

Meeting:	Policing Board
Venue:	MS TEAMS
Date:	24th February 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) Director of Finance, Edwin Harries (DoF) OPCC Chief Finance Officer, Nicola Davies (CFO)
Also Present:	<ul style="list-style-type: none"> Staff Officer, Detective Inspector Samantha Gregory (SG) OPCC Executive Support Officer, Sophie Morgan (SM)

1. Apologies and Introductions

The PCC welcomed all to the meeting and 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 111	Force to provide further information to the OPCC regarding the workshop organised with retail organisations.	Completed The retail crime meeting scheduled for March 2026 has been cancelled/postponed until a later date.
PB 112	Force to consider to whether the Op Valiant funding could be reduced or diverted elsewhere moving forward.	Completed Force Memo provided
PB 113	Force to provide an update regarding the timeliness of DBS checks.	Completed Update provided within agenda item 5d
PB 114	Force to provide an update regarding the pilot rollout of Co-Pilot within the Force.	Completed Force memo provided
PB 115	Force to provide an update regarding access to a Teams channel for Joint Audit Committee (JAC) members.	Completed Two members of JAC have come forward to trial the system and had Teams Guest

		<p>access installed on their devices on 4th February 2026. One member had some issues then accessing the Teams channel on their home desktop, but this has been rectified. OPCC will use a previous agenda's reports to test the system with a view to testing being completed by 6th March 2026. The two volunteers will then test the system for the formal meeting on 31st March 2026 and if successful this will be rolled out to the remaining committee members.</p>
PB 116	<p>Force to consider if the current budget underspend can be used for in year direct revenue funding.</p>	<p>Completed Reflected in the revised budget for 2026/7 and MTFP.</p>

3. Focus Topic:

a) Cadet Programme

Following a question posed to the PCC at a Police and Crime Panel meeting in January, the Board received a report on the Cadet Programme from the Superintendent for Prevention.

The report provided an evidence-informed assessment of the Dyfed-Powys Police Cadets Programme, including its strategic value, operational and community benefits, costs/risks, and impact on young people and the Force. The report was intended to assist Chief Officers in reviewing the scheme's overall value and future direction.

The Board agreed for the PCC to share the report with members of the Police and Crime Panel.

Action: -OPCC to share Cadet Programme Report with the Police and Crime Panel.

b) Local Policing Partnership Engagement Strategy

The CC presented to the Board the updated Local Policing Partnership Engagement Strategy for 2026-2029. The purpose of the strategy is to set out how Dyfed-Powys Police will strengthen and coordinate local partnership engagement to improve community safety, prevent harm, protect vulnerable people, embedding early intervention, prevention and joint problem-solving as core partnership activities.

It clarifies leadership, governance, and accountability for partnership engagement from Basic Command Unit (BCU) level through to frontline neighbourhood delivery – ensuring local ownership, local delivery, and local accountability.

This strategy aligns with both the Neighbourhood Policing & Prevention (NPPT) Community Engagement Plan and Prevention Strategy (2024-28), which together provide the detailed framework for community-facing engagement, visibility, building cohesive communities, local problem-solving, and prevention, and must be referred to as the operational delivery documents for local Neighbourhood engagement. The PCC welcomed the strategy and its alignment with the NPPT Strategy, noting the importance of clarity and local ownership

4. Questions for the Chief Constable

- a) Can the Chief Constable provide information regarding what action is taken following a drug drive arrest? How many of the arrests reveal positive tests and what happens next? OPCC understanding is that they should be referred into our substance misuse services,**

but services report into the OPCC show little to no referral activity from this route.

The CC stated that the protocol for drug drive arrest is the same as for a drink drive arrest, which is an arrest arising from a roadside drug swipe test.

The person is arrested and conveyed to custody where the drug drive procedure will be carried out. This normally would result in the person being bailed/ released under investigation (RUI) for forensic submission.

If the results are over the limit, then the person will be reported for summons or charged to court.

The referral to substance misuse is a question that is posed by the custody sergeant to the individual whilst in custody. If an individual has tested positive for cannabis they will be offered a referral, but it is their choice whether they take it. It is a voluntary referral unless the person has tested positive for class A- cocaine.

On the occasions, it is a class A then it would meet the criteria for Drug Test On Arrest (DTOA). This is a custody procedure carried out by DEO's. If DTOA procedure is completed and comes back positive, then the referral would be mandatory.

Action: - 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.

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 incident at Carmarthen Park, the lockdown at Milford Haven School and an update on the Chief Officer Roadshows which had been completed across the organisation.

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 Pembrokeshire, Youth Justice Devolution Roundtable meeting and attendance at the Wales Youth Justice Advisory Panel.

c) Finance Update

The Director of Finance (DoF) provided Board members with a brief financial update and report as of 19th February. The report summarises the latest expected out-turn position for the current financial year – 2025/26 - based on spending up to 31st January 2026. The Force is currently projected to be £1.9m within budget by year end. In early January 2026, the Force reported a projection of £1.2m within budget.

The increase of £0.7m in the underspend from December to January mainly relates to the reversal of an over accrual for Scheme Sanction Charges (£0.2m) and to the release of legal provisions, due to an over provision in 2024/25 accounts and inclusion of all and not just probable liabilities as a provision opening balance (£0.5m).

The budget set for 2025/26 assumed a pay increase of 2.8% from September for officers and staff. The Pay Negotiating Board has agreed a pay award of 4.2% for Officers and Staff from 1st September 2025. £120m has been made available nationally to Forces to cover some of the 1.4% gap in pay award. DPPs share being £0.8m - this level of additional funding had been received by end of January 2026.

The budget position remains changeable with a large degree of uncertainty attached to several variables and projections for example in relation to ill-health retirements, accruals, income, grants, collaboration and capital financing decisions at year end.

Police Officer overtime is coming in over budget (by £0.4m). The overspend mainly relates to operational activity/national requirements. Funding is included in mutual aid income. The increase in pay award in year is also contributing to higher overtime costs. The monitoring of overtime continues to be a focus, as part of the monthly ACC overtime review group where operational and financial risks are balanced against the overall budget position.

Police Staff salary costs are projected to come in significantly under budget by £1.3m, despite the pay award being significantly higher compared with the budgeted rate. Recruitment slippage and leavers have remained high during the whole of the year. This is mainly due to recruitment delays and knock on vacancies arising from the doubling of the Neighbourhood Guarantee grant in late January 2025 alongside planned workforce mix and the Prevention, Intervention and Engagement (PIE) projects.

The projection for non-pay costs is £0.7m underspend. This relates mainly to savings in year for energy and utility costs, savings in ICT projects due to timings (CMS) and a credit adjustment required to legal fees of £0.5m, as a result of a change in the treatment of possible legal liabilities from being regarded as provisions (chargeable as costs in the year) to being regarded as contingent liabilities (being reported in the narrative only).

In summary for 2025/26, the budget position remains well within budget at this stage, with pay award support expected to cover the overspend in overtime. Significant slippage against police staff recruitment has remained a challenge

throughout the financial year which has impacted on project delivery and cost projections despite increasing the staff vacancy factor to 5%. Slippage assumptions for 2026/7 have been increased further from 5% to 6.4%.

The change in accounting arrangements in relation to the legal provision and over accrual of historic annual allowance (pension) charges have also had a significant one-off contribution to the positive projected position.

The PCC noted the report and the organisational position. A discussion ensued in relation to recruitment challenges and opportunities to improve the position moving forward.

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.

The Data Protection Advisor (DPA) is in discussions with ICT with a view to amending the question set within the automated process to ensure that it meets the needs of information governance processes, data protection legislation, the legal responsibilities of the Data Controller and other processes emanating from the DPIA process. Further work is required before the ICT system 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). 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.

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.

DCC DPIA prioritisation meetings continue to be held, attended by the DCC, ACC, Procurement Manager and the Information Manager. The meeting allows the Data Protection Team to dedicate their efforts to the DPIA's, and other legislative contract documents based on the priority requirements of the DCC, ACC, OPCC and Procurement. It has provided the Team with a priority list which is reviewed at each meeting. It has assisted in showing where the delays are in the process, and many of those delays are with departments. This has allowed for matters to be escalated to the ACC who then raises matters with the relevant HOD/SPOC. A request for an additional temporary resource to assist this area of work has been submitted.

An update was provided regarding DBS caseload forecast including the number of outstanding DBS checks by due date.

Forecast for 2026-27 financial year is on a par with the forecast for 2025-26 for the Disclosure applications side. There is an increase in forecast for the Barring requests and this is reflected by the DBS in approving an additional half-post for Barring for the next financial year.

The additional posts funded by the DBS reflects their commitment to support the Unit to recover following long term sickness absences (one of which is still ongoing), vacancies and secondment from the Unit over the past year.

Recruitment process is ongoing to recruit two temporary Disclosure Officers (12 months contract). The recruitment process continues to fill a 0.5 Disclosure Officer post, which became vacant following the recruitment of a DBS supervisor. DBS have also agreed the funding to offer a secondment opportunity (6-9 months) within the department, the recruitment process for this has just commenced.

One member of the DBS Team is currently undertaking a temporary supervisory post (3days a week) within the Records Management Team. There has been and continues to be long term sickness absence within the DBS Team. Several DBS staff and staff from other areas of the department continue to work overtime.

The DBS Unit is working very closely with the Police Performance Manager in the Disclosing & Barring Service to aid recovery, which the DBS have acknowledged and understand will not start until approved additional staff are in post. In the meantime, staff within the DBS Unit continue to work overtime, and other staff within the Force are also assisting with overtime, which is wholly funded by the DBS, to stem the flow of applications exceeding the SLA targets further.

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. These will now be passed to the new BCU Commander for Powys upon their appointment 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 Forcewide 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 a successful EOI process, the workstream is on track to release 4 PSs and 29 PCs to the Neighbourhood Policing and Prevention Teams (NPPTs) by 31 March 2026 to deliver the 2025/26 Neighbourhood Policing Guarantee uplifts.

Work now continues to deliver the outstanding Police Staff recruitments linked to workforce mix for 2025/26.

The Home Office has communicated their expectation that the Neighbourhood Policing Guarantee allocation to the Force for 2026/27 will be used to increase NPPTs by a further 12 (headcount) 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 are imminently joining the organisation via the Police Now NPT entry route.

6. Any Other Business

a) SAIL Databank

The PCC provided an update to the Board following the all-Wales data sharing workshop that was held at Dyfed-Powys Police HQ in November. Attendees included Senior Information Risk Owners (SIROs), Data Protection Officers (DPOs) from the four Forces and subject matter experts as well as representatives from the SAIL Databank based at Swansea University. The workshop was facilitated by Prof. Stan Gilmour of Oxon Advisory, who was recommended by the Chief Scientific Advisor for Policing.

The purpose of the workshop was to discuss the DPO's concerns around the project, which were collated and provided to SAIL in July 2025 at the request of the Chief Constable. SAIL produced a comprehensive response which was provided to DPOs for consideration in advance of the workshop.

The project objective is to deposit police data in the SAIL databank, allowing data linkage with health, education, local authority and other datasets to generate population-level insights through specific research projects.

Next steps were agreed at the workshop, including establishment of a working group which will meet regularly to progress the project. This group includes DPOs, subject matter experts (including Force analysts) and representatives from SAIL.

It was agreed to provide a clear purpose for data sharing to support Data Protection requirements that data will be shared for the purpose 'preventing serious violence'. A definition of serious violence, based on Home Office crime categories, will be agreed by the four police Forces via the working group.

It was agreed that the data will be considered pseudonymised, rather than anonymised, due to the process required to facilitate effective data linkage.

A catalogue of Niche headings are being prepared to provide an overview of the data which will be deposited with SAIL. This is intended to aid potential research projects.

SAIL have provided a template data processing contract and tripartite agreement, which have been circulated to the DPOs for review.

Information Security and Vetting assurance processes will be confirmed by the working group, and governance arrangements will be finalised.

Progress against the agreed actions will be reviewed at the next working group meeting, scheduled for the end of February.

b) Senedd Elections 2026

The CEX raised if any guidance would be issued by the Force to staff regarding the upcoming Senedd Elections.

The CC stated that he would ask the Corporate Communications department within the Force to undertake the task.

Action: - Force to distribute guidance to staff regarding upcoming Senedd Elections.

Action No.	Action Summary from meeting 24/02/2026	To be progressed by
PB 117	OPCC to share Cadet Programme Report with the Police and Crime Panel.	OPCC
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.	Force
PB 119	Force to distribute guidance to staff regarding upcoming Senedd Elections.	Force

