

Meeting:	Policing Board
Venue:	MS Teams
Date:	31st March 2025
Time:	10:00-12:00

Members:	Police and Crime Commissioner, Dafydd Llywelyn (PCC) Chief Constable, Dr Richard Lewis (CC) Director of Finance, Edwin Harries (DoF) OPCC Chief Executive, Carys Morgans (CEX) OPCC Temporary Chief Finance Officer, Nicola Davies (TCFO) Director of People and Organisation Development, Linda Williams (DoPOD)*
Also Present:	Staff Officer, Insp Gemma Starkey (GS) OPCC Executive Support, Sophie Morgan (SM)
Apologies:	OPCC Chief Finance Officer, Beverley Peatling OPCC (CFO)

- Director of People and Organisation Development, Linda Williams (DoPOD)* attended for agenda item 3a People Culture & Ethics Strategy, item 4 Questions for the Chief Constable and item 5c People & Organisation Development Update

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 061	A variety of departmental delivery plans to be shared with the PCC, so that examples of the work being undertaken is share	In Progress Meeting arranged in April 2025 between the DCC and PCC to look at variety of departmental plans.
PB 062	Staff Officer and OPCC representative to work together to draft an agenda for the Policing Minister visit.	In Progress Staff Officer aware of OPCC representative and link in when appropriate.

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.	Completed
PB 064	Staff Officer to provide an update 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.	Completed A meeting is scheduled on the 14th of April with the CC, PCC, and Fire Service Chief Officer
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.	Completed
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	Completed

3. Focus Topic:

a) People Culture & Ethics Strategy 2025-2029

The Director of People and Organisation Development presented to the Board the People Culture & Ethics Strategy for 2025-2029. The DoPOD updated on the work of bringing the strategy together and the considerations that have been included within the strategy given the current external and policing climate and internal climate within the Force. The strategy details the Force's ambition for its workforce and how this will be achieved, how progress will be measured against the delivery of the People Culture & Ethics Strategy, progress will be measured against a number of external and internal metrics including trust by the public and HMICFRS assessments.

The Board discussed aspects of the strategy, the CEX queried if a regular report would be presented to Policing Board regarding progress against the outcomes and metrics.

The DoPOD stated that work is ongoing with the Service Improvement Unit on gathering the metrics and will endeavour to include all metric information within the slides. The PCC queried when these metrics would be available to be reported on, given that the workload within the Service Improvement Unit is high with a priority list for data dashboards. The DaPOD stated that the Service Improvement Unit are working jointly on a project with the HR department regarding quality data and gathering the required data.

b) Roads Strategy and Problem Profile

The PCC updated the Board that he had recently met with Superintendent Jolene Mann and had received a briefing on the Force's Roads Strategy and Problem Profile. The PCC was supportive of the strategy and a further update would be provided by the Superintendent to the Board in 6 months' time.

Action: - A further update on the Roads Strategy and Problem Profile to be provided to Policing Board in September 2025.

The PCC informed the Board that Roads would be a potential topic for an upcoming OPCC Select Committee piece of work.

4. Questions for the Chief Constable

a) At the recent SPR Board, a number of areas reported resourcing challenges, especially in the VAWG and CSE areas. What are the CC's plans to address these?

The CC provided an update to the Board regarding issues raised by T/Det Supt Wayne Bevan at the Strategic Policing Requirement (SPR) Board.

No funding to support the Domestic Abuse & Stalking Perpetrator (DASP) coordinator continuing beyond 31 March 2025. This has now been agreed and permanently funded by DPP.

Issues raised regarding timeliness and delivery of Domestic Violence Disclosure Scheme (DVDS). The dashboard has been prioritised by Service Improvement in their forthcoming work.

There is currently no support for Multi Agency Tasking and Co-ordination (MATAC) business case previously submitted. Ongoing review in how this can be incorporated with the Stalking Intervention Perpetrator focus (tied into DASP funding).

The temporary nature of the move of an individual onto Niche has caused issues in the temporary backfill of Police staff in multi-agency risk assessment conference (MARAC) administrative functions resulting in operational officers covering.

The temporary role has now been made permanent, and the MARAC post is being advertised.

Overtime continues to be worked in Secondary Risk Assessment Unit (SRAU) as the previously submitted case for the establishment has not been supported.

The department continues to be under the predicted establishment, but temporary staff continue to support. This has been detailed in the Protecting Vulnerable People (PVP) departmental plan as part of the Planning and Assurance Cycle processes.

b) What feedback has been received from the Chief Officer Roadshows that addresses some of the concerns highlighted in the IIP survey?

The CC stated that all questions asked at the Chief Officer Roadshow had been captured and the responses and feedback provided to individuals. An Engagement and Expectations planning day was also underway and that the planning day includes addressing with Senior Managers what they will be expected at their next expectations and engagement events, which will now take place annually.

The DoPOD updated that they had met with Jackie Lewis the Investors in People Assessor recently and recommendations and future work is ongoing and any feedback and recommendations that come from that work will be fed into future plans.

c) Has consideration been given towards the commissioned independent review of the culture within the Mid and West Wales Fire and Rescue Service (MWWFRS) and North Wales Fire and Rescue Service (NWFRS). What assurance can be provided that the findings identified are not reflective in Dyfed Powys Police?

The CC stated that consideration has been given to the reports issued following the review of the culture within the MWWFRS and NWFRS. The DoPOD has requested a meeting with PSD and HR to formally consider the recommendation on the issues raised within the Fire Service reports and the meeting will consider the recommendations and how they can be incorporated into some of the changes made within the Force. This is due to be reported on at the next People, Ethics and Culture Board and thereafter will report back to Policing Board.

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 report provided an update on the work of Operation Scotney and a Fatal Five Operation

The CC stated that following a review of Neighbourhood Policing and Prevention Team (NPPT) review recommendation went live at the start of March and the effectiveness is currently being monitored.

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 PCC's 9th St David's Day Conference on Evidence-Based Policing, a Community Engagement Day in Carmarthen where the PCC met with the Neighbourhood Policing and Prevention Team, was interviewed by Barod media, and visited the Carmarthenshire Living Well Centre. Since the last meeting the PCC had also undertaken a visit to the Force's Vulnerability Hub.

c) People & Organisation Development Update

The DoPOD updated on the DAP gradings definitions which had been updated to include reference to the need to behave ethically and in accordance with the Force's values. In response to Police Staff feedback, the Force will not mandate the Force Priorities for everyone as personal objectives for 2025/6 but instead require two objectives related to the local Strategic Delivery Plan together with the opportunity for line managers to agree two further objectives. The mandatory culture and Welsh Language objectives have been refreshed by the Equality Diversity and Welsh Language Manager to make them more applicable to all.

The Board discussed what mitigation and support was being provided to deal with the risk/ issues regarding dependency and resourcing outlined in the People & Organisation Development Update report.

d) Force Review Update

The CC stated that there is no further update for Policing Board this month regarding Force Review, this is on account of the Investigative Approach re-presenting initial proposals to Senior Sponsors (24 March 2025) with the Crime Recording workstream due later this Summer. Owing to a Niche development embargo there has been no progress relating to Ebit 2, 3 or 4. Work continues in attempt to realise the savings regarding the RMU workstream. The response rota, as per last update, will go-live on 8 May 2025 and the changes as outcomes of the SOPS and NPPT workstreams went live on 3 March 2025.

Work continues to progress with Workforce Mix / NP Guarantee changes with updates to be provided at subsequent meeting.

6. For Decision

a) Corporate Governance Framework

The CEX stated that The Joint Corporate Governance Framework had been further reviewed to take into account recent changes in procurement legislation. The Framework has been subject to extensive consultation and reviewed by the Joint Audit Committee. The Framework sets out the principles, structures and processes by which the Office of the Police and Crime Commissioner (OPCC) and Dyfed Powys Police (DPP) will be governed, both jointly and separately.

Decision: The Board approved the revised Corporate Governance Framework for 2025/26.

7. Any Other Business

a) Neighbourhood Policing Guarantee and Workforce Modernisation

The Direct of Finance provided an update on Neighbourhood Policing Guarantee and Workforce Modernisation and sought to summarise some elements of the discussion held with Senior Sponsors at a meeting on the 17 March 2025 and provide clarity on the approach being taken by the Force.

The Neighbourhood Policing Guarantee and Workforce Mix Strategic Intention is "To maximise opportunities to change the workforce mix by recruiting Police Staff to roles that enable the release of Police Officers to the front line via monies obtained via a) UK Govt NP Guarantee b) PCC Precept Increase."

Dyfed-Powys Police does not wish to increase overall Police Officer numbers due to:

- The force has already increased Police Officer numbers by 10FTE over maintenance target.
- It has become increasingly challenging to recruit Police Officers.
- High numbers of unexpected leavers.
- A high number of Police Officers are engaged in duties that do not require warranted powers / a Police Officer to perform.

To improve Value for Money. Linked to the above, Dyfed-Powys Police seeks to make better use of the allocated powers of Police Officers by realigning them to frontline roles and enabling more cost-effective Police Staff to undertake supporting functions. This has the propensity to realise substantial benefits including (but not limited to):

- the return of experienced officers to front-line neighbourhood policing teams.
- improved stability in those roles backfilled.
- the growth of diversity within the workforce.

Multiple benchmarking exercises have noted that DPP has significantly higher numbers of PCSOs than most similar forces. Consequently, there is no desire, at this time, to increase PCSO numbers.

Dyfed Powys Police seeks to recruit 50FTE Police Staff to enable the return of 50FTE Police Officers to NPPT and Response.

This will require all 33FTE Police Officer roles to be subject to workforce mix. The June 2025 intake (which has been increased from original plans) will secure £846k of the grant on date of joining.

The PCC has made available £637k to enable workforce mix changes to enable 17FTE Police Officers to be returned to response.

The initial focus will be on the recruitment of workforce mix roles in LIUs, Coroners Officers and LID has been prioritised to enable the full grant to be awarded as soon as practicable.

The plan to recruit the 18FTE NP Guarantee and 17FTE Precept workforce mix funded roles (total has yet to be determined and will be determined

following the presentation of initial (and/or early) proposals from Force Operating Model workstreams (Investigative Approach & Crime Recording). This will be augmented by 'natural' opportunities through projected retirements etc.

A scoping document will be cascaded to the NPPT Workstream for completion. Several discussions have been held with Force Operating Model Workstream leads to consider Workforce Mix within their workstreams.

A weekly meeting will be scheduled to track progress and delivery.

Action: - Quarterly updates to be provided to Policing Board on Neighbourhood Policing Guarantee and Workforce Modernisation.

b) DPIA Process

The PCC raised with the Board the ongoing issues with the Data Protection Impact Assessment (DPIA) process within the Force and shared some examples from the OPCC office. It was agreed that a paper with examples would be shared with the DCC and discussed within Force.

Action: - A paper to be shared with the DCC documenting the issues experienced with the DPIA process.

The CEX raised that the next Policing Board and Strategic Performance Board were scheduled for the same week in April and suggested. The Board agreed to cancel the Policing Board meeting scheduled in April due to a Strategic Performance Board also scheduled for April. If any items arose prior to the next Policing Board in May, they would be discussed at the Strategic Performance Board in April

Action No.	Action Summary from meeting 31/03/2025	To be progressed by
PB 067	A further update on the Roads Strategy and Problem Profile to be provided to Policing Board in September 2025.	Force
PB 068	Quarterly updates to be provided to Policing Board on Neighbourhood Policing Guarantee and Workforce Modernisation.	Force
PB 069	A paper to be shared with the DCC documenting the issues experienced with the DPIA process.	OPCC/Force



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