

FOI Ref: OPCC 49 - 2025

Request: Dated 23rd of February 2026

Request:

For the most recent appointment process for your force's Chief Constable (including any appointment of an Acting or Interim Chief Constable where a full recruitment process was undertaken), I would be grateful if you could provide:

- 1. The names and roles/organisations of all individuals who sat on the formal interview or selection panel(s) at each stage of the process (for example: longlisting, shortlisting, final interview).*
- 2. The capacity in which each individual participated (e.g. Police and Crime Commissioner, independent panel member, HR adviser, external assessor, senior officer, etc.).*
- 3. Any terms of reference, governance documents, or role descriptions setting out the remit of the panel(s).*
- 4. The dates on which the relevant interview panel meetings or final interviews took place.*

If any of the requested information is considered exempt, please provide the information in redacted form where possible and cite the relevant exemption(s) relied upon.

If it would assist, I am content for the information to be provided in a simple table or document format.

Please let me know if this request would benefit from refinement to fall within the cost limit, and I would be happy to discuss narrowing the scope.

Response:

I can confirm that the information you request is held by the Dyfed Powys Police and Crime Commissioner. I would advise that the majority of the information requested is available through the publication of the Dyfed Powys Police and Crime Panel confirmation hearing, which is available on their website here: [Dyfed Powys Police And Crime Panel](#)

Additionally, a copy of the relevant agenda pack has been attached to this email, please note that pages 13-22 are of relevance.

1. The names and roles/organisations of all individuals who sat on the formal interview or selection panel(s) at each stage of the process (for example: longlisting, shortlisting, final interview).

The Panel for the 2025 Dyfed Powys Chief Constable appointment was chaired by the Police and Crime Commissioner, Mr Dafydd Llywelyn and included:

- Mike Connelly, Deputy Director Community Safety Division, Welsh Government
- Iwan Thomas, Chief Executive, Planel
- Wendy Walters, Chief Executive, Carmarthenshire County Council
- Sir Andy Marsh, Chief Executive of the College of Policing
- Naomi Alleyne, Deputy Chief Executive, Welsh Local Government Association
- Carys Morgans, as my Chief Executive and Monitoring Officer

2. The capacity in which each individual participated (e.g. Police and Crime Commissioner, independent panel member, HR adviser, external assessor, senior officer, etc.).

The capacity in which each individual participated as in the appointment process for the 2025 Dyfed Powys Chief Constable was as follows:

- Dafydd Llywelyn – Police and Crime Commissioner
- Carys Morgans – Chief Executive and Monitoring Officer, who oversaw all elements of the appointments process to ensure that the principles of merit, openness and fairness were adhered to throughout proceedings.
- Mike Connolly - External assessor
- Wendy Walters - External assessor
- Iwan Thomas - External assessor
- Naomi Alleyne – Independent Panel member
- Sir Andy March - Policing Advisor
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3. Any terms of reference, governance documents, or role descriptions setting out the remit of the panel(s).

Please find attached the candidate information pack which contains the terms and conditions (page 17) and the recruitment process (page 19). A copy of this document has also been attached as a separate attachment within this email but can also be found under appendix A of the Police and Crime Panel agenda pack.



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recruitment-informatic

4. The dates on which the relevant interview panel meetings or final interviews took place.



The timetable for the Dyfed Powys Chief Constable appointment for 2025 was as follows:

- Advertisement – 24th of July 2025
- Closing date for applications – 5pm on the 29th August 2025
- Shortlisting of Candidates – 8th of September 2025
- Familiarisation opportunities – Held from the 9th of September 2025
- Internal and External Panel sessions – 22nd & 23rd of September 2025
- Appointment Panel Presentation / Interview – 22nd & 23rd of September 2025
- Police and Crime Panel Confirmation Hearing – 7th of October 2025

Next steps:

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:

This is a response under the Freedom of Information Act 2000 and disclosed in February 2026



- Online: [Make a complaint | ICO](#)
- Phone: 0303 123 1113

Live chat service: [Advice services for members of the public | ICO](#)