers and ensuring everyone across the Dyfed-Powys area has the chance to contribute their views on their policing services.



Accountability and Scrutiny

Volunteering:

Volunteers are a vital part of the work we do, and I am incredibly grateful to those who give their time and energy to help us improve how we work and how we serve the public. If you are interested in learning more about our volunteer schemes or would like to get involved, please visit our website. QR code.

Independent Custody Visitors (ICV) Scheme

Our Independent Custody Visitors continue to play a vital role in ensuring detainees are treated fairly and appropriately in custody. We currently have 17 volunteers who make unannounced visits to police custody suites to check on the rights, entitlements and welfare of detainees.

During 2024–2025:

- 130 ICV custody visits were carried out
- A total of 364 of adult detainees were in custody at the time of visits
- A total of 32 juvenile detainees were in custody at the time of visits
- 131 detainees were observed
- A total of 171 detainees were visited.

These visits help promote accountability and public confidence in how detainees are treated in custody. The dedication of our volunteers, who give their time freely, remains central to the continued success of the scheme. Their observations and feedback are used to identify good practice and address any issues or concerns promptly.





Animal Welfare Visitors

I facilitate a volunteer-led Animal Welfare Scheme to provide independent oversight of police dog welfare in the Dyfed-Powys area. We currently have a total of 7 Animal Welfare Volunteers who regularly visit dog handlers to observe and report on the housing, training, transport and deployment of police dogs, helping ensure high standards and public confidence.

These inspections are guided by the five legally recognised welfare needs:

- for a suitable environment
- for a suitable diet

- to be able to exhibit normal behaviour patterns
- to be housed with, or apart from, other animals
- to be protected from pain, suffering, injury and disease

In 2024–2025 our volunteers conducted 39 visits, with no significant concerns raised. I was also pleased to welcome five new volunteers to the scheme during the year, who completed an induction day delivered in partnership with Dyfed-Powys Police and the Dogs Trust to prepare them for their roles.

Quality Assurance Panel (QAP)

The Quality Assurance Panel (QAP) will scrutinise areas of Police contact with the public, for example, complaint cases, stop and search incidents and police handling of calls through the Communication Centre i.e. 101 and 999 calls. In 2024 the Panel held six meetings, leading to improvements such as in domestic abuse training and Use of Force reporting, enhanced data accuracy following the Service's transition to new systems and raised standards in officer professionalism. The Panel continues to provide constructive feedback that helps shape service delivery.

In addition to the QAP's work, there were also three Out of Court Resolution Scrutiny Panel meetings and five Custody Independent Scrutiny



Panel meetings held throughout the year, reinforcing the Commissioner's commitment to independent oversight and continuous improvement.

Out of Court Resolution Scrutiny Panel

The Out of Court Resolution (OoCR) Scrutiny Panel provides independent oversight of how alternative disposals—such as cautions and community resolutions—are used across the Dyfed-Powys area.

Chaired by my Office, the Panel brings together partners from policing, courts, probation, youth justice and the Crown Prosecution Service to review cases, offer feedback and promote best practice. While it cannot change outcomes, the Panel's work helps strengthen accountability and learning.

In 2024–2025, the Panel reviewed 48 cases, covering offences such as drug possession, assault, hate crime and knife crime. It found 50% were dealt with appropriately, 29% were appropriate with reservations and 14% inappropriate. The Panel was unable to reach a conclusion on 7%.

Scan here to read the report: [Dyfed-Powys Police & Crime Commissioner](#)



A new governance structure is now in place to consider Panel findings, further embedding scrutiny and continuous improvement within Dyfed-Powys Police.

Custody Independent Scrutiny Panel

The Custody Independent Scrutiny Panel provides an additional layer of accountability in how detainees are treated and how custody processes are applied. Volunteers review anonymised custody records and selected body-worn footage to assess the Use of Force, safeguarding considerations and compliance with policy and procedure.

The Panel compliments the work of the Independent Custody Visitors by focusing on broader patterns, transparency and learning opportunities. It ensures that the rights and welfare of detainees are continuously monitored and that any issues identified are fed back to the Service for improvements.

Independent Advisory Group (IAG)

The IAG provide a valuable role of critical friend to Dyfed-Powys Police and my Office. IAG members are members of the public from a diverse range of backgrounds, interests and beliefs. They have

a commitment to working with the police and my Office to provide advice and support. They meet quarterly and they have had a busy year receiving information and discussing the following items:

- VAWG (Violence against Women and Girls)
- Right Care Right Person project
- Police Race Action Plan (PRAP)
- Positive Action Strategy
- Police and Crime Plan 2025– 2029
- Safeguarding of Medium Risk Domestic Abuse Pilot Scheme
- Hate Crime
- Op Soteria - a national project transforming how the police respond to rape and serious sexual offences
- Stop and Search & Use of Force Scrutiny
- Leadership and Management programme
- E-bit Crime Triage Algorithm tool presentation
- SelectDNA Personal Defence Spray

My Office has also conducted an independent review of the IAG and the activities in which they are involved. A report on the review was shared with IAG members and Dyfed-Powys Police, with our recommendations being reviewed for action and progression in 2025-26.

Thank you to each of our volunteers for your dedication, you play a crucial role in keeping our policing service accountable, compassionate and community focussed.

To find out more about all my volunteering schemes, please scan the QR code.



Governance

Policing Board

The Policing Board remains one of my primary mechanisms for holding the Chief Constable to account for the efficient and effective running of Dyfed-Powys Police. Over the course of 2024-2025, 12 Policing Board meetings were held, offering a regular and structured forum to review performance, discuss key challenges and scrutinise delivery against the Police and Crime Plan.

These meetings are attended by senior officers and OPCC staff. A public record of proceedings is published online to promote transparency. Through this forum, I continue to monitor progress, challenge constructively and support improvements in policing on behalf of our communities.

Police and Crime Panel

The Police and Crime Panel plays an important role in holding me to account as Police and Crime Commissioner, ensuring that I discharge my statutory responsibilities effectively.

The Panel is made up of elected councillors from the four local authorities within the policing area, alongside independent members who bring additional expertise and perspective.

The Panel plays an important role in scrutinising my decisions, holding me to account on performance and ensuring transparency in how policing services are delivered. While I am responsible for setting the policing precept and appointing the Chief Constable, the Panel has the statutory power to review, and in exceptional circumstances, veto these decisions.

In 2024-2025, the Panel met five times, with discussions covering a range of topics including police funding, performance and local priorities. Our relationship continues to be constructive and collaborative, supporting strong democratic accountability across the region.

Joint Audit Committee (JAC)

[The Joint Audit Committee \(JAC\)](#), provides independent assurance on the governance, risk management and internal control arrangements of both the Office of the Police and Crime Commissioner and Dyfed-Powys Police.



Made up of external members with expertise in finance, audit and governance, the JAC meets regularly to review internal and external audit findings, monitor financial management and advise on issues such as risk and transparency. The Committee also scrutinises governance arrangements to support robust oversight and accountability.

Complaints

My Office plays an important role in overseeing the police complaints process, which is undertaken through the Professional Standards Assurance Board on a quarterly basis. This helps ensure fairness, transparency and public confidence in how concerns about policing are handled.

As Police and Crime Commissioner, I have three key responsibilities in relation to complaints:

- ▶ Acting as the Appropriate Authority for complaints made against the Chief Constable
- ▶ Holding the Chief Constable to account for the overall effectiveness of the police complaints process
- ▶ Relevant Review Body for some police complaints

An annual report on complaints performance and accountability is available on our [website](#).



Resources and Funding

Financial context

The 2024-2025 policing budget was set in the context of significant cost pressures and increasing demand for services. My priority remained protecting frontline delivery and ensuring that Dyfed-Powys Police had the resources needed to keep our communities safe.

In 2023-2024, you shared your thoughts on police funding as part of the 2024-2025 precept consultation, and I listened. The 6.2% increased precept for 2024-2025 enabled us to:

- Strengthen the Police service's Communication Centre to improve the way 999 and 101 calls are handled, ensuring faster and more effective responses.
- Support PCSO numbers to maintain their vital presence in our communities, even in the face of reduced funding from the Welsh Government.
- Protect and sustain current service levels, ensuring we continue to meet the needs of the public.

The following table sets out a positive year end outturn position for 2024-2025, putting Dyfed-Powys Police in a stronger and more resilient position to deal with the array of future financial challenges, which are comprehensively set out within the Medium Term Financial Plan:

<https://www.dyfedpowys-pcc.org.uk/media/jcgp2eue/precept-and-medium-term-financial-plan-2025-26-eng.pdf>



Further information on financial matters for 2024-2025 can be found in the Mid-term Financial Plan on our website: [precept-and-medium-term-financial-plan-2025-26-eng.pdf](#)



Outlook for 2025-2026

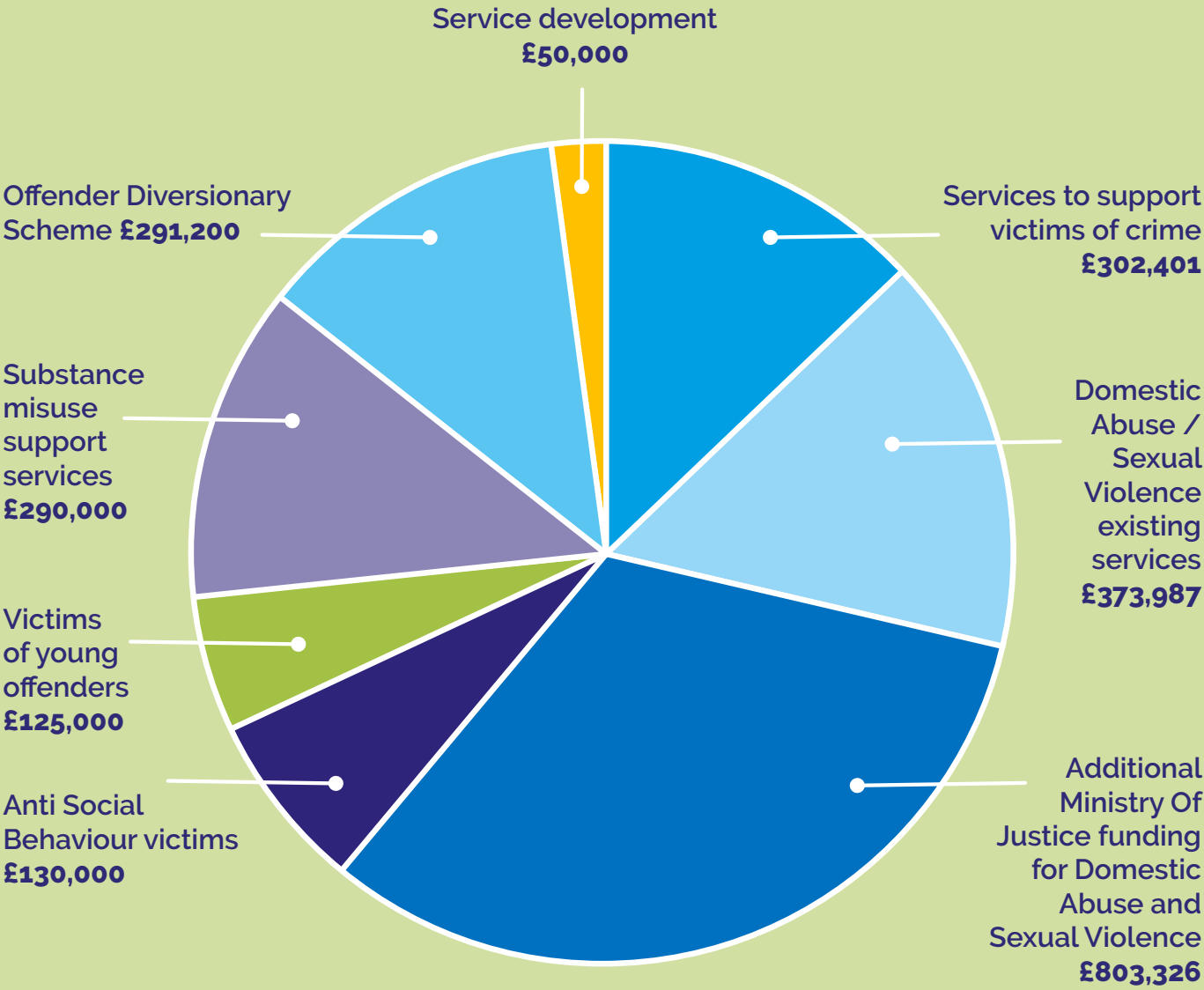
As we move forward I remain committed to delivering strong, community focussed policing in the face of increasing demand and complex challenges. The year ahead will see continued delivery of the new Police and Crime Plan 2025-2029, with a focus on early intervention, supporting victims and improving trust and confidence in local policing.

To support this, I have set a policing budget of £153.303 million, supported by an 8.6% precept increase, equivalent to £2.39 more per month for the average Band D household. This investment will help maintain officer numbers, strengthen neighbourhood policing, and deliver improvements in areas such as rural crime, road safety and safeguarding.

Revenue Budget Summary	Original Budget	Revised Budget	Actual	(Positive for Savings)
2024-2025	£m	£m	£m	£m
Total Budget - Commissioner	2.8	2.8	2.7	0.1
Total Budget - Chief Constable	142.2	142.3	140.3	2.0
Movement in Reserves	-1.1	-1.3	0.9	-2.2
Net Spending After Transfer from/to Reserves	143.9	143.9	143.9	0.0

Commissioning Expenditure 2024-2025

The chart below provides a summary of commissioning by area of expenditure:



Strategic Policing Requirement

The Strategic Policing Requirement (SPR) sets out those threats which, in the Home Secretary's view, are the biggest threat to public safety and must be given due regard by PCCs when issuing or varying Police and Crime Plans. It supports me as well as the Chief Constable to plan, prepare and respond to these threats by clearly linking the local response to the national threats, highlighting the capabilities and partnerships that policing needs, to ensure it can fulfil its national responsibilities.

My Office considered the Strategic Policing Requirement (SPR) in development of the Police and Crime Plan. The Chief Constable is responsible for having due regard to both the Police and Crime Plan and the Strategic Policing Requirement when exercising their functions, and I hold the Chief Constable accountable for doing so through our governance framework. A representative from my Office attends Dyfed-Powys Police's quarterly SPR Group meetings, which provides strategic oversight of the expected collective capabilities. Each threat area is reported on, detailing the current capability and capacity and any risks which require escalation. I receive feedback direct from this attendance, and I follow up on any matters required through my Policing Board meetings, where I can directly hold the Chief Constable to account. One example relates to reported resourcing challenges in a number of threat areas, particularly in the Violence Against Women and Girls and Child Sexual Abuse areas. I subsequently received a written response assuring me of the activity underway to address the concerns.



The 2023 SPR sets out seven identified national threats:

Below I outline the key threats and some of the various activities/established responses that my Office and I have undertaken this year in relation to the SPR. Some aspects such as Violence Against Women and Girls are detailed in the wider report.

Threat: Violence Against Women and Girls

See above

Threat: Terrorism

Operational response:

- Welsh counter terrorism unit (WECTU), local Special Branch.
- The OPCC receives pertinent local data via Community Safety Partnerships (CSPs).

Threat: Serious and Organised Crime

Operational response:

- National Crime Agency, Regional Organised Crime Unit (TARIAN).
- Local partnership responses are coordinated by CSPs. I meet quarterly with CSP managers where any concerns can be escalated.
- Serious Violence Duty Strategy, which has links to Serious and Organised Crime.

Threat: National Cyber Event

Operational response:

- The National Cyber Security Centre, National Crime Agency, Regional Cybercrime Unit (in Regional Organised Crime Unit), Dyfed-Powys Police cybercrime unit.
- I followed up with the Chief Constable via Policing Board on Dyfed-Powys Police's progress against the national cyber security inspection.

Threat: Child Sexual Abuse

Operational response:

- Annual Dyfed-Powys Police problem profile review, regional thematic delivery group (in the Regional Organised Crime Unit), Protecting People Strategy with particular focus on child sexual abuse, exploitation and protection.
- Safeguarding concerns are managed in the partnership context through the Safeguarding Board, which the OPCC is active members of.
- I sought assurance regarding capability to address Artificial Intelligence-enabled images.
- A review of the intervention and prevention child-centred policing model is underway.
- All Wales Violence Against Women, Domestic Abuse and Sexual Violence Blueprint children and young people workstream is ongoing.

Threat: Public Disorder

Operational response:

- Appropriately trained bronze, silver, gold commanders, general response policing and Dogs Unit. Also see civil emergencies below.
- Community cohesion and civil disorder is considered at local CSPs.
- My Chief Executive is invited to attend Gold meetings as required during civil disorder.
- Insights from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services' rapid review of the policing of public disorder.

Threat: Civil Emergencies

Operational response:

- General response policing, Roads Policing and Specialist Operations department, Emergency and Operational Planning Dept.
- Partnership response is through the Local Resilience Forum, chaired by Dyfed-Powys Police.

Overall, I have good assurance that the Chief Officers have appropriate oversight of the capacity and capabilities in place to tackle these SPR threats and take action to address any risks as they emerge.

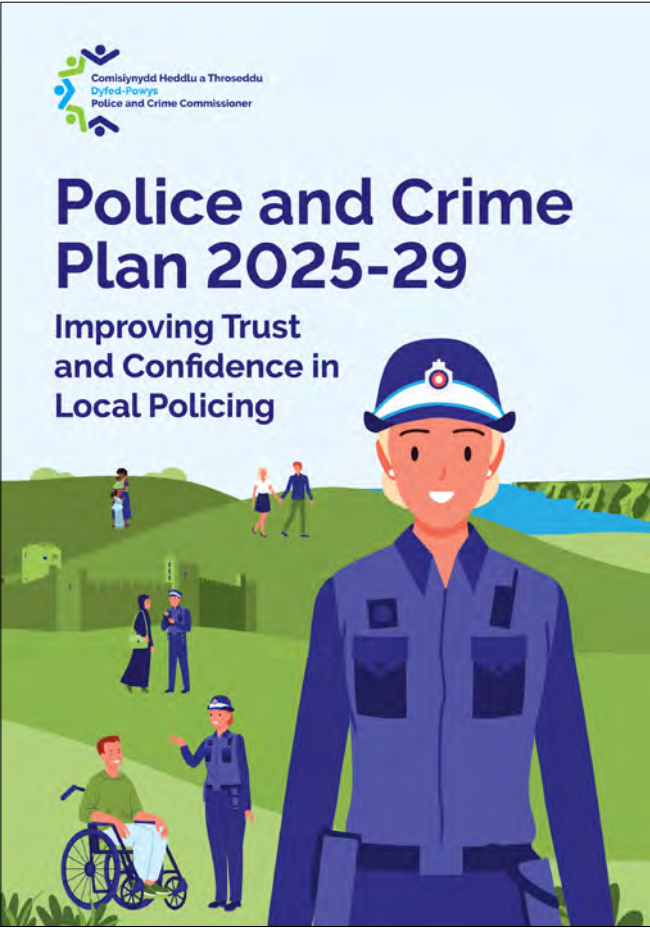
Looking Ahead

Delivery against my Police and Crime Plan

Launched in February 2025 following public consultation, the [Police and Crime Plan 2025-2029](#), sets out my vision and priorities for policing and community safety in the Dyfed-Powys area. It provides a clear framework for how I will work with Dyfed-Powys Police, partners and communities to prevent harm, support victims, deliver an effective criminal justice system, and most importantly, improve trust and confidence in local policing.



The Plan was shaped by the voices of local residents, professionals and community groups. It reflects our shared priorities and is designed to be flexible, responsive and grounded in evidence.



New Governance Structure

Changes in governance structures made towards the end of 2024-2025 will continue to be developed, including the introduction of new mechanisms for scrutiny and oversight of Dyfed-Powys Police business. In addition to monthly Policing Board meetings, which sit at the heart of the governance structure, will be a Strategic Performance Board and a series of Select Committees.

The Select Committee is a small group consisting of myself and supporting staff from my Office, volunteers and key partner representatives that investigates a specific issue in detail or performs a specific scrutiny role. It will enable me to publicly hold the Chief Constable to account along with involvement of key partners, providers and stakeholders to provide evidence and information contributing to the scrutiny process. It will aim to allow providers to demonstrate their delivery of complementary services. The outcomes of inquiries run by the Committee will be public and may require a response from the Chief Constable and/or other partner agencies. The findings may also inform my investment decisions regarding service delivery.

This is an exciting development which will improve transparency and accountability.

New Chief Constable Recruitment

At the end of March 2025 Chief Constable Dr Richard Lewis informed me of his decision to retire from Policing after a 25-year career. I would like to express my sincere gratitude to Dr Lewis for his service and dedication to Dyfed-Powys Police over the years. His leadership has been instrumental in guiding the organisation through a period of significant change over the last three years, ensuring we continue to provide an effective and efficient policing service to the communities we serve. In the first quarter of 2025-2026, I will begin the process of appointing a new Chief Constable to build on the strong foundations that have been put in place by Dr Lewis.

Police Landscape Review

In her first major [speech at the annual conference](#) hosted by the National Police Chiefs' Council and Association of Police and Crime Commissioners, the Home Secretary set out her plans to deliver major policing reforms, including:



- a new Police Performance Unit to track national data on local performance and drive up standards
- a Neighbourhood Policing Guarantee to get policing back to basics and rebuild trust between local forces and the communities they serve
- a new National Centre of Policing to harness new technology and forensics, making sure policing is better equipped to meet the changing nature of crime


A White Paper detailing the proposed reforms is anticipated in the coming months. My Office will continue to contribute to ensuring sufficient regard is given to the status of Wales as a country through continued engagement and lobbying. Further detail can be found under the Association of Police and Crime Commissioners (APCC) partnership work section.





Comisiynydd Heddlu a Throseddu
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Police and Crime Commissioner

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