Comisiynydd Heddlu a Throseddu Dyfed-Powys,
Blwch Post 99, Llangynnwr, Caerfyrddin, SA31 2PF

Dyfed-Powys Police and Crime Commissioner,
PO Box 99, Llangunnor, Carmarthen, SA31 2PF

Ffôn: Tel: 01267 226440
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COMISIYNYDD HEDDLU A THROSEDDU DYFED-POWYS POLICE AND CRIME COMMISSIONER

Y Gwir Anrhydeddus Amber Rudd AS
Yr Ysgrifennydd Cartref
2 Marsham Street
Llundain
SW1P 4DF

24 Tachwedd 2017

Annwyl Amber Rudd AS

PARTH: Archwiliad Effeithlonrwydd PEEL AHEMGTA 2017

Croesawaf yr adroddiad diweddaraf ar effeithlonrwydd yn Nyfed-Powys, ac mae'n dda gennyf weld tystiolaeth o ddealltwriaeth well yr Heddlu o alw, sy'n dyst i waith caled Swyddogion a Staff ac arweinyddiaeth y Prif Gwnstabl Collins a'i dîm.

Fel y nodir yn fy Nghynllun Heddlu a Throseddu, rydw i wedi ymrwymo i feithrin sgiliau arwain cadarnhaol cryf ar draws pob lefel o'r sefydliad drwy fuddsoddi yn ein staff i ddatblygu eu sgiliau, profiad a galluoedd. Mae fy nghynllun hefyd yn fy ymrwymo i a'r Prif Gwnstabl i adnabod a datblygu talent i sicrhau bod y bobl gywir yn y swyddi cywir ar yr adeg gywir. Mae hyn, ynghyd â chynllunio ar gyfer olyniaeth, yn faes gwaith yr wyf yn talu sylw arbennig ato drwy fy nghyfarfodydd atebolrwydd rheolaidd â'r Prif Gwnstabl.

Mae'r Heddlu wedi parhau i ddatblygu ei gynllun rheoli talent i gynnig cyfleoedd datblygu gyrfa ychwanegol i grŵp ehangach o aelodau staff. Mae cynnydd hefyd yn cael ei wneud o ran cyflwyno prentisiaethau i'r Heddlu ac ehangu cyfleoedd recriwtio. Ar hyn o bryd, mae fy swyddfa'n hysbysebu ar gyfer ei phrentis cyntaf.

Gan gydnabod yr angen ar gyfer gweithlu sy'n medru cysylltu'n well â'n preswylwyr Cymraeg eu hiaith, rwyf wrthi'n archwilio i ddewisiadau gyda'r Coleg Plismona a phartneriaid addysg yng Nghymru ar gyfer rhoi cynnig i recriwtiaid ymgymryd â'u hyfforddiant drwy gyfrwng y Gymraeg. Rwyf hefyd yn falch o weld bod yr Heddlu'n recriwtio mwy o swyddogion a staff sy'n siarad Cymraeg, yn ogystal â'u hymrwymiad tuag at ddarparu amrediad eang o hyfforddiant i staff presennol ar gyfer gwella eu sgiliau yn y Gymraeg. Yn ddiweddar, cawsom archwiliad cadarnhaol iawn gan Gomisiynydd y Gymraeg a welodd bod y gwasanaeth rydyn ni'n darparu i'n preswylwyr Cymraeg eu hiaith o safon uchel.

Rwy'n hyderus yn arweinwyr yr Heddlu a'u hymagwedd tuag at fynd i'r afael â'r meysydd ar gyfer gwella a nodwyd drwy archwiliadau AHEMGTA. Mae fy swyddfa'n goruchwylio cynnydd a wneir drwy fynychu cyfarfodydd llywodraethu'r Heddlu ac mae ein gwaith craffu'n canolbwyntio ar feysydd ar gyfer gwella i gefnogi cynnydd yr Heddlu o ran gwell gwasanaeth ar gyfer cyhoedd Dyfed-Powys.

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Cyhoeddir copi o'r ymateb hwn ar fy ngwefan.

Yr eiddoch yn gywir,

Dafydd Llywelyn
Comisiynydd yr Heddlu a Throseddu

Copi At: AEM Wendy Williams
Arolygiaeth Cwnstabliaeth EM, Rhanbarth Cymru a'r Gorllewin

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COMISIYNYDD HEDDLU A THROSEDDU DYFED-POWYS POLICE AND CRIME COMMISSIONER

Rt Hon Amber Rudd MP
Home Secretary
2 Marsham Street
London
SW1P 4DF

24 November 2017

Dear Amber Rudd MP

RE: HMICFRS PEEL Efficiency Inspection 2017

I welcome the latest report on Efficiency in Dyfed-Powys Police and am pleased to see evidence of the Force's improved understanding of demand, which is testimony to the hard work and commitment of Officers and Staff and the leadership of Chief Constable Collins and his team.

As detailed within my Police and Crime Plan I am committed to fostering strong positive leadership skills across all levels of the organisation by investing in our staff to develop their skills, experience and abilities. My plan also commits myself and the Chief Constable to identifying and developing talent to ensure that the right people are in the right posts at the right time. This, coupled with succession planning, is an area of work which I am paying particular attention to through my regular accountability meetings with the Chief Constable.

The Force has continued to develop its talent management scheme and has expanded to offer additional career development opportunities to a wider group of staff members. Progress is also being made to introduce apprenticeships into the Force to broaden recruitment opportunities. My office is currently advertising for its first apprentice.

In recognition of the need for a workforce who can better connect with our Welsh-speaking residents, I am currently exploring options with the College of Policing and Welsh education partners to improve the offer to Welsh recruits the opportunity to undertake their training through the medium of Welsh. I am also pleased to see the Force's increasing recruitment of Welsh-speaking staff and officers, as well as their commitment to providing a wide range of training to existing staff to improve their Welsh language skills. We have recently had a positive audit by the Welsh Language Commissioner which found the service we provide to our Welsh-speaking residents is of a high standard.

I am confident in the Force's leadership team and their approach to addressing the areas for improvement identified through HMICFRS inspections. My office maintains oversight of progress made through attendance at Force governance meetings and our scrutiny work focuses on key areas for improvement to support the Force's progress towards an enhanced service to the public of Dyfed-Powys.

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HEDDLU A THROSEDDU
DYFED-POWYS
POLICE AND CRIME
COMMISSIONER

A copy of this response is published on my website.

Yours sincerely,

Dafydd Llywelyn
Police and Crime Commissioner

cc: HMI Wendy Williams
HM Inspector of Constabulary, Wales and Western Region