



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

This document is available in Welsh as well as English.

<b>Meeting:</b>	<b>Policing Board</b>
<b>Venue:</b>	<b>MS Teams</b>
<b>Date:</b>	<b>17<sup>th</sup> June 2025</b>
<b>Time:</b>	<b>14:00-16:00</b>

<b>Members:</b>	Police and Crime Commissioner, Dafydd Llywelyn (PCC) Temporary Chief Constable, Ifan Charles (T/CC) Director of People and Organisation Development, Linda Williams (DoPOD) OPCC Chief Executive, Carys Morgans (CEX) OPCC Temporary Chief Finance Officer, Nicola Davies (TCFO)
<b>Also Present:</b>	Staff Officer, Insp Gemma Starkey (GS) OPCC Executive Support, Sophie Morgan (SM)

## 1. Apologies and Introductions

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

## 2. Update on actions from previous meetings

Action No.	Action Summary	Update
PB 070	Update to be sought from Linda Williams, Director of People and Organisation Development regarding when the Mid and West Wales Fire and Rescue Service (MAWWFRS) and North Wales Fire and Rescue Service (NWFRS) Independent Culture Review report would be considered by HR leads and an update to be provided to Policing Board.	<b>Completed</b>  Update from Linda Williams-  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 071	Data Protection Impact Assessments (DPIA) updates to be included as a standing agenda item at Policing Board meetings.	<b>Completed</b>
PB 072	The Police and Crime Commissioner to attend the Race-related Culture Awareness Training.	<b>In Progress</b>  Awaiting training dates for September 2025.
PB 073	The Engagement and Expectations presentation to be shared with the OPCC.	<b>Completed</b>

### **3. Focus Topic:**

#### **a) PEEL Inspection Preparation Update**

The Board discussed the update report provided by Inspector Janas. Following HMICFRS correspondence, an update has been provided that the next PEEL Inspection for Dyfed-Powys Police (DPP) is planned for May 2026. DPP is currently scheduled to be in inspection tranche six along with Bedfordshire and Gloucestershire.

DPP will be officially notified (batch confirmation 6) of inspection week commencing (w/c) 24.11.2025. At this point. They will receive the terms of the inspection and also the document request for which they normally have 5 weeks to complete and return. The PRD (PEEL Resourcing Discussion) is w/c 27.04.26 with final evidence collection w/c 25.05.26. The PEEL report is then due for publication in September 2026.

Confirmation has also been received from Mick Montford that the current PEEL inspection window opens this June 2025. Essentially this is the start of gathering information ahead of the inspection. From liaison and discussion, this continuous assessment process will hopefully enable HMIC to review and clear any further current AFIs before the new PEEL Inspection officially starts. Additionally, they have started attending various Force governance meetings to gather an understanding of the current performance of DPP and some of the challenges the Force faces. This is observation only at this stage and not formal engagement activity.

The ACC chairs the Peel Assessment Framework (PAF) Self-Assessment meetings. These meetings are held bi-monthly with PEEL core question area leads to gauge current progress and to identify any good practice and gaps or areas for improvement against the PAF characteristics of good. All PAF core question areas are RAG rated.

Teams meetings with AFI leads and HMICFRS Force Liaison Lead (FLL) Mick Montford, have taken place to review progress against our current AFIs. To date, 6 of the previous AFIs have been verified and closed by HMICFRS, with a further 4 AFIs signed off internally by the DCC, to be further reviewed by HMICFRS during their evidence gathering ahead of PEEL.

The Force currently has 22 AFIs open and the board discussed the open AFI regarding CDI and Neighbourhood Policing and Prevention Teams. It was proposed that as an additional governance of the completion and sign off of the HMICFRS AFIs that specific HMICFRS AFIs are scheduled as focus topics in upcoming Policing Board meetings.

**Action: - Specific HMICFRS AFIs to be scheduled as focus topics in upcoming Policing Board meetings.**

## **b) Operation Ivydene Evaluation**

The Board discussed the Operation Ivydene evaluation report. The analysis contained within the evaluation of ASB occurrences in the designated hotspot areas showed a notable decline in ASB activity and associated crimes. The implementation of hotspot policing patrols had played a crucial role in this decline, with increased patrol hours, targeted interventions, and community engagement efforts yielding positive outcomes. Notably, nuisance related ASB remains the most prevalent category, though it has shown a downward trend in winter months. By interacting with individuals, businesses, and communities that are hard to reach, patrols have improved police-community relations and promoted a feeling of security and comfort. The effectiveness of these efforts is further supported by officer feedback and community survey results, highlighting the importance of continued investment in proactive policing strategies.

Moving forward, sustained enforcement, community engagement and strategic resource allocation will be key to maintaining these improvements and further reducing ASB incidents and crimes. However, consideration must be given to the increased population during summer months when analysing the hotspots.

The Board discussed summer demand and summer activity of the Force.

**Action: - A review of summer demand on the Force and Neighbourhood pledge to be a focus topic at upcoming Policing Board meeting in Autumn.**

## **c) Annual Productivity Review**

The Board discussed the Annual Productivity Review report. The report demonstrates the Force's commitment to how it's money is spent and what outputs have been achieved for victims, public and workforce.

The CEX suggested that a lessons learnt section be added to the report to inform future learning.

The PCC queried the timeline for the report and if it would be a public document. The T/CC stated that it was his intention for the report to be a public document and for it be completed in October.

**Action: - A lessons learnt section to be added to the Annual Productivity Review Report.**

## **d) Children and Young People- Review of Prevention, Intervention and Engagement in Dyfed-Powys**

The PCC has previously received a presentation and update from Superintendent Chris Neve and his team regarding the Children and Young People review. The presentation had also previously been taken to Senior Sponsors

The PCC requested that a joint letter is sent on behalf of the PCC and T/CC to the Chief Executives and Senior Leaders within the Local Authorities regarding developments and plans within the Force with the Children and Young People area. Following this a joint meeting should be arranged.

**Action: - A joint letter to be sent on behalf of the PCC and T/CC to the Chief Executive and Senior Leaders within the Local Authorities regarding developments and plans within the Force with the Children and Young People Review of Prevention, Intervention and Engagement in Dyfed-Powys.**

**Action: -An internal and external communication plan to be drafted regarding the Children and Young People- Review of Prevention, Intervention and Engagement in Dyfed-Powys.**

#### **4. Questions for the Chief Constable**

##### **a) What safeguarding tools are in place for Stop & Search and Use of Force in relation to children?**

The T/CC provided a response to question raised by the PCC, advising that the current process has been that it was down to officer judgement if a Public Protection Notice (PPN) was required. It was thought that this was not the best approach as there was no consistency and safeguarding opportunities could be missed.

The request is that officers must now submit a PPN for every stop and search conducted on juvenile. This will now allow the Force to review and identify any further safeguarding measures that police or partners may need to undertake.

This is a direction that most other Forces have undertaken across the UK. This will increase workload on the officer in having to complete a PPN and the vulnerability unit who will have to review it. However, the Force average is less than 50 records a month.

Use of Force is covered with the reason that Use of Force is accompanied by a juvenile being in custody. As part of the custody juvenile checklist there is a requirement for safeguarding checks to be made.

The PCC queried what is the triage process when considering review and sharing of information contained within the PPNs to partner agencies and are all PPNs referred to partners?

**Action: -Staff Office to confirm the triage process when considering review and sharing of information contained within the PPNs to partner agencies and to confirm if all PPNs are referred to partners**

The CEX queried if any potential evaluation activity had been built in to understand the impact and potential intended consequences of this activity.

The T/CC stated that regarding accountability and scrutiny, the Superintendent for Specialist Operations has a meeting on Stop and Search and Use of Force is reviewed. The T/CC to consider potential evaluation activity.

**Action: - PCC to share the Police Liaison Unit summary document with the T/CC regarding Stop & Search in relation to children.**

## **5. For Noting**

### **a) 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 including the Special Constabulary takeover day at Llandrindod Station, as well as significant operational and organisational updates including work around Operation Scotney.

The CEX queried the filming for the potential Op Scotney programme, the T/CC confirmed that they had discussed the filming for the programme at Chief Officers Group (COG) and the Corporate Communication team would discuss the queries raised by the CEX and COG with the filming with the company.

### **b) 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 a community engagement day in Ceredigion, a visit to the Force Communication Centre and attendance at a knife crime awareness session run by Swansea Kicks.

### **c) Organisational Development Update**

The Director of People and Organisation Development (DoPaOD) provided an update to the Board, noting that the People Culture & Ethics Strategy 2025-2029 has now been published internally and externally.

The National Wellbeing Survey is being conducted by an independent consultancy, Leapwise. Despite being labelled Wellbeing it is a comprehensive engagement survey that will give the Force a contemporary insight into workforce engagement. Timing is very helpful as it is 12 months post the Force's last IIP facilitated survey and 6 months ahead of the next one due in December which will be part of the IIP Gold re-accreditation process.

The response rate from the Force was 22% and therefore is above the 15% response rate required to have a bespoke report for HDPP to enable the Force to

be able to act on the feedback provided by their officers and police staff. Results are expected in September.

An updated slide deck for the Engagement and Engagement event has been developed for all Heads of Departments to adapt with local updates at their own team events which they are required to schedule between June and end August 2025.

DAP Year 1 changes have now been implemented and 2025-2026 DAP year is underway.

New recruitment and promotion board processes are now in use and all individuals have been trained accordingly.

The Board discussed the Wellbeing Toolkit Development joint project with Swansea University. Initial contact with Swansea University was made via the Police & Crime Commissioner several years ago, but funding availability together with a lack of dedicated in-force wellbeing resource has delayed progress in bid submission until now.

When finalizing the funding bid submission, Swansea University highlighted to the Force in April 2025 that the funding stream chosen, Smart Partnerships, requires the Force to provide match funding to the value of £73k. Representatives from the Force and OPCC have met and scrutinised the requirement against the eligibility criteria and do not believe this is feasible. The Force is happy to host an intern for 12 months recruited by the university and to provide supervision of an intern equating to one day per week of the Wellbeing Manager's time (c£10,690 in kind cost) but the Force believe any further investment would prove difficult particularly when the return on investment is unclear.

**Decision: - The Board agreed the recommendation not to pursue the submission to Swansea University to the Smart Partnership funding stream.**

#### **d) Force Operating Model Update**

The Force has recently communicated that the Force Review Programme will now close. Notwithstanding this, work will continue to deliver the Force Operating Model workstreams to completion under the oversight of Senior Sponsors.

The delivery of the second and third algorithm of Ebit for Criminal Damage and Shoplifting offences was deployed on the 14 May 2025. On 16 December 2024, Senior Sponsors decided that the fourth algorithm will be developed for exposure to Harassment and Malicious Communications offences. Algorithm four has been developed and is ready for being scheduled for deployment. This will be considered following the presentation of the six-month evaluation of the algorithm one for Common Assault and Public Order. Update to follow for next board.



The new rota pattern for Response Policing and Custody was implemented on 8 May 2025. Early feedback regarding the new rota pattern is extremely positive.

The Board received an update on other workstreams including Senior Operational Policing Structure (SOPS, NPPT Operating Model, Crime Recording and RMU.

### **e) Data Protection Impact Assessment (DPIA) Update**

T/CI Delyth Evans provided an update paper to the Board. A list of all ongoing DPIAs has now been compiled. Meeting arranged on 12/06 to review and RAG rate them to prioritise enquiries for completion. Once done, a full register will be available and shared with the DCC and OPCC.

A meeting has been arranged with the NPCC Data Sharing Coordinator to discuss requirements and arrange joint training for DPP and OPCC. Consideration will also be given to joining with neighbouring forces.

A meeting has been arranged with the IT department to discuss use of Microsoft Lists and Power Automate for ongoing management of DPIAs. Submission will be made to next Data Impact Assessment Group (DIAG) on 19<sup>th</sup> June. Opportunities for automation will be considered once this new process is agreed and implemented. Merseyside are using this process and have offered support.

The update of the DPIA Screening form is ongoing and a draft will be presented to the Working Group in June.

A continuous improvement event for Information Asset Register and Record of Processing Activity (IAR/ROPA) was held on 09/06. It was agreed that the scope of this DPIA work must include a review of the IAR and the ROPA processes due to the close connection between them and the DPIA.

The continuous improvement event identified duplication of information being requested from Information Asset Owners (IAOs), and similar themes in relation to training and IT requirements. A fundamental change is required to the systems as they stand. New IT solutions will be utilised as above to create more simplified and integrated processes, and training needs are similar across all three areas.

## **6. For Decision**

### **a) The Provision of Security and Fire System Maintenance**

Dyfed-Powys Police (DPP) went out to market to source contractors to service, comply with statutory law, alter or install essential Facilities management equipment.



The procurement opportunity was advertised on 'Sell2Wales' and 'FindaTender' web services. The procurement event was hosted on the Jaggaer E-sourcing portal where suppliers could 'self-invite' themselves to access all tender documentation and submit a bid.

The current contract is due to expire and has been retendered as per PCR 2015 regulations, offering the opportunity to the wider marketplace in a fair and transparent way. In addition to this, Dyfed Powys Police require reliable partners to ensure the organisation is adhering to statutory legal and regulatory obligations. It is integral that the Force source, via competition, suppliers who meet high standards and allow the facilities management team to maintain uninterrupted operations on critical systems.

Another aspect is around enhancing safety, to ensure all sites have the relevant working equipment such as fire alarms and extinguishers to keep staff, visitors and all personnel on site safe.

As part of the 4 agreements put in place, suppliers have been asked to produce and maintain a full Asset List, enabling DDP to guarantee that all equipment has been accounted for. A secondary element of the agreements is 24/7 coverage in the case of any emergencies that may arise. It is essential that a contract is in place to ensure that the Force have contingency if there are any unexpected issues that need fixing quickly.

After an open and fair procurement competition, it is recommended that the award is made to the following suppliers:

- Lot 1 Alarms - Comlink Fire & Security
- Lot 2 Access Control - Comlink Fire & Security
- Lot 3 CCTV - Comlink Fire & Security
- Lot 4 Fire Suppression/Extinguishers – Churches Fire Security Ltd

There is no set contract value spend, the total contract spend will be both planned and adhoc in nature. Subject to approval there is a suggested budget of £65,000 for year 25/26 against the above budget codes.

**Decision: - The Board approved the recommendation to award the four lots to recommended suppliers.**

## **7. Any Other Business**

### **a) CC's response to the HMICFRS Inspection into Organised Immigration Crime**

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

**b) CC's response to the HMICFRS Report- An inspection of the police response to the public disorder in July and August 2024: Tranche 2**

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

**c) Letter Sent on behalf of the Director General of the National Crime Agency**

The letter sent on behalf of the Director General of the National Crime Agency was noted and discussed by the Board.

**d) Police Seen Letter**

The letter sent on behalf of Police Seen was noted and discussed by the Board.

**e) Rates Rebate**

The Board discussed the rates rebate that had been received.

**Decision: - The Board agreed that the rates rebate received be allocated into the reserve capital investment for 2025/26 onwards.**

Action No.	Action Summary from meeting 17/06/2025	To be progressed by
<b>PB074</b>	Specific HMICFRS AFIs to be scheduled as focus topics in upcoming Policing Board meetings.	OPCC
<b>PB075</b>	A review of summer demand on the Force and Neighbourhood pledge to be a focus topic at upcoming Policing Board meeting in Autumn.	Force
<b>PB076</b>	A lessons learnt section to be added to the Annual Productivity Review Report.	Force
<b>PB077</b>	A joint letter to be sent on behalf of the PCC and T/CC to the Chief Executive and Senior Leaders within the Local Authorities regarding developments and plans within the Force with the Children and Young People Review of Prevention, Intervention and Engagement in Dyfed-Powys.	Force
<b>PB078</b>	An internal and external communication plan to be drafted regarding the Children and Young People-Review of Prevention, Intervention and Engagement in Dyfed-Powys.	Force
<b>PB079</b>	Staff Office to confirm the triage process when considering review and sharing of information	Force



	contained within the PPNs to partner agencies and to confirm if all PPNs are referred to partners	
<b>PB080</b>	PCC to share the Police Liaison Unit summary document with the T/CC regarding Stop & Search in relation to children.	OPCC

CLOSE