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“Dyfed Powys Police and Crime Commissioner

Welsh Language Strategy 2024/2025



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Content	
1. Introduction	3
2. About the Office of the Police and Crime Commissioner and legislative background	4
3. The aim of the strategy.....	5
4. Our Aims.....	5
5. Monitoring Progress	7
6. Who do I contact if I need any further information	7

1. Introduction

Foreword from Police and Crime Commissioner Dafydd Llywelyn

It is my pleasure to introduce this Strategy for the Office of the Police and Crime Commissioner (OPCC), which outlines our aspirations and ambitions to secure a prominent place for the Welsh language in our organisation and within the community. The OPCC is a proudly bilingual office which reflects the communities within the Dyfed Powys area and ensures the Welsh language is on an equal footing. Following on from our last Welsh Language Annual Report, which was our very first annual report independent of Dyfed Powys Police, we have made further strides in utilising the Welsh Language and this new strategy seeks to provide a framework to support my ambition of truly embedding the Welsh language into daily business. The Welsh Language Standards have been embedded within the organisation for some time, however this new strategy will ensure we continue to adhere to these standards and go above and beyond to develop a fully bilingual workforce.

As an elected representative of the public, I recognise the importance of providing services to our Welsh Language communities in their mamiaith, and whilst this strategy is specifically in relation to my Office, I will also be seeking reassurance as part of my statutory responsibilities for holding the Chief Constable to account for the delivery of policing services, that those services provided by Dyfed Powys Police are bilingual and give equal status to the Welsh and English language.

I am committed to ensuring that the workforce are given the support and tools to reach this ambition which is consistent with the direction provided by the Future Generations Act (Wales) 2015 and the vision of Welsh Government in reaching a million Welsh speakers by 2050. Public services in Wales play a critical role in this endeavour and I look forward to working with partners to support delivery.



Dafydd Llywelyn,
Dyfed-Powys Police and Crime Commissioner

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2. About The Office of the Police and Crime Commissioner & Legislative Background

Police and Crime Commissioners were introduced in 2012 and are the democratically elected Commissioners make a real difference by giving the public a stronger voice in policing and criminal justice.

The Police and Crime Commissioner is responsible for:

1. Setting the priorities for Dyfed-Powys Police
2. Publishing a Police and Crime Plan
3. Engaging with Communities and representing the public's voice on policing matters
4. Working closely with community safety and criminal justice partners
5. Supporting victims and bringing people to justice
6. Commissioning services to make communities safer and to support the vulnerable
7. Appointing and, if necessary, dismissing the Chief Constable
8. Dealing with complaints and disciplinary matters against the Chief Constable
9. Holding the Chief Constable to account; and
10. Setting the annual Police budget and precept level.

It is clear from the above that the Welsh language is at the core of what we do to ensure that everyone is treated equally.

According to the 2021 Census the Dyfed-Powys area has a population of over 516,000 and approximately 146,500 people have a good or fluent understanding of the Welsh language. Overall that is roughly 30% of the population but the percentage rises in the counties of Ceredigion and Carmarthenshire which have the largest population of Welsh speakers.

Recognising the significance of the Welsh language in our communities with a large percentage of our population being Welsh Speakers, the OPCC has always prioritised the Welsh language, and is committed to ensuring that we deliver a fully bilingual service that meets the needs and expectations of our communities.

The Office of the Police and Crime Commissioner (OPCC) adheres to the Welsh Language

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Standards established by the National Assembly for Wales under Section 150 (2) of the Welsh Language Measure 2011. The Standards outline the minimum level of service which our staff and communities can expect to receive in Welsh, and the OPCC recognise that the Welsh language has official status in Wales, the principle that the Welsh language should be treated no less favourably than the English language and the principle that persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so.

The Police and Crime Plan 2021-2025

The Police and Crime Plan presents the PCC's vision for a Dyfed-Powys of Safe communities, and how we aim to maintain trust and confidence in our Police and criminal justice system as a whole. The Plan sets out the PCC's priorities to support his vision.

They are:

- **Priority One:** Victims are supported
- **Priority Two:** Harm is prevented
- **Priority Three:** Our Justice system is effective

The Plan also highlights the PCC's commitments to ensuring that our services are accessible to all communities, recognising diversity and Welsh language and to support the Chief Constable to invest in increasing Dyfed-Powys Police's capacity to deliver services through the medium of Welsh.

Work is currently ongoing to develop a new Police and Crime Plan that will cover 2025-2029, within it the PCC will continue to seek to support the Chief Constable to increase Dyfed-Powys Police's capacity to deliver policing services through the medium of Welsh.

3. The aim of this Strategy

The aim of this strategy is to develop a workforce which is representative of our communities which will ensure:

- That our communities receive a Welsh language service when requested.
- We attract more Welsh speakers to join the OPCC as staff or volunteers.
- We provide adequate opportunities for our staff and volunteers to learn Welsh.
- That the Welsh language is a key consideration in terms of all the OPCC's policies and procedures.

The strategy considers the Welsh Government strategy "Cymraeg 2050: A million Welsh

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speakers” in that the OPCC recognises that the workplace is an important context for staff to develop their Welsh language skills. By providing opportunities to our staff in relation to the Welsh language this can assist us in becoming a bilingual organisation.

4.Key Objectives

We have developed objectives within this strategy that will assist in delivering the aims of the strategy.

Aim	Why?	How?
1. Encourage staff to engage with opportunities to improve their Welsh language skills.	This will assist the OPCC in their efforts to become a bilingual organisation.	Welsh language was previously an objective included within staff's Development and Assessment Profile. Much progress was made in encouraging staff to improve their Welsh language skills. Discussions will continue in the future to further encourage staff to improve their Welsh language skills by accessing Welsh language opportunities such as those provided by Dyfed-Powys Police Force.
2. Increase the number of Welsh speakers who volunteer as part of the assurance and scrutiny work of the OPCC.	This will assist staff within the OPCC and Dyfed-Powys Police force by having more individuals who can converse through the medium of Welsh.	Actively target areas of high Welsh speakers to advertise the opportunities to assist with assurance and scrutiny activity.
3. Increase the Welsh language skills of current volunteers who volunteer as part of the assurance and scrutiny work of the OPCC.	This will increase the number of individuals who can use Welsh and align with the Welsh Government strategy to have 1 million Welsh speakers by 2050.	Provide opportunities for volunteers to improve their Welsh language skills.

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

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4. Promote and monitor compliance with the Welsh language standards to ensure that the whole office is compliant.	This will ensure that the OPCC is fully compliant in delivering the Welsh language standards.	Ensuring that the OPCC are monitoring compliance will be done via reminders at team meetings and dip-sampling activity
5. Engage with communities at public events to highlight the availability of Welsh language services.	This will ensure that communities understand that we do provide services in Welsh and they have the opportunity to communicate with us in Welsh.	As outlined in our Communications and Engagement Strategy, we utilise various channels, strategies and techniques that allow us to engage with both the general public and key stakeholders. From face-to-face engagement and written communications to digital platforms and multimedia tools, our communication and engagement methods will provide avenues for sharing information and knowledge, build positive relationships, and empowering communities. We will attend national events such as the National Eisteddfod and the Urdd Eisteddfod when they visit our area. We will also attend other large events that take place in our area, including the Royal Welsh Agricultural Show and Pembrokeshire Agricultural Show. We also hold Community Engagement Days that provide an opportunity for us to understand local needs and expectations, as well as to share information about the services we provide our communities.

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

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6. Highlight courses for members of staff who currently identify as having no Welsh language skills.	This will assist the OPCC in becoming a bilingual organisation.	Consider the current Welsh language skills of staff and link with the Force's training and development department to identify relevant opportunities for staff to improve.
7. Raise awareness of the Welsh Language amongst staff through innovative and creative ways, including the celebration of Welsh holidays and cultural events.	By celebrating traditional Welsh events it will give those staff with lesser skills more knowledge in the rich history of Wales and empower more learning of the language and culture.	We will continue to celebrate traditional Welsh events i.e. Eisteddfod / St. David's Day in order to raise awareness of the Welsh language and its culture. We will reintroduce 'Clwb Clecs' which will be a monthly hour long session where staff can drop in when they are available and practice their use of the Welsh language in a safe space to improve their skills and confidence.

5. Monitoring Progress

This Strategy shall be managed by the Business Manager of the OPCC

Progress against actions will be monitored at the OPCC Senior Management Team on a quarterly basis. Reports will be presented to the group detailing progress made, and where efforts need to be focused over the longer term objectives. Annual progress will be included in the Welsh Language Annual Report.

6. Who do I contact if I need any further information

If you have any comments in relation to this strategy and how we can develop our work in this area, then please feel free to contact our Business Manager on the below contact details.

Telephone: 01267 226440

Email: opcc@dyfed-powys.police.uk

Website: [Home \(dyfedpowys-pcc.org.uk\)](http://dyfedpowys-pcc.org.uk)

Welsh Language version

This document is also available through the medium of Welsh by visiting our website, or by contacting us on the above contact details.