

Meeting:	Policing Board
Venue:	ACPO Conference Room
Date:	24th March 2026
Time:	13:30-15:30

Members:	<ul style="list-style-type: none"> Police and Crime Commissioner, Dafydd Llywelyn (PCC) Chief Constable, Ifan Charles (CC) OPCC Chief Executive, Carys Morgans (CEX) OPCC Chief Finance Officer, Nicola Davies (CFO)
Also Present:	<ul style="list-style-type: none"> Temporary Assistant Chief Constable, Ross Evans (T/ACC)*(Agenda Item 3a and 3b) Head of Forensic Services, Dorian Griffiths (DG)** (Agenda Item 3a and 3b) Staff Officer, Detective Inspector Samantha Gregory (SG) OPCC Executive Support Officer, Sophie Morgan (SM)
Apologies:	<ul style="list-style-type: none"> Director of Finance, Edwin Harries (DoF) Director of People and Organisation Development, Linda Willaims (DoPaOD)

1. Apologies and Introductions

The PCC welcomed all to the meeting and apologies were received from Director of Finance and Director of People and Organisation Development. The minutes from the previous meeting were agreed as a true and accurate record.

2. Update on actions from previous meetings

Action No.	Action Summary	Update
PB 117	OPCC to share Cadet Programme Report with the Police and Crime Panel.	Completed
PB 118	Force to discuss with the C/Insp for Custody Services what comms plan the Force could put in place in custody to increase awareness of support available provided by commissioned services for drug driving arrests.	Completed Force memo provided
PB 119	Force to distribute guidance to staff regarding upcoming Senedd Elections.	Completed Guidance scheduled to be issued by the end of the month.

3. Focus Topic:

a) Forensics

The Temporary Assistant Chief Constable and Head of Forensics provided an update to the Board regarding the delivery of forensic provision within Force. The Force are awaiting the S22a agreement paperwork in relation to the tri-force collaboration for Forensics between Dyfed-Powys, South Wales and Gwent Forces following feedback on an earlier version.

A discussion ensued regarding the new forensic provision, the ongoing forensic reform work, as well as the positives of the hub and spoc and collaboration model.

b) Forensic Alliance and West and South Coast Forensic Procurement Consortium

The Board received an update paper from the Programme Manager in relation to the convergence of the West and South Coast Consortium (WSCC) into Digital Purchasing System. This is being hosted and managed by BlueLight Commercial (BLC) and TUPE arrangements are being undertaken to secure the roles and posts of the WSCC Contract Management Team moving forward.

Nineteen forces had benefited from the WSCC contract(s) for forensic provision of services since 2007 to June 2021. Avon and Somerset Constabulary having hosted the consortium up until June 2021, where they served notice to withdraw as the host Force.

As a direct result of the notice to withdraw, Dyfed Powys, South Wales and Gwent Police as a collaboration agreed that Dyfed Powys would become the host Force for the WSCC under a S22a Agreement. This allowed for a retender process to be undertaken, mitigating significant risks to the continuity of forensic service provision and effective service delivery for Forces, Victims and the wider Criminal Justice System. Fifteen forces chose to remain with the WSCC. The WSCC contract provides services through 7 lots with a broad range of forensic service offerings via the marketplace including:

- DNA crime stain analysis
- Footwear
- Drug testing
- RTC Simple toxicology
- Casework toxicology, and.
- Other casework incorporating firearms, and other forensic disciplines to assist murder, rape, serious violence and major crime investigations.

Following the agreement taken at the National Police Chiefs Council (NPCC) meeting in December 2024 of the merger of all Police Forensic Contracts into one National System, the WSCC Contract Management Team worked closely with the Home Office, BlueLight Commercial and the Forensic Capability Network to

deliver the project for convergence of the WSCC and EMSOU Forces, onto BLC's Dynamic Purchasing System.

The Chief Constable in his role as Host Force Lead on behalf of the Consortium Forces, oversaw the delivery of the high-level plan, governance, structure(s), Communication and deliverables, ensuring a successful and effective convergence.

The date for the introduction into the new contracts for the fifteen forces is the 1st of April 2026. Following discussions with BLC, it was agreed for business continuity to move the CMT across one month in advance, effective from the 1st of March 2026. This has been completed.

The WSCC fifteen Force collaboration has a S22a Agreement in place. The Force have informed the WSCC Strategic Board of their intention to write to all forces detailing the cessation of the S22a, effective from the 1st of April 2026. At this point all member forces will move into the National DPS. The PCC thanked the CC for the update and noted the development.

b) People and Organisation Development Update

The People Culture & Ethics Strategy is being updated to include the latest version of 'Our Plan and Our Culture Pledge' following its launch at Chief Officer Roadshows in February.

People & OD and Corporate Communications teams are now working to deliver an action plan to embed 'Our Culture Pledge' across all people related strategies, policies, processes and systems.

Further amendments have been made to the Force's Wellbeing Strategy to reflect the introduction of the National Police Wellbeing Service's new Workforce Prioritisation Guidance (WPG) self-assessment tool. This new tool provides forces with a simplified method (compared to its predecessor the Blue Light Wellbeing self-assessment tool) to self-assess their progress against delivery of their own Wellbeing Strategies and the National Wellbeing Strategy.

Confirmation was provided by the Home Office in February 2026 of the Chief Police Officers' salary award effective 1 September 2025 at 3.9% (compared to 4.2% for Police Officers and Police Staff)

The Force has successfully retained Investors in People (IIP) Gold level accreditation. Survey participation at 55% was the highest achieved by the Force since 2019 when it was just 8%. Significant uplift in positive statements was achieved since the 2024 survey – 39 statements achieved over 50% positive responses with the range up to 89%. 21 survey statements were over 70%. The assessor advised that this is something to celebrate but counselled that the Force are unlikely to see such a significant uplift in 3 years' time. In addition, over 200 Officers and Police Staff participated in IIP focus groups held both in person and virtually across the force. These focus groups were

facilitated in confidence by the IIP assessor to understand the context behind the survey responses and inform her recommendations.

A You Said We're Listening action plan was launched at the Chief Officer Roadshows with posters disseminated to all stations. A detailed draft action plan was developed and shared at People Culture & Ethics Board in February 2026. The IIP assessor presented the survey results and facilitated action planning breakout sessions at the Senior Leaders Away Day held on 3 March 2026. The output from these sessions will be added to the detailed action plan with progress monitored at future People Culture & Ethics Boards. This Engagement Action Plan also includes actions to address feedback from all engagement activities undertaken in 2025, e.g. Chief Constable dial ins, Expectation & Engagement events.

Recruitment continues to seek to appoint a Deputy Manager/Senior Occupational Health Advisor, two Occupational Health Advisors and an additional Occupational Health Screening Nurse following Chief Officer S-PAC approval of the request to strengthen team succession and resilience and reduce reliance on contingency contractor resource.

A positive response has been received to the pilot of prostate cancer screening with 200 tests ordered so far to meet demand. (389 Officers and Police Staff met the age criteria for screening purposes based on April 2025 data).

4. Questions for the Chief Constable

- a) What data does Dyfed-Powys Police currently record in relation to (i) the nature of the relationship between the perpetrator and victim (i.e. whether they are strangers, or known to each other) relating to sexually motivated crimes against women in public spaces;**

The Chief Constable updated that the reporting of victim accused relationship is captured in Niche.

- (ii) the location of the offence(s) (by way of defined categories of public spaces or private premises)?**

The Chief Constable updated that currently the Force don't categorise public space vs private premises for reporting, however it would be possible to engineer outside of Niche.

- b) Are victims of sexually motivated crimes in public spaces offered the opportunity to share information regarding protected characteristics?**

The Chief Constable updated that some protected characteristics (age, ethnicity, etc.) are captured within the person description in Niche.

5. For Noting

a) Chief Constable's Update

A Chief Constable update was provided to the Board detailing incidents and operations that had occurred since the last meeting. The report includes updates on good policing work including the lockdown at Maesydderwen School. The HMICFRS survey has concluded and the Force are awaiting results. Response briefings will commence in Force in April.

The CC raised that the Force had been contacted regarding safety of Senedd election candidates when out canvassing and the potential of offering safety briefings to candidates.

Action: - Force Elected Official Advisor to offer safety briefing to Senedd election candidates within Force area.

The CC suggested that following the Senedd elections a Force briefing update be offered to the elected officials within the Force area. The PCC was supportive of this suggestion.

Action: - Following Senedd elections, meeting to be offered to elected official regarding Force update.

b) Police and Crime Commissioner's Update

The PCC provided a brief update on his activities and meetings that took place since the last Policing Board, including a Community Engagement Day in Ceredigion, St David's Day Conference and attendance at the Rural Crime Strategy launch.

c) Data Protection Impact Assessment (DPIA) Update

An update paper was provided to the Board from the Information Manager regarding the Data Protection Impact Assessment (DPIA) process.

Work in respect to the development of an electronic system to cover the DPIA process remains outstanding, this is due to workload and competing demands.

The DPIA process is to form part of the review of the Information Management and Compliance Department which has just commenced. A Continuous Change & Improvement Analyst has been assigned to provide support to the Data Protection Advisor (DPA) to deliver the new DPIA process, specifically the new electronic DPIA process under development.

The DPA has this week attended a 'AI and Data Protection' training course which included aspects covering the legislation, documentation, frameworks etc and the practicalities of DPIA's and AI risk assessments. Consideration of AI risks will be factored into the new DPIA process.

The recruitment of a temporary Data Protection Advisor to assist this area of work continues through the EOI process.

DCC DPIA prioritisation meetings continue to be held, attended by the DCC, ACC, Procurement Manager and the Information Manager, plus the OPCC as required.

The CC updated that a temporary Detective Superintendent had recently been put in charge of the department and terms of reference signed off by the CC regarding a review of the department.

The Board agreed it would be beneficial to receive an update regarding the IMBA department in Spring 2026 following the initial review phase.

Action: - Force to share with OPCC the Terms of reference for Information Management Business Area.

Action: - An Information Management Business Area update to be brought back to Policing Board in Spring 2026.

d) Prevention, Intervention and Engagement: Children and Young People

The Board received an update paper regarding the Prevention, Intervention and Engagement: Children and Young People workstream.

The report contained updates regarding recruitment of the Child Centred Policing analyst and trainer and shortlisting of the Youth Prevention Officer roles across the Force area.

Meetings continue to finalise the referral process and mechanisms on how officers/staff and partners can refer into the intervention strand of the project, which will operated within YJS services in each Local Authority.

Governance structure around the programme is also being finalised, to ensure monthly scrutiny and monitoring of performance is undertaken in force and with key stakeholders, with continuous evaluations taking place through the analyst as to the success rates around referrals or determination of further intervention required with the young people engaged with.

e) Force Operating Model Update

Senior Responsible Officer, Force Review provided an update paper to the Board on the Force Operating Model (FOM).

There are three evaluations currently being progressed within Force.

- Powys North/South Supervision Model- The recommendations from the evaluation of the Powys North/South Supervision Model pilot were presented to key stakeholders on 28 January 2026 and passed to the new BCU Commander for Powys for consideration. Their recommendations will return to Senior Sponsors for decision.
- Interim 6 Month Evaluation - Response & Custody Rota- The purpose of this interim evaluation is to understand any benefits/disbenefits of this change to improve decision making in respect of findings and recommendations emanating from the Desirable Operating Numbers Workstream. It is anticipated that this evaluation will be finalised by mid-March 2026.
- Senior Operational Policing Structure (SOPS)- The 12-month post-implementation evaluation of the SOPS change. Whilst the realisation of most benefits are linked to HMICFRS PEEL Inspection outcomes, the evaluator has held several focus groups with Uniform and CID leaders to understand what is 'working well, what isn't and how can it work better'. It is anticipated that this evaluation will be finalised by the end of March 2026.

The next planned evaluation is of the Domestic Abuse Virtual Response Unit (DAVRU) – The expansion of the remit of DAVRU beyond the initial Carmarthenshire pilot, to Force wide implementation was fully delivered in October 2024. In 2025, Bangor University were commissioned to undertake an academic and victim-centric review of the function. The 'mid-point interim findings' update is anticipated to be returned to the Force soon, with the full review expected by October 2026. The 'mid-point review' will form the basis for a more Force-centric evaluation with the terms of reference directed by Senior Sponsors. This review will begin following the completion of the SOPS evaluation.

Following the successful EOI process, the Neighbourhood Policing Guarantee workstream has now achieved the 4 PSs and 29 PCs growth within NPPTs. This has fully delivered the objectives of the Force's approach to the 2025/26 Neighbourhood Policing Guarantee.

The Home Office has communicated their expectation that the Neighbourhood Policing Guarantee allocation for 2026/27 will be used to grow NPPTs by a further 12 Police Officers. These were pre-emptively factored into the Strategic Workforce and Financial Plans for 2026/27 and consequently, 11 of the 12 additional Police Officers joined the organisation via the Police Now (direct

neighbourhood policing) entry route on 15 March 2026. The remaining one constable (Pembrokeshire) will be achieved during 2026/27.

Action: - Force to share with OPCC Timeline for Process Evolution completion.

f) Productivity and Efficiency Overview Report 2025

Against the backdrop of the (National) Police Productivity Review, the creation of an annual Force level report intends to provide the Force, key stakeholders within existing scrutiny arrangements and the public with key information, providing assurance in the approach of the Force to service delivery.

This first report highlights the key activities and developments the Force has been engaged in, focussing mainly on outputs from 2025 in relation to generating cost reductions, improving efficiency and productivity, and value for money. Additional baseline detail is also included in sections to provide a wider understanding around each key area of consideration that will focus future reporting of productivity and efficiency progress.

The new Strategic Planning and Assurance Cycle (S-PAC) provides the foundations by which the infrastructure for identifying, planning and reporting productivity and efficiency is built.

The Strategic Planning and Assurance Cycle ensures that the Force can effectively respond to incidents and operations, maintain accountability and improve public trust and confidence. The framework supports the development of Force strategies and operational plans, the identification of productivity outcomes, effective, efficient and innovative practices to inform evidence-based learning across the organisation and a continuous performance management approach that focusses on service improvement and developing employees to ensure they have the skills and support to work effectively.

The review of police productivity highlights the importance of productivity and efficiency gains in delivering better outcomes for the public. Engagement with communities and the public enhances our understanding of issues affecting their confidence in policing, - vital for building trust and confidence.

The PCC noted the report and a discussion ensued in relation to the report and how this can be further developed for the future.

6. Any Other Business

a) Creation of Senior Police Staff Post- Finance Department Restructure

The Corporate Governance Framework requires the Chief Constable to report to Policing Board where a Police Staff Post of salary scale K or above are created or deleted.

The Director of Finance had undertaken a review of the Finance Department with a proposal to introduce on a temporary basis 2 x Head of section posts instead of the current 1 x Head of Corporate Finance post. This is proposed to provide a more resilient Finance Department and a stronger succession plan. It is intended that these posts be advertised on a temporary basis for a period of 2 years.

The review has resulted in the following change:

Head of Financial Accounting and Exchequer Services– Salary Grade “K” (69,084 - £73,599) – This post would act as the Deputy Section 151 Officer in the absence of the Director of Finance – No additional cost as it would temporarily replace the Head of Corporate Finance post

Head of Financial Management – Salary Grade “K” (69,084 - £73,599) This post would act as Deputy CFO to the OPCC in the absence of the Chief Finance Officer. The increase would be managed financially by uplifting one of the Senior accountant roles from salary grade “I” to “K” Resulting in an increase cost of £13,084

The Board discussed the restructuring of the Finance department within the Force.

Decision: The PCC agreed the proposed temporary changes to the Finance Department and to introduce on a temporary basis 2 x Head of section posts instead of the current 1 x Head of Corporate Finance post.

Action No.	Action Summary from meeting 24/03/2026	To be progressed by
PB 120	Force Elected Official Advisor to offer safety briefing to Senedd election candidates within Force area.	Force
PB 121	Following Senedd elections, meeting to be offered to elected official regarding Force update.	Force
PB 122	Force to share with OPCC timeline for process evolution completion.	Force
PB 123	Force to share with OPCC the terms of reference for Information Management Business Area.	Force
PB 124	An Information Management Business Area update to be brought back to Policing Board in Spring 2026.	Force

CLOSE