



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>3<sup>rd</sup> March 2025</b>
<b>Time:</b>	<b>10:00-12:00</b>

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

## 1. Apologies and Introductions

The PCC welcomed all to the meeting. Apologies were received from the CFO. 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 055	Departmental Delivery plans to be brought to the next Policing Board meeting in March 2025.	<b>Completed</b> On agenda as item 3a
PB 056	The Force to provide information to inform the response to the survey by 29th January 2025 to enable the OPCC to submit the response by the deadline.	<b>Completed</b>
PB 057	CEX to liaise with OPCC assurance team regarding any negative feedback or comments regarding Ebit.	<b>Completed</b> The OPCC assurance team confirmed that they had not received any negative feedback or comments regarding Ebit.

PB 058	A briefing to be organised for the PCC regarding ebit and the delivery of algorithm two and three for Criminal Damage and Shoplifting offences.	<b>In Progress</b> Awaiting confirmation of date from Inspector.
PB 059	Feedback from Chief Officers regarding Select Committee: First Inquiry Terms of Reference to be provided to the OPCC.	<b>Completed</b>
PB 060	The PCC to send a letter to the Chief Executives of the 4 Local Authorities within the Force area regarding the Joint funding of Violence Against Women, Domestic Abuse and Sexual Violence priorities.	<b>Completed</b>

### 3. Focus Topic:

#### a) Departmental Delivery Plans

The CC provided an update on the departmental delivery plans. The new Strategic Planning and Assurance Cycle (SPAC) has been designed to ensure overall alignment of the strategic requirements and priorities of the Force and is a continuous cycle of collating evidence and information. The SPAC establishes a framework for decision making across all areas and will enable the Force to prepare and set direction for the next 4 years.

- The SPAC will provide a clear understanding of the Force and its performance.
- The SPAC process enables the effective review and evaluation, learning and evidence for future improvement across all Force operations and business.
- The SPAC is designed to continually adapt and improve and enables the Force to make decisions based on robust data and analysis of data and information.
- Strategic planning and assurance activity is a continuous and iterative process that considers the impact of unexpected events, impacts from changes in organisational working or priorities and impacts from budgets and funding.

- The SPAC is a mechanism for managing Force business in a structured, open, and visible way.
- The SPAC ensures the Force is meeting its obligations and is a sound system of risk management and internal control.
- The SPAC recognises interdependencies between the different department functions and ensures collaboration and continuity of information across all areas of operations and business.
- The SPAC is an assurance framework that provides an objective examination of evidence for the purpose of providing a robust and structured means of identifying and mapping requirements across the whole organisation and coordinating them to best effect.
- Planning and assurance include engagement and actions across all operations and business and will enable the early identification of issues that need to be addressed.

Between December 2024 and January 2025, department delivery plans have been completed by leads from all departments. This was followed by an in-person event on February 11th, 2025, at Police Headquarters where all leads gave short updates on the challenges and priorities for each area of business. As well as initial findings from the submitted departmental plans, leads were invited to give feedback on the process, which was very positive.

Departments have been encouraged to take ownership of and develop their plans to support the management of day-to-day business. Some departments have already added additional tabs to their workbooks and uploaded and hyperlinked key documents to their folders in the Teams channel to support this. A small number of plans need support to fully complete. The new Planning and Assurance Manager will work with the leads in the coming weeks to do this. Following this, reports will be prepared utilising the information from department plans.

The work to prepare for the next Force Management Statement (FMS) has commenced and the Organisational Requirements Form (ORF) that supports the development of the FMS is in the process of being reviewed and updated to accommodate new national requirements. Once complete, the new ORF form will be added to department plans and the existing form hidden from plans and archived but will remain accessible to leads.

A key aim of the SPAC was to ensure transparency and inclusivity in the process which has been achieved. This next 2025/26 period will fully embed the SPAC. Strategic oversight for the SPAC is via the Corporate Governance Group.

MR stated that the Service Improvement team are working to quality assure the departmental plans and raise any queries with the departmental leads.

**Action: -A variety of departmental delivery plans to be shared with the PCC, so that examples of the work being undertaken is shared.**

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

##### **a) What training and awareness measures are in place to ensure officers are equipped to identify and validate legal medical cannabis prescriptions promptly and treat patients equitably?**

The CC stated that training and awareness measures are covered in officers' initial training around the misuse of drugs act. Since 1st November 2018 there has been a legal route for cannabis-based products for medicinal use to be prescribed by doctors on the General Medical Council (GMC) specialist register in strictly controlled circumstances. Just like any other medicine, no offence is committed if a person is prescribed cannabis.

Alongside this, trainers discuss the difficulties in identifying someone possessing this type of drug. Trainers will usually incorporate an input from Public Protection Teams in addition to the misuse of drug input to cover SME (Subject Matter Expert) point of view, regarding current/recent trends etc.

The CC stated that national medicinal cannabis guidance has been written and is going through a consultation process.

##### **b) This month, I launched the new Police and Crime Plan for Dyfed-Powys, which outlines my vision to improve public trust and confidence in our policing service over the next four years (2025-29). You will be fully aware that the policing model in England and Wales is built on the principle of policing by consent meaning that the power of the police is dependent on public approval and respect. Several national surveys in recent years have presented a picture of falling public confidence and satisfaction in policing. In January this year, representatives from my Office attended the College of Policing & NPCC's Diversity, Equality and Inclusion Conference, where we learned of Thames Valley**

**Police's Trust and Confidence Strategy which is supported by robust governance structures. As highlighted in our Mid-term Financial Plan for 2025-26, the current policing funding model means that 52.4% of Dyfed-Powys Police's overall funding relies on our local taxpayers and raised through the Council Tax Precept. To ensure that local communities feel they are receiving value for their contribution, and have an effective and efficient policing service which meets their needs and expectations, what specific strategies does the Force have in place to i) measure, and ii) improve public trust and confidence in our policing service in the Dyfed-Powys area?**

The CC provided a response collated from information from various departments including Neighbourhood Policing and Prevention Team's (NPPT), Corporate Communication and Performance and Analytics to the submitted question. NPPT's must conduct one community meeting and one 'meet the street' event in their section. Information received at those meetings will inform the NPPT's priorities. Further details of such engagement can be found within the NPPT performance framework.

At present they support operational activity/priority setting. Where broader issues are identified, officers utilise the Ardal system to record levels of community tension. LPA commanders and local SLT's will then adapt their local operational response accordingly.

If a system is obtained with a surveying function, we are hopeful it will include an automated analysis tool, which will prevent our staff having to analyse data collated in surveys themselves. Depending on what the tool / app offers, will enable us to determine if we set targets for the number of respondents. Should there be automation, we would look to drive the number of respondents to as high a number as possible.

We know that apps exist which will enable you to target engagement towards any segment or demographic of each community. We are hopeful that the app we acquire will have this feature or something similar. Some apps will communicate results to communities, or post via social media. Once the app is confirmed, the Force will be looking to appoint a project manager, to support its implementation, integration with other systems in Force as well as roll out necessary training for all staff who will be using it.

ORS complete the Force's victim insight surveys for victims of crime, ASB, Domestic Abuse and Stalking – The survey findings are included as part of

the LPA Performance meetings, DCC victim focussed monthly performance and Chiefs Quarterly performance meeting. Any themes are escalated to the relevant strategic board with learning the lessons as a standing agenda item.

The Force have introduced and continue to advance with their internal Quality Assurance processes, ensuring policies are being adhered to and high-quality investigations are being completed. The results provide opportunities to identify any learning to improve the service provided and outcomes achieved. As part of future analysis, we are seeking to include an element of value for money / adding value, where we aim to understand the cashable and non-cashable benefits achieved by specific projects and business as usual processes.

The Force Communications and Engagement Strategy sets out our long-term communication and engagement approach to enable the Force to communicate and engage effectively in support of our priorities, and the Police and Crime Plan, in a bid to maintain public trust and confidence. It also sets out objectives for the Corporate Communications department, and how the department will deliver. Corporate Communications are in the process of preparing a quarterly report to demonstrate our performance, which will report into Operational Policing Board. There is a section in the strategy that discusses audiences, and that the Force's approach is tailored according to need. The neighbourhood policing app will play a vital role in developing the Force's understanding of the difference 'audiences' – communities – through the survey functionality and improve the Force's ability to communicate and engage on topics that are important to different communities, in a way that meets their needs. This will contribute to both measuring and improving public trust and confidence.

## **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, as well as significant operational and organisational updates.

The CC updated that the Policing Minister had agreed to visit the Force area, with a date to be agreed and the invite also extended to Dame Carol Black, the independent reviewer of drugs.

**Action: -Staff Officer and OPCC representative to work together to draft an agenda for the Policing Minister visit.**

## **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 the launch of the PCC's Police and Crime Plan, community engagement day in Pembrokeshire and the Police and Crime Panel meeting which approved the precept proposal.

## **6. Finance Update**

The Director of Finance provided members of Policing Board with a financial update as of 21<sup>st</sup> February 2025. The DoF summarised the latest expected out-turn position for the current financial year – 2024/25 – based on spending up to 31<sup>st</sup> of January 2025. This is currently £0.359m within budget. In November 2024, the Force was reporting the underspend to be £0.404m.

The movement in forecast spend between period 8 and 10 reporting is due to the reductions in non-pay forecasts from latest actual position - training costs, legal costs, insurance and fuel costs are offset by an increase in capital financing from revenue to cover the lower than anticipated level of capital receipts due to the delay in sales of properties in 2024/25.

The budget set for 2024/25 assumed a pay increase of 2.5% from September for officers and staff. The Pay Negotiating Board awarded a pay award of 4.75%. Officers were paid the pay award in September and staff were paid (including back pay) in October. The level of additional funding has been confirmed as £1.2m against an additional cost of £1.7m and has been included in the projection for officers and staff. Police officer budgets are running under budget due to transferee recruitment slippage and the level of leavers, offset by the increase in pay award, whereas police staff budgets are coming in over budget due to the estimated increase in pay award.

The projections take account of some significant variances such as the additional contractual costs of SARC and Forensic Medical (Custody) contracts. These add around £0.6m to the cost base in the current year (part year including all transition costs). This is offset by additional interest receipts.

The position on overtime is being closely monitored by the ACC. Police overtime is coming in closer to budget than projected in earlier months with a projected overspend of £0.2m for 2024/5. A budget virement in



respect of the Operation Ivydene – the Governments ASB Hotspot funding has been processed and this is contributing to the reduction in the forecast. It has recently been confirmed that this funding (£1m) will also be available in 2025/26.

Premises related costs are coming in £0.3m lower than budget due to energy savings and rate rebates received in year, but this is being offset in full by revenue spend on moves and changes/furniture in HQ shown against non-pay and collaboration / consultancy cost categories. The projection includes an over-achievement of income of £1.0 million with additional investment income of £0.9m accounting for the bulk of this. Slippage in capital projects have been reflected in the recent MTFP for 2024/25 (£8m) along with higher than anticipated interest rates which together are resulting in a high level of interest receivable. Borrowing costs are however around £0.2m higher than anticipated at budget setting time. An additional Direct Revenue Financing charge of £0.7m has needed to be incorporated to counter the impact of a delay in capital receipts expected from property sales and to prevent the need for additional borrowing. The projection also includes a shortfall in grant funding towards WG PCSO costs, royal protection, and ports policing.

In relation to reserves, the projection includes drawdown of £0.490m against a budgeted drawdown of £1.254m meaning that around £0.764m of reserves will be available for redistribution in addition to the £0.359m projected underspend. This is in line with the assumptions that underpinned the Medium-Term Financial Plan 2025/6. The overall financial position is positive and in line with the £17.5m capital and revenue reserve carry over position assumption overall included in the 2025/6 Medium-Term Financial Plan.

### **c) Force Review Update**

The Board received an update paper from Gareth Scanlon, Senior Responsible Officer, Force Review. CC updated the Board that the Force had 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.

## **7. Any Other Business**

### **a) PCSOs**

The Board discussed the email from Paul Morris of the Police Liaison Unit (PLU) regarding the query in relation to the apportionment of funding for PCSO's available to the Force. The CC and DoF confirmed that they are

both content with the position that had been previously agreed on from a Dyfed-Powys perspective.

**Action: - OPCC to confirm position of the CC and PCC to Paul Morris of the Police Liaison Unit regarding apportionment of funding for PCSO's available to Dyfed-Powys.**

**b) Strategic Estates Opportunities with Mid and West Wales Fire and Rescue Service (MAWWF)-Crickhowell, Hay on Wye, Llanfyllin, Narberth, Llandeilo, Llandovery Stations**

The PCC informed the Board that he had been received media queries in relation to the estates decision and confirmed that he would be undertaking some media interviews and will be reiterating the position of the Force and that the decision to relocate certain stations has been made following careful consideration of operational requirements and financial sustainability. These are stations that did not operate a front desk facility, were not open to the public and did not meet modern day policing requirements.

The PCC stated that there had been a public meeting held recently in relation to Crickhowell Fire Station, where there were concerns raised about the future of the fire station. The PCC asked if there had been any communication from the Mid and West Wales Fire and Rescue Service in relation to their wider strategic estates programme. The CC stated that the concerns raised by the PCC would be discussed at Chief Officers Group (COG) that afternoon and that they would seek reassurance from the Fire Service and an update would be provided to the PCC following this.

**Action: - Staff Officer to provide an update to the PCC following discussion at Chief Officer Group and the seeking of reassurance from Mid and West Wales Fire and Rescue Service regarding the closure of Fire Stations which the Force will be using.**

The PCC raised that his office had received communications from members of the public raising concerns in relation to the estates decisions, and the potential future position of smaller stations within the Force. The PCC asked what the Force's view would be about the future and security of those particular stations. The CC stated that no firm guarantee could be given that stations would remain within those communities, but at the current time there is no plans to withdraw.

The Board discussed the communication with staff and public around the closure of the police stations. The PCC confirmed that he would be

offering to meet with town and community councils impacted by recent decisions.

### **c) HMICFRS Review**

The CEX raised the letter received from HMICFRS in relation to the review that HMICFRS are undertaking on the recommendations around Child Exploitation and the ask that Forces respond by the 14<sup>th</sup> of March 2025 regarding progress that has been achieved on the recommendation. The CC stated that he had been in contact with the HMIC liaison within the Force and that this will be action as required with the respective Force vulnerability and CSE leads. The AFI and recommendations from this inspection have either been signed off internally or a pending final evidence sign off from the DCC.

**Action: -The Force to respond to HMICFRS by the 14<sup>th</sup> of March 2025 regarding progress that has been achieved on the recommendation around Child Exploitation.**

### **d) Forensics Reform**

The Board discussed the joint letter and accompanying FQs received regarding the Forensic Reform. The PCC queried how this would impact the Force. The CC updated that they are aware through the West Coast Collaboration that the Force's cost associated with Forensics will rise significantly next year. The DCC leads on the West Coast Collaboration, which will join with the National Forensic Programme and formally come to an end. The CC provided reassurance to the PCC around proportionality of forensics submissions and clarity around the position of the Force.

### **e) S22A Collaboration Agreement- E recruitment**

The CEX advised that a revised S22A agreement had been received in relation to the e-recruitment platform with the College of Policing, the CEX will review the agreement in relation to Welsh language provision prior to the next Chief Officers Group meeting and Policing in Wales meeting. The CC and PCC both agreed their position for the need for the Welsh language provision.

**Action: -CEX to review the S22A agreement in relation to the Welsh language provision on the e-recruitment platform with the College of Policing prior to the next Chief Officers Group meeting and Policing in Wales meeting.**

<b>Action No.</b>	<b>Action Summary from meeting 03/03/2025</b>	<b>To be progressed by</b>
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PB 061	A variety of departmental delivery plans to be shared with the PCC, so that examples of the work being undertaken is shared.	Force
PB 062	Staff Officer and OPCC representative to work together to draft an agenda for the Policing Minister visit.	Force/OPCC
PB 063	OPCC to confirm position of the CC and PCC to Paul Morris of the Police Liaison Unit regarding apportionment of funding for PCSO's available to Dyfed-Powys.	OPCC
PB 064	Staff Officer to provide an update to the PCC following discussion at Chief Officer Group and the seeking of reassurance from Mid and West Wales Fire and Rescue Service regarding the closure of Fire Stations which the Force will be using.	Force
PB 065	The Force to respond to HMICFRS by the 14th of March 2025 regarding progress that has been achieved on the recommendation around Child Exploitation.	Force
PB 066	CEX to review the S22A agreement in relation to the Welsh language provision on the e-recruitment platform with the College of Policing prior to the next Chief Officers Group meeting and Policing in Wales meeting.	OPCC

CLOSE