**Meeting: Policing Board**

**Venue: Strategic Command Centre**

**Date: 18th December 2024**

**Time: 14:00-16:00**

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| **Members:** | Police and Crime Commissioner, Dafydd Llywelyn (PCC)Deputy Chief Constable, Ifan Charles (DCC)OPCC Chief Executive, Carys Morgans (CEX)Director of Finance, Edwin Harries (DoF)OPCC Temporary Chief Finance Officer, Nicola Davies (TCFO) Head of Finance, Michelle Reynolds (HoF) (Online)  |
| **Also Present:** | Staff Officer, Insp Gemma Starkey (GS)OPCC Executive Support, Sophie Morgan (SM) |
| **Apologies:** | Chief Constable, Dr Richard Lewis (CC)OPCC Chief Finance Officer, Beverley Peatling OPCC (CFO) |

## Apologies and Introductions

The PCC welcomed all to the meeting. Apologies were received from the CC and CFO. The minutes from the previous meeting were agreed as true and accurate.

## Update on actions from previous meetings

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| Action No. | Action Summary | Update |
| PB 046 | Chief Officers to discuss at Chief Officers Group a communication piece from the Force in support of Welsh Government statement in relation to shoplifting. | **Completed** Action discussed at COG on the 2nd of December and allocated to Corporate Communications to draft statement. |
| PB 047 | Staff Officer to confirm the implementation of Operation Santa within the Force this year.  | **Completed** Each LPA is carrying out Op SANTA duties and patrols throughout December, in conjunction with Op Ivydene and Op Vigilant.  |
| PB 048 | The OPCC and Force to develop a joint communication strategy regarding the collaboration with MAWWF and the rental of property spaces in Crickhowell, Hay on Wye, Llanfyllin, Narberth, Llandeilo, and Llandovery. | **In Progress**  **Meetings scheduled been OPCC and Force to develop joint communications strategy.**  |

PB 047- Staff Officer provided an update on Op Santa occurring in conjunction with Op Ivydene and Op Vigilant. The PCC and DCC discussed the positive responses to OP Ivydene and Op Vigilant and it was suggested that a positive news story communication piece to be drafted.

**Action: The DCC to discuss with Corporate Communication regarding drafting of positive news stories regarding the work of OP Ivydene and Op Vigilant.**

PB 048-The PCC stressed the importance of a communication strategy to the public regarding the sale of police stations, the collaboration with MAWWF and the rental of property spaces in Crickhowell, Hay on Wye, Llanfyllin, Narberth, Llandeilo, and Llandovery.

**Action: A draft communication plan and statement regarding the sale of police stations, the collaboration with MAWWF and the rental of property spaces in Crickhowell, Hay on Wye, Llanfyllin, Narberth, Llandeilo, and Llandovery to be shared with the Board at the next Policing Board meeting in January 2025.**

## Focus Topic:

1. **Corporate Governance Framework**

A revised version of the Corporate Governance Framework was presented to the Board by the CEX for official sign off by the Board. The Framework had been through a process of consultation from Senior Managers and Leaders within the organisations so that it was reflective of practice and legislation changes that needed to be incorporated within the Framework.

In line with updated guidance from the Association of Police Authority Chief Executives that was issued earlier in the year, parts of the Framework have been strengthened, these include the role of the Chief Executive being fully detailed whilst previously the Framework only included a link to the role profile.

Members of the Joint Audit Committee have also provided feedback on the Framework, and this have been incorporated into the revised version.

The CEX advised that there is the intention to relook at the Framework again in March from the perspective that there are significant changes ahead in relation to procurement legislation that will need to be incorporated into the Framework.

**Decision: The revised Corporate Governance Framework was approved by the Board.**

## Questions for the Chief Constable

1. **What reassurance can the CC provide with regards to DPP’s commitment towards becoming a trauma-informed organisation?**

A TrACE toolkit ‘Readiness review’ is currently underway and will be completed by the 31st January 2025. This work has been complimented by the recent Service Improvement Unit (SIU) initiative within Dyfed Powys Police which is measuring and recording all projects and initiatives within the Force. As part of the readiness review and subsequent ‘Self-Assessment’, all projects and initiatives will be evaluated to fully understand their contribution to ‘Trauma Informed practice’.

The purpose of the organisational self-assessment is to assist the Force in reflecting and understanding the progress it is making from a departmental, organisational and wider partnership perspective in embedding trauma-informed practice and Adverse Childhood Experiences (ACE) awareness.

The assessment should assist the Force in identifying strengths and successes, whilst also highlighting opportunities for improvement. The development of this framework has been influenced by ACE Hub Wales’s work with partners, and a scoping exercise of related material.

In order to undertake a thorough and holistic organisational self-assessment for Dyfed Powys Police, an electronic ‘Microsoft Forms’ version of the self -assessment is currently being developed, this will focus on what the organisation does currently and what could be done differently or ultimately could be improved.

Individual SPOCS within every department and division of Dyfed Powys Police will be identified to take responsibility to ensure the assessment is carried out This will provide the Force with a clear self-assessment of its current commitment and practices relating to a Trauma informed approach. This will also be crucial to establish future action plans in this area and to measure current practices against both the Chief Constable’s Force priority areas and the priorities within the OPCC Police and Crime plan.

The framework below will be utilised in line with the six key domains. The self-assessment will be completed by the 1st March 2025 and will be presented to both Chief Officer Group and Policing Board.

At that point (31/03/2025), a Trauma informed Strategic Working group will be set up with a full ‘Terms of Reference’ available, setting out its purpose, members, and key objectives from the findings of the work undertaken within Steps 1 and 2. This meeting will be chaired by Chief Superintendent Andrew Edwards.

The Trauma informed Strategic working group will be internal to Dyfed Powys Police in the first instance and a detailed and holistic ‘Strategic’ action plan will be developed, which focuses on the organisational areas for development, improvement and progress from the self-assessment conducted.

In order to take this work forward outside of the strategic space, the intention is to set up several ‘subgroups’ that will report into the strategic group. These subgroups will be themed and will have dedicated chairs and group members best suited to deliver that key area. Whilst the final decision confirming the key areas of focus for the subgroups is still to be decided, it would seem sensible to keep them in line with the self-assessment key area of:

By the month of May 2025, it is fully expected that all Public sector organisations within Wales would have completed the Trauma Informed assessments outlined within this report. The intention at this stage is to facilitate a Force Wide, Multi-Agency conference, focusing on Trauma Informed Practice.

This conference will be led and facilitated by Chief Superintendent Andrew Edwards. In order to achieve knowledge and commitment of the event, Chief Superintendent Edwards will be attending all Public Service Boards and Community Safety Partnerships within each of the four Local Policing Areas and presenting on the DPP Trauma Informed findings and promoting the conference.

Following the conference, it is intended to then consider where Trauma informed practice strategic discussion could sit, and how any identified work or initiatives could be progressed. This may be Public Service Boards.

**Action: The completed Trauma Informed self-assessment by the Force to be presented to Police Board in March 2025.**

1. **Letter received from Jane Dodds MS requesting clarification regarding low number of applications regarding Clare’s Law**
2. **Why the number of applications appears to be low?**
3. **What efforts are being made to raise awareness about Clare's Law in the Dyfed Powys Police area?**
4. **The process for supporting individuals who may be at risk of domestic abuse?**
5. **Any barriers that might prevent people from accessing this important scheme?**

The Board noted the Force memo provide by D/Supt Wayne Bevan in respect of Domestic Violence Disclosure Scheme (DVDS), also known as Claire’s Law. A freedom of Information request was submitted to HDPP in July 2024. The information request was worded as: “How many people accessed/utilised the Domestic Abuse Disclosure Scheme known as "Clare's Law in January 2023 - present by either Right to Know or Right to Ask?" The Force have stated that this was interpreted to be a request for the month of January 2023 only, and as such only one month of data was provided. It is highly likely to have been a request from January 2023 to present (July 2024). As such, if comparing HDPP to other forces 18month data, there is little doubt HDPP would be highlighted as conducting low disclosures and receive disproportionately low requests.

The Force will update the freedom of information and notify the applicant regarding performance in this area, information of note for the Policing Board

* Right to Know applications have increased (>200%) since January & continue to rise.
* Right to Ask applications are increasing continuingly over the last three months.
* All four areas of HDPP are seeing an increase from the first half of the year.

Strategic and Operational leads will continue to work with the service improvement unit to create a visible dashboard to enable leads to assess performance and ensure victims and members of the public are protected through their right to ask and right to know of partners history with other partners, all in a timely manner.

## For Noting

## Chief Constable’s Update

A Chief Constable update was provided to the Board regarding incidents and operations that had occurred since the last meeting. The report includes updates on good police work, as well as significant operational and organisational updates.

The PCC passed on his gratitude to the Force for the way in which they responded to Storm Darrah and the positive feedback he had received during meetings with Local Authority Leaders and Chief Executives.

The PCC asked that contact details of Superintendents at a BCU level be shared with Local Authority Chief Executive following feedback the PCC received at recent meetings.

**Action: Contact details of Superintendents at a BCU level within the Force area to be shared with the Local Authority Chief Executives.**

The PCC asked what the Force’s plans are regarding the sharing and publishing of outcomes from the Investors in People report with the Force and a timeframe for when this will occur. The DCC stated it would be shared via the Chief Officers Roadshows and through the Force intranet.

**Action: DCC to raise with Director of Organisation and Development for a timetable to be provided for Investors in People Outcomes to be shared with the Force.**

## Police and Crime Commissioner’s Update

The PCC provided a brief update on his activities and meetings that took place since the last meeting, including attendance at White Ribbon events, a community engagement day in Ceredigion, chairing a board meeting of Policing in Wales and attendance at the Policing Partnership Board for Wales.

The PCC provided an update from a recent National Police Air Service (NPAS) meeting and the use of beyond visual line of sight drones. The Board discussed the use of the drones and police helicopter within the Force area.

The PCC raised the recently published Devolution White Paper and the recent Police Reform workshops that he attended delivered by the Home Office. A discussion ensued on the importance of ensuring a Wales voice in Home Office discussions.

## Finance Update

The Board considered the financial update provided. It summarises the latest expected out-turn position for the current financial year – 2024/5 - based on spending up to 30th November 2024, which is currently £404k within budget.

It has been a significantly busy period for the Finance department over the last few months, with finalising and completing an audit on the financial accounts 2023-24, as well as working on the budget for 2025-26 and monitoring the budget for the current financial year 2024-25.

Police overtime budget has been overspending by approximately £86k per month over the first 8 months of the financial year, which is offset to some degree by savings against bank holiday budgets. The projected overspend is at £0.7m for 2024/5, which is lower than the £86k per month projected forward. The projection has been dampened down due to Op Valliant (covering summer demand) whereby all the costs have been accounted for up to 31/10/24 (£105k). Also, the number of major incidents that have contributed year-to date-spending over the first 8 months which affect the projection quite heavily. The position on overtime continues to be closely monitored by the ACC.

Police staff budgets are coming in over budget by £0.3m due to the increase in pay award (from 2.5% to 4.75%).

In summary for 2024/5, the budget position remains positive at this stage with overtime, shortfall in pay award support and forensic medical cost pressures able to be funded from within variances mainly against police officer pay, collaboration and income headings.

Finance Business Partners continue to work with budget holders to identify further budget pressures and potential savings over coming months. A better assessment of budgetary impact for next year is being discussed as part of the MTFP development.

Detailed work is currently taking place regarding capital expenditure to firm up on forecast outturn for 2024/5 and establishing potential slippage. A review of the 2025/6 Capital programme is currently underway by all departments and the finance business partners have fed into the MTFP process.

## Force Review Update

The Board considered the Force Review update report submitted. Following the Force Review Year 2 initial focus to bolster Uniform Response Teams ahead of the 2024 summer period, work continues to review and improve the Force Operating Model to improve effectiveness and efficiency. This will, by proxy, improve service delivery to the public and victims whilst simultaneously improving the welfare, wellbeing and retention of Police Officers and Staff.

A revised governance approach has been implemented for Force Review activity, centred around a weekly ‘Pace Setter’ meeting chaired by the Senior Responsible Officer. This brings workstreams leads together to ensure programme progression, share information and best practice, improve the understanding of interdependencies and their impact, improve programme sequencing and highlight risks for escalation.

A series of 25 engagement sessions were held over a three-week period enabled 176 officers to provide their views on ‘what was working well with their rota, what wasn’t and what could be improved’. This has enabled the development of a proposal for a rota pattern for Response Policing and Custody which was presented to Senior Sponsors on Monday 18 November 2024. Consultation around these rota patterns began on 2 December and close on 16 December (ongoing). Proposals for a rota pattern for CID and LIU will be presented alongside wider proposals for the Investigative Approach workstream on 29 January 2025. There is an aspiration to align CID and Response policing shift patterns as closely as possible, and as such, this needs additional consideration time given the clear interdependencies between the development of rotas to compliment any change in our approach to the management of investigations (and vice versa).

On 9 September 2024 a Senior Leaders Away-Day was held to receive feedback and evaluate the benefits and disbenefits of six conceptual senior structures. The event was facilitated by Continuous Improvement Practitioners who captured and compiled the feedback which was presented to Senior Sponsors on 30 September and subject to further discussion. This has resulted in the creation of a change proposal which was ratified by the CC on 21 October. One to one consultation with those immediately impacted commenced on 15 November 2024 with wider consultation from 25 November – 8 December 2024 with officers of rank Chief Inspector and above. The feedback from the consultation is now being considered with a final proposal being presented to Senior Sponsors on 16 December 2024.

The CEX confirmed that following discussions with Linda Williams, that an update on the Senior Operating Model would be brought to the Policing Board meeting in January 2025.

**Action: Update on the Senior Operating Model to be brought to the Policing Board meeting in January 2025**

The first Ebit Algorithm (1) for Common Assault and S.4/4A P.O.A. was deployed on 8 October 2024. A ‘two-month’ post implementation analysis (8 October – 10 December 2024) has indicated that the algorithm has been exposed to 940 crimes. Work is currently being undertaken to understand improvement in time taken from recording to finalisation. Work continues to progress the delivery of algorithm 2 and 3 for Criminal Damage and Shoplifting offences respectively. A fourth algorithm is being considered on 16 December 2024 with a potential development for early 2025.

## Decisions

1. **Dyfed-Powys Police Intervention, Prevention and Engagement Services for Children**

The Board discussed the submitted Dyfed-Powys Police Intervention, Prevention and Engagement Services for Children report. The report sought approval from the PCC and Force, to establish a joint task and finish group to develop the future partnership-based children’s intervention, prevention and engagement service for Dyfed-Powys Police. The report also sought approval for a staged plan to be developed, to map current practice, identify gaps and gain a greater understanding of the policing services we and our partners are affording our younger communities and approval to commence pilot activities from May 2025 and rollout of a revised partnership intervention approach by September 2025, with the aim of incrementally increasing the breadth and reach of our services beyond 2025. The Force requested that Superintended Chris Neve form part of the working group.

**Decision: The Board approved the recommendation to establish a joint task and finish group to develop the future partnership-based children’s intervention, prevention and engagement service for Dyfed-Powys Police. Approve a staged plan to be developed, to map current practice, identify gaps and gain a greater understanding of the policing services we and our partners are affording our younger communities. Approved pilot activities to commence from May 2025 and a rollout of a revised partnership intervention approach by September 2025, with the aim of incrementally increasing the breadth and reach of our services beyond 2025.**

## Any Other Business

1. **Sexual Assault Referral Centres**

The Board discussed the recent ongoing communication received regarding sexual assault referral centres. It was agreed that further discussions would be progressed outside of this forum.

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| Action No.  | Action Summary from meeting 18/12/2024 | To be progressed by |
| PB 049 | The DCC to discuss with Corporate Communication regarding drafting of positive news stories regarding the work of OP Ivydene and Op Vigilant. | Force |
| PB 050 | A draft communication plan and statement regarding the sale of police stations, the collaboration with MAWWF and the rental of property spaces in Crickhowell, Hay on Wye, Llanfyllin, Narberth, Llandeilo, and Llandovery to be shared with the Board at the next Policing Board meeting in January 2025.  | Force/OPCC |
| PB 051 | The completed Trauma Informed self-assessment by the Force to be presented to Policing Board in March 2025. | Force |
| PB 052 | Contact details of Superintendents at a BCU level within the Force area to be shared with the Local Authority Chief Executives. | Force |
| PB 053 | DCC to raise with Director of People and Organisational Development for a timetable to be provided for Investors in People Outcomes to be shared with the Force. | Force |
| PB 054 | Update on the Senior Operating Model to be brought to the Policing Board meeting in January 2025 | Force |
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