

Meeting:	Policing Board
Venue:	MS Teams
Date:	14th July 2025
Time:	09:00-11:00

Members:	Police and Crime Commissioner, Dafydd Llywelyn (PCC) Temporary Chief Constable, Ifan Charles (T/CC) Director of Finance, Edwin Harris (DoF) OPCC Chief Executive, Carys Morgans (CEX) OPCC Temporary Chief Finance Officer, Nicola Davies (TCFO) Head of Finance, Michelle Reynolds (HoF)*
Also Present:	Staff Officer, Insp Gemma Starkey (GS) OPCC Executive Support, Sophie Morgan (SM) Temporary Detective Chief Superintendent Criminal Justice Department, Ross Evans (RS)** Project Manager-Governance and Change, Charlie Guerin (CG)***

- Head of Finance, Michelle Reynolds (HoF)* attended for agenda 5c Finance Update.
- Temporary Detective Chief Superintendent Criminal Justice Department, Ross Evans (RS)** attended for agenda item 3a Violence against Women and Girls (VAWG) Update and agenda item 3d Inspection Report-Covert Human Intelligence Source (CHIS).
- Project Manager-Governance and Change, Charlie Guerin (CG)*** attended for agenda item 3a Violence against Women and Girls (VAWG) Update.

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 074	PB074 Specific HMICFRS AFIs to be scheduled as focus topics in upcoming Policing Board meetings.	In Progress Included within the Policing Board Forward Planner
PB 075	A review of summer demand on the Force and Neighbourhood pledge to be a focus topic at upcoming Policing Board meeting in Autumn.	In Progress Included within the Policing Board Forward Planner

PB 076	A lessons learnt section to be added to the Annual Productivity Review Report.	Completed
PB 077	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.	In Progress
P 078	An internal and external communication plan to be drafted regarding the Children and Young People- Review of Prevention, Intervention and Engagement in Dyfed-Powys.	In Progress
PB 079	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	Completed Further information provided to Board.
PB 080	PCC to share the Police Liaison Unit summary document with the T/CC regarding Stop & Search in relation to children.	Completed

3. Focus Topic:

a) Violence against Women and Girls (VAWG) Update

The Board received an update on the Violence against Women and Girls (VAWG) agenda and Operation Rhagorol from Temporary Detective Chief Superintendent Criminal Justice Department (RS).

Project Manager for Governance and Change CG provided a demonstration of the VAWG Delivery Plan Actions planner which is used to capture actions and recommendations and allocated to officer to complete. The actions plans are review monthly by Chief Superintendents and leads are held to account in terms of making process on the action plans. This is then reported bi-monthly to Chief Officers

Action: -A further Violence against Women and Girls (VAWG) update to be provided to Policing Board in January 2026.

b) Force Management Statement (FMS)

The Force Management Statement (FMS) has been completed and shared with His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS). This statement will lead into some of the wider discussions in relation to future Force budget and the financial planning cycle.

The PCC raised that during a previous HMICFRS inspection, the PCC has been asked if he had seen the current FMS and his thoughts on the document.

The CEX raised if specific areas of the FMS should be a focus topic for upcoming Policing Board meetings.

Action: - Specific areas of the Force Management Statement (FMS) to be focus topics for upcoming Policing Board meetings.

The T/CC detailed the process for the completion of the FMS.

The PCC raised the high number of days lost through sickness incrementally since 2021. The CEX stated that Policing Board in September would have a focus on Organisational Development and suggested that an update on sickness absence should be included. The Board agreed with this suggestion.

Action: An update on sickness absences to be provided at Policing Board meeting in September.

c) Probation Operational Changes & Impact Board

The Board received a paper providing a briefing on significant changes to sentencing policy arising from the UK Government's Independent Sentencing Review (ISR), and reforms to Home Detention Curfew (HDC). These changes have wide-ranging implications for offender management in both custody and in the community.

The reforms are intended to address prison overcrowding, reduce reoffending, and modernise the justice system through greater use of rehabilitation, structured incentives, and alternatives to custody. Combined, these measures are expected to free up approximately 9,500-10,000 prison places, ensuring capacity for serious offenders while reducing reliance on short custodial sentences. Both ISR and HDC, carry operational implications for multiple Stakeholders, including Courts, Probation, Health Services, Housing, Local Authorities, and Police Services.

The paper submitted to Policing Board outlined the steps Dyfed-Powys Police (DPP) are taking to ensure a coordinated and collaborative response. DPP are taking a proactive and coordinated approach to the upcoming changes. Established command structures, early engagement with partners, and robust risk management processes are being put in place to support community safety and ensure operational readiness. To ensure effective local implementation and oversight:

- A Multi-Agency Gold Group, chaired by Chief Superintendent Jolene Mann, will lead strategic coordination and partner briefings.
- A supporting Silver Multi-Agency Release Coordination Group, chaired by Detective Superintendent Wayne Bevan, will develop and review risk assessments and management plans for all early release cases, aligning with IOM, MAPPA, and MARAC as appropriate.
- Initial engagement with Probation (Liz Bowen, Dyfed-Powys Probation Local Delivery Unit Head), indicates low volume of eligible cases, likely in single figures for Dyfed-Powys.
- The Gold/Silver structure will also oversee implications from HDC changes.
- This model was used effectively during previous early release periods, delivering strong outcomes for public safety, multi-agency coordination and community reassurance.
- The first Gold Group meeting is being planned for the week commencing 28 July 2025, pending confirmation of case numbers and risk profiles.

A Welsh Probation Operational Changes and Impact Board is in place to coordinate stakeholder communication and preparedness.

d) Inspection Report-Covert Human Intelligence Source (CHIS)

The Board received the ICPO surveillance and CHIS inspection Report for the Force. The inspection has been conducted to assess the level of compliance of this public authority with the Regulation of Investigatory Powers Act 2000 and Part III of the Police Act 1997 in respect of its use and management of covert surveillance, covert human intelligence sources (CHIS) and property interference.

The report identified no areas of non-compliance (AoNC). A discussion ensued in relation to observations made by the Inspection which will receive prompt and detailed attention by the Force.

4. Questions for the Chief Constable

- a) Following the increased number of suspected suicides in Carmarthenshire this year, can the Chief Constable please give an update on the engagement activity carried out by Neighbourhood Policing and Prevention Teams in the affected communities? Does the type of engagement differ depending on the location (towns versus more rural communities)? How has the Force worked collaboratively with other partners to deliver signposting messages to the affected communities?**

In response to the increased number of suspected suicides in the Carmarthenshire area, DPP are actively involved in the community response. The Mental Health Suicide and Self Harm Coordinator within the Force attended a meeting with the Head of Adult Social Care for Carmarthenshire Local Authority and the Regional Lead for Suicide and Self-Harm where they reviewed information available and it was determined that a "Cause for Concern" meeting was needed, with a wider audience.

To this date, two "Cause for Concern" meetings have been held, chaired by the Head of Adult Social Care for Carmarthenshire Local Authority and the actions/responses from the meetings are coordinated by the Suicide Prevention Coordinator from Carmarthenshire Local Authority.

Specific areas of concern were highlighted and agencies are working together in response to concerns. These include Local Authority, Mental Health Services, 3rd Sector (DPJ foundation, MIND, Papyrus, NALS) and the Education Sector. Neighbourhood Prevention and Policing Teams (NPPT), School Liaison officers and the Rural Crime Team are actively working with agencies and the public also.

Action: - Force to provide further information on how the findings of the "Cause for Concern" meetings feed into tactical and strategic prevention meetings and how does this task the local NPPT to spend time in the right areas.

b) Does Dyfed-Powys Police have a Policy and Procedure relating to the seizure of legal prescribed cannabis in place? If so, does this align to the NPCC guidance? Following the erroneous destruction of prescribed cannabis in a recent case, has the Force reviewed their training and awareness regarding this to ensure all officers are aware of the correct process?

This concerns a complaint recently received in Force. The complaint was reviewed by the area Inspector and Head of Legal Services who concluded the destruction of the cannabis in this circumstance was believed to be an isolated error.

There are cases where prescribed cannabis has been properly returned – Legal Services have given advice to say the same when the queries have come in.

This specific matter, relating to the seizure and return of prescribed cannabis is not covered within Force Policy, nor covered in training relating to the seizure and retention of legal prescribed cannabis. Initial training delivers the following topics on the subject:

- Who can possess prescribed medicinal cannabis.
- What are cannabis based medicinal products (CBMP).

- Can card

The Force has sought a response from the NPCC Drugs Portfolio team who provide the following information:

"Dyfed-Powys do not, as I understand it have a specific policy / procedure in place, Dyfed-Powys is not unique, and policing nationally is still grappling with the complexities of policing cannabis even though the law changes surrounding cannabis-based products for medicinal use (CBPM's) changed in 2018."

As a result, the Force has been working with policing colleagues and have produced draft guidance however, due to the very recent change in NPCC Drugs leads it has not been agreed / signed off. It is hoped this will be progressed with the new lead in due course.

Action: - Force to provide an update on how the policy around legally prescribed cannabis is disseminated to officers and staff.

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 multi-agency training event in Ceredigion, a Fatal Five traffic operation in Carmarthenshire and the operation regarding an explosive device in Llanelli as well as significant operational and organisational updates.

The Board discussed the Byd ar Bedwar tv programme which was being aired that week. The CEX asked if there was a strategy in place by the Force to deal with any subsequent enquiries that may come following the airing of the programme. The T/CC confirmed that a strategy would be discussed at Chief Officers Group meeting that day and that Force and OPCC Communication departments could then link in together.

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 Llanelli and Powys, a meeting with the Rural Crime Team and attendance at the Celebration of Welsh Food and Farming Week Stakeholder Day.

The PCC provided an update to the Board following a meeting with Rick Muir, aid to the Home Secretary to highlight the issues from a Wales perspective in relation to Police Landscape Reform. The PCC also raised frustrations at the cancellation of a visit from the Policing Minister to Wales.

Action: - The PCC to discuss with the Police Liaison Unit and Policing in Wales Chair the possibility of sending a letter to the Policing Minister regarding visits to Wales.

The CEX provided an update on the timeline for the Chief Constable recruitment process.

c) Finance Update

The Director of Finance provided the Board with an update report and the Board discussed the information provided. The report provided Policing Board with a brief financial update as of 9th July 2025. It summarises the latest expected out-turn position for the current financial year – 2025/6 - based on spending up to 30th June 2025. This is currently £0.015m within budget.

The budget for 2025/6 assumed a pay increase of 2.8% from September 2025 for officers and staff. It is expected, based upon other Public Sector pay settlement offers (at around 4%), that the Home Secretary may agree a pay award of around 3.8% from September 2025 and this has been factored into the projection at an additional cost of £0.771m. The level (if any) of additional grant funding that may flow as a consequence of this has not been confirmed and has been excluded at this stage. This will be updated once more information is available.

The projections are based on the latest workforce plan which has been updated and reflects the additional costs of medical examination costs linked to recruitment activity. Assumptions have needed to be made in relation to police staff appointments timescales for Neighbourhood Policing Guarantee and precept funded positions at this stage.

Police Officer budgets would appear to be running under budget due to the transferee recruitment slippage and level of leavers, offset by the increase in the pay award, whereas police staff budgets are coming in over budget due to the estimated increase in pay award.

The PCC raised that he had been made aware of delays in vetting of transferees and due to the delays, consequently officers deciding not to transfer to the Force. The CC updated that the vetting unit are prioritising new recruits and the Neighbourhood Policing Guarantee along with transferees. There was an intake of transferees in November.

Action: -Force to confirm the number of transferees joining the Force in November.

The CC stated that the new Authorised Professional Practice (APP) from the College of Policing meant that supervisors of the transferees must complete a form for the transfer to happen. This is causing some additional delay in the process.

The CEX updated that issues around vetting are discussed in detail at the Professional Standards Assurance Board and at the next meeting the Board can consider what items would be helpful to bring to Policing Board meeting for discussion.

The Board discussed the attrition rate within the Force.

Action: - A paper to be provided to Policing Board regarding the attrition rate within the Force.

The report also provides information and an initial analysis of the Comprehensive Spending Review outcome which was published by the Chancellor on 11th June 2025.

In relation to the deficit predicted against Go Safe in the current year, this has not been included in the projections at this stage, and we await further proposals and decisions on spending and funding.

In relation to capital expenditure to the end of June 2025, detailed work is currently taking place to firm up on forecast outturn for 2025/6 and establishing potential slippage. A review of the 2026/7 capital programme is currently underway by all departments and the finance business partners to feed into the MTFP process.

The Chancellor announced spending plans for policing as part of the Comprehensive Spending Review on the 11th June 2025. The headline increase equates to a £2.1b increase over three years or 11.2%, equivalent to around 3.7% per annum. The headline baseline of £18.7b also includes Neighbourhood Policing Guarantee, precept (with increases assumed to be at around 5.8%), as well as counter terrorism spending of around £1.160b.

Working backwards from this total it is speculatively estimated that core grant may increase by around 2.1% in 2025/6, 2.3% in 2027/8 and 0.4% in 2028/9 as per the table below. This allows for an additional allocation of £200m towards the Neighbourhood Policing Guarantee in 2026/7 and a council tax increase of £14 at band D plus 0.8% increase per annum in taxbase.

Detailed work is continuing to take place to firm up on the forecasted budget requirement for the period 2026/7 to 2028/9 and establishing an updated cost reduction plan requirement which at this stage is projected to be between £4m to £6m covering the three-year period. The service is pressing for more information on plans linked to the next stages of the Neighbourhood Policing Guarantee to be released at an early stage so that workforce plans can be worked up in good time.

Detailed Force level settlements are not expected to be released by the Home Office until December 2025. The Strategic Finance and Medium-Term Financial Planning Group have already met in June to begin revising the Capital and revenue Medium Term Financial Plan in readiness for the PCC's consideration.

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 will be available for deployment in mid July 2025. This is due for discussion with Senior Sponsors.

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 consultation process for a proposed rota pattern changes for Local Investigation Unit (LIU) and Criminal Investigation Department (CID) closed on 11 May 2025. A final proposal, which was materially changed as a consequence of feedback received during the consultation, was approved by Senior Sponsors on 19 May 2025. This change will deliver several operational and welfare/wellbeing improvements including (but not limited to) additional rest days, consistent shift durations and start times, improved handover periods and improved alignment of resources to demand. It has been decided that this model will apply in all four Basic Command Units (BCUs) with some additional flexibility awarded to Ceredigion in respect of DS roster patterns.

Consultation for a proposed Operating Model and rota change for Joint Investigation Team (JIT) and Offender Management Unit (OMU) has now concluded. Further work is underway, and it is intended that those directly impacted will be informed of outcomes in July 2025. The consultation process for a new rota pattern for Public Protection Team (PPT) and Serious and Organised Crime Team (SOCT) concluded on 23 June 2025 with the feedback presented to Senior Sponsors on 7 July 2025.

The new NPPT Operating Model was implemented on 3 March 2025. This has included a review of all flexible working agreements, transfer requests and structural amendments. Notwithstanding this, the workstream has been re-instigated (NPPT v.2.) as a consequence of the Neighbourhood Policing Guarantee. The purpose of this will be to ensure that the objectives of the grant are met and that any increase of resourcing within NPPTs is utilised effectively. This workstream is ongoing.

The Board received an update on other workstreams including Senior Operational Policing Structure (SOPS), Crime Recording and Resource Management Unit (RMU).

Following the update provided at the last board regarding Workforce Mix, Neighbourhood Guarantee and Precept funding, work continues to deliver the

Force's aspirations to recruit 50 Police Staff members to enable the return of 50 Police Officers to NPPT and frontline roles.

Since last update:

- 23 successful candidates are being progressed through pre-employment checks for positions within Local Investigation Units, as Coroners Officers and Live Intel Desk Operators.
- Several other roles are being progressed to enable the recruitment to the remaining 27 positions.
- An Expression of Interest process is being developed to enable the Force to grow its NPPTs by 33FTE Police Officers. An update on the NPPT.v2 Force Operating Model workstream was provided to Senior Sponsors on 7 July 2025 detailing the new supervision structure and geographical distribution of the 33FTE.

Senior sponsors confirmed the implementation of the gold model previously presented to senior sponsors following the review of prevention, intervention, and engagement in DPP for Children and Young People to proceed with the plan during the W/C 23rd June. A timeline has been created and a project group established to manage the required actions, with that group meeting every Wednesday. Engagement is now ongoing with HR and other colleagues, to prioritise the recruitment of each of the posts outlined within the timeline. Governance of the project will remain through the Force review programme board structure, feeding directly into the weekly pace setter meeting and the senior sponsor forum where necessary.

Senior Sponsors have decided that there will be no further large-scale structural changes until 2026. This will enable ongoing workstreams to be delivered whilst reducing impact on key interdependent supporting services. Whilst the Force continues to have ambitions to review other business areas and working arrangements, these will be planned in Autumn 2025 for delivery in the following year. The PCC indicated his support for this approach.

e) Data Protection Impact Assessment (DPIA) Update

T/CI Delyth Evans provided an update paper to the Board, highlighting progress achieved. From a total of 91 cases dealt with by Information Management Business Area (IMBA) since January 2024, 65 are actively in progress. 6 full DPIAs are signed off and live. 6 screening forms have been reviewed and closed as a full DPIA was not required. However workload in this area remains high and timeliness remained a concern. The T/CI has reviewed all those in progress, and prioritised them according to the risk caused by a delay (e.g. - procurement being held up, service already commissioned):

- High priority – 15

- Medium priority – 22
- Low priority – 28

A spreadsheet has been produced to monitor progress and oversight of these cases. It will be reviewed in weekly team meetings for updates and discussion, and to allow resources to be assigned where necessary to assist.

Work is also in progress to review processes and recommendations will be presented in a full report to the DCC. This will include consideration of IT solutions, processes etc.

A 2 day training course has been arranged within Force with the NPCC Data Sharing Coordinator.

Next DPIA Working Group is scheduled for the 15th July.

Action: - The T/CC to liaise with the T/DCC regarding clarity on the timeline around the implementation of the Microsoft Lists to aid Data Protection Impact Assessment

The CEX raised that the Chief Executive of Milford Haven Port Authority had written to the PCC to highlight concerns in relation to a lack of DPIA being in place since 2023 and the seemingly difficulties in seeking a resolution and a way forward. The T/CC advised that this would be looked into and addressed as a matter of priority.

f) PEEL Inspection Preparation Update

Following HMICFRS correspondence, an update was provided by Inspector Janas that the next PEEL Inspection for Dyfed-Powys is planned for May 2026. DPP is currently scheduled to be in inspection tranche six along with Bedfordshire and Gloucestershire.

A number of activities are ongoing in preparation for the inspection including; Peel Assessment Framework (PAF) Self-Assessment meetings (ACC chaired), benchmarking activity with other Forces, monthly HMIC AFI/Recommendation review and sign off meetings (with DCC) & Teams meetings with AFI leads and HMICRFS Force Liaison Lead (FLL) Mick Montford.

The FLL is currently attending various Force governance meetings to gather an understanding of the current performance of DPP and some of the challenges within the Force. This is observation and not part of formal evidence gathering activity.

Correspondence was received from His Majesty's Crown Prosecution Service Inspectorate (HMCPSI) who are undertaking an inspection of the Crown Prosecution Service (CPS) in Wales. This inspection is the third phase of the Area Inspection Programme which has a focus on the CPS's delivery of quality casework. HMCPSI have conducted inspection across South, Mid and West Wales from 16th June – 4th July and North Wales from 7th – 11th July. Inspection

interviews with leads in Dyfed Powys were held on 2nd July 2025 at HQ. Findings and report to follow.

Confirmation received from HMICFRS, that the Welsh regional Serious and Organised Crime (SOC) inspection will take place 15th-19th September 2025.

National Child Protection Inspection (NCPI) programme, DPP are expected to be among the early Forces inspected as they were last inspected in 2015. ACC Operational Policing improvement group previously established to conduct self-assessment and identify improvement actions ahead of the inspection.

6. Any Other Business

a) CC's response to the Pembrokeshire Joint Inspection of Child Protection Arrangements Report

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

Action No.	Action Summary from meeting 14/07/2025	To be progressed by
PB 080	A further Violence against Women and Girls (VAWG) update to be provided to Policing Board in January 2026.	Force
PB 081	An update on sickness absences to be provided at Policing Board meeting in September.	Force
PB 082	Force to provide further information on how the findings of the "Cause for Concern" meetings feed into tactical and strategic prevention meetings and how does this task the local NPPT to spend time in the right areas.	Force
PB 083	Force to provide an update on how the policy around legally prescribed cannabis is disseminated to officers and staff.	Force
PB 084	The PCC to discuss with the Police Liaison Unit and Policing in Wales Chair the possibility of sending a letter to the Policing Minister regarding visits to Wales.	OPCC
PB 085	Force to confirm the number of transferees joining the Force in November.	Force
PB 086	A paper to be provided to Policing Board regarding the attrition rate within the Force.	Force
PB 087	The T/CC to liaise with the T/DCC regarding clarity on the timeline around the implementation of the Microsoft Lists to aid Data Protection Impact Assessment	Force

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