



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

This document is available in Welsh as well as English.

Meeting:	Policing Board
Venue:	ACPO Conference Room
Date:	21st January 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 Temporary Chief Finance Officer, Nicola Davies (T/CFO) Director of People and Organisation Development, Linda Williams (DoPaOD)* (Online)
Also Present:	<ul style="list-style-type: none"> Staff Officer, Inspector Lewis Simpson (LS) OPCC Executive Support Officer, Sophie Morgan (SM) Temporary Detective Chief Superintendent CID, Ross Evans (RE)** (Online) Detective Superintendent Protecting Vulnerable People, Wayne Bevan (WB)*** (Online)
Apologies:	<ul style="list-style-type: none"> OPCC Chief Executive, Carys Morgans (CEX)

*Director of People and Organisation Development, Linda Williams (DoPaOD) attended for agenda item 4a Questions for the Chief Constable and 3a People and Organisational Development Update

** Temporary Detective Chief Superintendent CID, Ross Evans (RE) attended for agenda item 4a Questions for the Chief Constable.

*** Detective Superintendent Protecting Vulnerable People, Wayne Bevan (WB) attended for agenda item 4a Questions for the Chief Constable.

1. Apologies and Introductions

The PCC welcomed all to the meeting and apologies were received from OPCC Chief Executive Carys Morgans (CEX). 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 107	Executive Partnership Strategy to be brought back to Policing Board in February 2026.	Completed Added to Policing Board agenda for February 2026.
PB 108	Chief Constable to discuss with the Head of Estates the internal and	Completed Estates Senior Facilities Manager has engaged with the

	external condition of stations within the Force area.	Superintendents for all BCUs and has arranged station visits in December and January. From this a scoping document will be developed with budget estimates for the works for Chief Officer Group consideration. Subject to approval, will then coordinate the works with a timeline provided.
PB 109	The Force to provide a timeline for the implementation and launch of the Prevention, Intervention, Engagement for Children & Young People project.	In Progress
PB 110	PCC to discuss with OPCC Executive team the setting up a strategic group with the Force chaired by the PCC for youth justice.	In Progress

3. Focus Topic:

a) People and Organisational Development Update

The Director of People and Organisation Development (DoPaOD) provided an update to the Board.

Following the formal appointment of the Chief Constable in 2025, the Force have updated 'Our Plan and Our Pledge' document. These documents have been updated following consideration of feedback from several sources in the last few months, e.g. Chief Constable led Culture dial-ins, Senior Leaders Away Day. A working group of Force leaders who head up functions with culture related activities met with the CC, DCC and Head of People and Organisation to discuss the feedback and agree the changes. The most significant changes related to renaming 'Our Pledge as Our Culture Pledge' to reflect the fact that within the Force everyone is to take ownership for the part they play in creating its desired culture and promoting behaviour to build "one inclusive and compassionate team".

An action plan is being delivered which covers the launch, communication and process embedding of "Our Culture Pledge" throughout all relevant people culture and ethics strategies, processes and development activities. The PCC raised the importance of the Culture Pledge being included in initial officer training. The CC agreed and stated that he was already scheduled to provide an input to trainers regarding the Pledge.

Regarding the Investors in People (IIP) Gold triennial re-accreditation process, the Force have achieved re-accreditation following the assessment in December 2025. The IIP practitioner presented the results to the PCC and his Executive team together with Chief Officers in January 2026.

An engagement action plan to address the feedback has been drafted together with a new You Said We're Listening action plan summary for use in Chief Officer Roadshows, Expectation & Engagement Events and electronic and hard copy posters for HQ and all stations. This action plan will also include actions responding to feedback from other engagement sources, e.g. recent CC Culture Dial-ins, Leadership Development Programmes, Expectation & Engagement Events.

The Force are part of a pilot for a new psychological screening tool being developed by the College of Policing (CoP) (currently in CoP initial testing phase). Becoming an early adopter of this tool will negate the need to continue with the current approach of two different screening questionnaires, reduce associated costs and enable the Force to confidently screen all those in roles deemed high-risk (recently expanded by the Chief Medical Officer to include Response Officers.).

The Wellbeing Funding Panel (OPCC, Force, Federation, Superintendents' Association and UNISON) had recently agreed to fund prostate screening for those eligible within the Force.

b) Response Policing-Summer Demand

The Board received an update on summer demand for response policing across the Basic Command Units (BCU). During the Summer period, the Force experienced a significant increase in demand for response policing, due to an influx of tourists to the Force area coupled with 'business as usual' service delivery. This increased demand stretched the Force's capacity to respond to incidents, increased crime investigation volumes and associated workloads for staff. Violence Against Person (VAP), Domestic Abuse (DA) related offences and Alcohol related offences have been reviewed for each BCU to determine demand over these key areas. The increase nationally for mutual aid support was felt by the BCUs, and additional overtime offered to cover abstractions.

The following are areas highlighted in the Op Valiant review, for consideration planning for summer 2026.

- Utilising 'lessons learned' from 2025 into next year's summer demand plan while analysing the impact of limited Paid Rest Days (PRD) uptake.
- Utilising the Op Valiant governance structure for future plans and identifying how to improve the Force's approach to the multiple PRD's that are available to ensure a balanced resilience across all of areas of business.
- Ensuring future summer demand meetings clearly set out the correct Op Valiant budget codes to ensure the accuracy of overtime data.
- Identifying and recognising patterns of Anti-Social Behaviour (ASB) and increases in demand to be able to forward plan for future years. (The Problem Oriented Policing system can be used to problem solve and potentially prevent repeat instances of ASB). Op Ivydene is also supporting this by increasing officer presence in ASB hotspots.

The Board discussed the ongoing rota changes and alignment of rotas within the Force.

The PCC stated that he recently attended a Carmarthen Chamber of Trade meeting and had received positive feedback from them regarding the Force. The Board discussed the Force's engagement with retailers and the CC updated the PCC on a workshop being organised at Headquarters in March by the Superintendent for Uniformed Policing.

Action: - Force to provide further information to the OPCC regarding the workshop organised with retail organisations.

The T/CFO raised with the changes in shift patterns and increase in NPPT officers and current reliance on Operation Valiant funding to support activity during the summer period, in the long term is their potential for the budget to be diverted to support other activities or will there always be reliance on the additional overtime and resources to support summer demand.

The CC stated that he would like to move away from that reliance and would raise with the ACC and Director of Finance for consideration.

The Board discussed the ongoing evaluation of response rota patterns.

Action: - Force to consider to whether the Op Valiant funding could be reduced or diverted elsewhere moving forward.

4. Questions for the Chief Constable

a) Please can the Force provide a detailed progress update report on the Safeguarding LINC project since the last stakeholder meeting (May 2025), including

- **Progress achieved to date against the project plan.**
- **Key deliverables achieved since last update (May 2025).**
- **Current risks, issues and dependencies (and how these are being mitigated).**
- **Any changes or challenges to resourcing or the planned project timeline.**

Temporary Detective Chief Superintendent CID, Ross Evans (RE) provided a presentation to the Board regarding the Safeguarding Linc project, a multiagency project ongoing since October 2023 regarding safeguarding information sharing across West Wales. The Board were updated on the detail and next steps of the project.

During a safeguarding board event in October 2023, views were shared around recommendations within reports on domestic homicide reviews, child practice reviews, serious case reviews in relation to improved information sharing. A discussion in relation to improving information sharing ensued.

The vision for the project was from a child protection view and was to produce a system that put the child protection register on a shared platform so that agencies were no longer reliant on multiple emails on a weekly basis. The system will provide the child protection register across Carmarthenshire and Pembrokeshire and will update information in real time. It will also provide flags when there are specific events such as A&E attendance, GP appointments, missing school, missing from home and others.

The project is funded by the Welsh Local Government Association (WLGA) and partners include Dyfed-Powys Police, Hywel Dda Health Board, Carmarthenshire County Council, Pembrokeshire County Council and Swansea University.

The next steps for the project include in early February the development of a presentation on the dashboard with the aim of the project to go live in April 2026. Information Governance agreement has been completed and data controller forms to be returned to Carmarthenshire County Council.

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 police work including the Force wide Operation Antwerp, the lockdown incident at Bro Myrddin School as well as significant operational and organisational updates.

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 attendance at the Wales Safer Communities Awards, chairing a Community Partnership meeting and attendance at the APCC/NPCC partnership summit.

c) Force Operating Model Update

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

A member of staff has been seconded to the team to support the evaluation of other former Force Review and Force Operating Model workstreams. They will begin supporting the team from 4 February 2026 with their initial task being to evaluate the Senior Operational Policing Structure implemented in March 2025, and thence the expansion of the DAVRU which was fully delivered in October 2024. This will enable time to consider the external academic review of DAVRU prior to undertaking a more Force-centric evaluation.

Regarding the Workforce Mix Programme update, work continues to deliver the organisation's ambition to recruit 50FTE Police Staff to allow 50FTE Police Officers to be released from 'back-office functions' to frontline policing. Two funding streams support this initiative, namely the Neighbourhood Policing Guarantee (NPG): 33FTE Police Officers to NPPT and the Precept Funding: 17FTE Police Officers to Uniform Response Teams.

Currently, 55% (18FTE) of Police Staff recruitments to enable workforce mix for the NPG have been achieved. This 18FTE accounts for 36% of the total Police Staff recruitment to nourish the 50FTE total growth in NPPT and Uniform Response Teams from both funding streams. Several recruitment processes are ongoing, and some have yet to commence due to several challenges.

In tandem to this an expression of interest (EOI) process for the growth in NPPT PCs has recently closed yielding 40 applicants. This is currently being administered by HR, FOM and the BCU Commanders to nourish the required growth whilst also backfilling any existing vacancies. This is being closely managed to minimise the risk of this exercise impacting adversely on Uniform Response Team numbers.

The principle challenge faced by this programme relates to recruitment processes, and the necessary speed of the same, to meet grant timelines. This is exacerbated by capacity pressures, and/ or process lead in times, in areas that support recruitment, for example (not exhaustive):

- Pre-employment, vetting and medical check lead in/process times.
- Fast-time reprioritisation and delivery of training for newly recruited Police Staff.
- High interest (and success) of existing Police Staff (often from other mission critical functions) for newly advertised NPG Police Staff Workforce Mix roles. This exacerbates recruitment challenges owing to requirement for further recruitments and training periods to backfill successful internal candidates.

d) 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.

Following a review of the proposed DPIA question set by the Data Protection Officer (DPO) and the Data Protection Advisor (DPA) where it was established there were several gaps, the DPA met with ICT. It was established that there is still a lot of work needed on the proposed system before it can be developed further. This includes reviewing the question set to align with IMBA requirements and the requirements of the Data (Use and Access) Act 2025 (DUAA)¹. This also includes a review of all outstanding DPIA's to ensure only 'live' work is transferred onto the new system. The DPA has undertaken a thorough review of all 2024/25 files, the review of older files is to continue. The DPA is also arranging a meeting with a member of the Joint Audit Committee who may have views on the system, especially how the system can link to other aspects of work e.g. the Record of Processing Activity (ROPA) and the Information Asset Register (IAR).

A monthly DPIA prioritisation meeting attended by the DCC, ACC, the Procurement Manager and the Data Protection Officer continue. DPIA's are prioritised in line with a prioritisation list. This process has proved to be beneficial, and the work associated with DPIA's continues to be on the Corporate Risk Register.

The Force has received an update from the NPCC regarding the Data (Use and Access) Act 2025 which includes details of the impact the changes will have on Police Forces and actions for Forces to take.

Many of the actions identify NPCC guidance is under review. Many of the actions will require changes to policy and processes in Force and will also be dependent on NPCC guidance. Some of the actions will be linked to action plans and development work ongoing currently within the department. The changes represent a significant piece of work for the Data Protection Team.

The Force issues an information security and data protection questionnaire to suppliers as part of the procurement process. The responses are reviewed by

ICT and Information Management staff. The DPIA process assists the review process as any risks raised as part of the DPIA process can be considered when reviewing supplier responses. This process is currently undertaken using a spreadsheet which is provided to suppliers by the Procurement Team. It is a cumbersome process and can, due to delays, impact negatively on procurement processes. A request has been submitted through the Digital Ideas Assessment Group (DIAG) for an automated process. The Information Management Team are currently in discussions with the other Welsh Forces with a view to agreeing an all Wales information security questionnaire which would provide a thorough evaluation by comprehensively mapping to the NIST CSF 2.0. The IMBA Team will work closely with ICT and Procurement as this develops.

Future challenges remain as:

- Information governance challenges and emerging information security threats from Artificial Intelligence (AI), cyber-attacks, social engineering and the supply chain continues. The first AI Assurance Group meeting took place on the 05 December. The first element under consideration is CoPilot Chat.
- Challenges and workload associated with Force compliance with the Security Assessment for Policing (SyAP) framework for both the IMBA Team, ICT and other departments that contribute to the Framework.
- The volume of work in this area and the impact delays have on operational policing and corporate business processes.
- The WASPI Team are working closely with the Information Commissioner's Office (ICO) to set in place an Information Sharing Code of Conduct under Data Protection legislation (Art 40 UK-GDPR). If this has ICO approval, this will result in increased challenges and additional workload for organisations signed up to the Accord including the Force and the OPCC.

The PCC raised that he had recently been contacted regarding delays in individuals receiving their DBS checks and requested an update from the Force regarding this.

Action: - Force to provide an update regarding the timeliness of DBS checks.

The Temporary Chief Finance Officer (T/CFO) queried the timeline for the pilot rollout of Co-Pilot within the Force. The OPCC had agreed to be a pilot department for the rollout and had not received any further information regarding the pilot rollout.

Action: - An update to be provided regarding the pilot rollout of Co-Pilot within the Force.

e) Prevention/Intervention/Engagement: Children & Young People

The Board received an update report regarding Prevention, Intervention, Engagement for Children & Young People.

Following interviews, a candidate has been offered the post of Child Centred Policing Analyst and HR have started their pre-employment checks and vetting. The post of Child Centred Policing and Trauma Informed Trainer is currently being advertised. The job evaluations for the Further Education Outreach Worker and the Police Prevention Worker roles will be completed by the 16th of February.

The Reachable Moments Project in Custody went live on the 12th of January 2026.

A multi-agency continuous improvement event in respect of Youth Out-of-Court Disposals will be held on the 28th of January 2026. The purpose of the event is to bring together key partners to analyse, understand and resolve the issues identified in Dyfed-Powys Police's responses to the OPCC regarding Youth Out-of-Court Disposals and wider child-centred policing activity.

The PCC stated that a Policy Officer from the OPCC is seconded to work on the project, and that he receives regular updates on this workstream.

6) Any Other Business

a) Operation Jorica Transferee Letter - Dyfed-Powys

The Board discussed the letter received from the Metropolitan Police regarding Operation Jorica. The PCC sought assurance from the CC regarding the review of historic vetting and recruitment practices regarding transferred to the Force

The CC explained that this is low risk to the Force as he had received assurances from the Professional Standards Department that the Force complied with the Authorised Professional Practice (APP).

b) Chief Constable Security Arrangements.

Following a review of the Chief Constable security arrangements, the PCC had sought assurances from the T/CFO that the relevant budget was available, and necessary arrangements could therefore move forward.

Decision: - The PCC agreed the updates to the Chief Constables Security arrangements following a review and confirmation of available budget.

c) Joint Audit Committee-IT Arrangements

The PCC raised that the ongoing issue of the Joint Audit Committee members not having access to a Microsoft Teams Channel for papers

Action: - Force to provide an update regarding access to a Teams channel for Joint Audit Committee members.

d) Direct Revenue Funding

The Board discussed a suggestion by the T/CFO for the Force to consider using the current underspend for in-year direct revenue funding to save interest. The CC stated that he would raise this with the Director of Finance for his consideration.

Action: - Force to consider if the current budget underspend can be used for in year direct revenue funding.

Action No.	Action Summary from meeting 21/01/2026	To be progressed by
PB 111	Force to provide further information to the OPCC regarding the workshop organised with retail organisations.	Force
PB 112	Force to consider to whether the Op Valiant funding could be reduced or diverted elsewhere moving forward.	Force
PB 113	Force to provide an update regarding the timeliness of DBS checks.	Force
PB 114	Force to provide an update regarding the pilot rollout of Co-Pilot within the Force.	Force
PB 115	Force to provide an update regarding access to a Teams channel for Joint Audit Committee members.	Force
PB 116	Force to consider if the current budget underspend can be used for in year direct revenue funding.	Force

CLOSE