

Dyfed-Powys Police and Crime Plan 2025-2029

Improving Trust and Confidence in Local Policing

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Foreword

To be drafted at final stage.

My Vision: Improving Public Trust and Confidence in Policing

My overarching vision for 2025-29 is to improve trust and confidence in Dyfed-Powys Police and our criminal justice system as a whole.

This means:

We are committed to providing a police service and justice system that ensures people are:

- **Protected** - we protect people from crime and seek justice for victims.
- **Respected** - we are perceived as fair, respectful and impartial in all we say and do.
- **Involved** - we support people from all backgrounds to contribute to how we work.
- **Represented** – we are representative of the public we serve, promote equal opportunities, eliminate discrimination and encourage confidence in our officers, staff and volunteers.

We will seek to demonstrate this through improvements in:

- Public perceptions of safety and volumes of crime
- Public trust and confidence in the police
- Meaningful community engagement that creates action
- Positive public perception of police as an employer for all people.

My Guiding Principles for a Compassionate and Inclusive Plan

In my commitment to creating a profound and lasting positive impact, this Police and Crime Plan is anchored in core principles that reflect our values and guide the actions we will take. These principles, or golden threads, are integral to the Plan and ensure we consistently strive to meet the needs of the communities we serve, delivering the highest standards of care, inclusivity, and responsiveness to victims of crime. Through these guiding principles, I strive to ensure a more just, compassionate, and resilient police service and criminal justice system.

Partnership Working

I am passionate about working in partnership with organisations and communities to secure and ensure that services meet people's needs, improving their experience and outcomes. As your Commissioner, I will:

- Continue to strengthen my links with local partners, to support progress towards a joined up and 'One Public Service' approach.

- Continue to contribute, through the Safer Communities Board and sub-groups, to the national endeavour to enable local partnership working to support safe, strong and confident communities.
- Ensure that Dyfed-Powys Police's Neighbourhood Policing and Prevention Teams are collaborating effectively with local partner agencies to develop and deliver problem solving and crime prevention activities.
- Promote an evidence- and research-led approach to intervention and prevention work. I will enhance partnerships between Dyfed-Powys Police and academic institutions to translate and embed academic research into policing practice.
- Continue to ensure Dyfed-Powys Police meets the obligations of the Strategic Policing Requirement.
- Support the endeavours of Counter Terrorism Policing Wales, ensuring consistent messaging, training and referrals into the PREVENT mechanism.
- Continue to work with colleagues to constantly explore and evaluate new collaboration opportunities with other forces in Wales and across the UK.
- Continue to proactively influence and engage with the activities of the Association of Police and Crime Commissioners and the National Police Chief's Council.

Shared Endeavours for Policing in Wales

The Welsh Police and Crime Commissioners and Welsh Chief Constables (who make up a body known as Policing in Wales), hope that working together on a core of shared endeavours will create lasting change for the people of Wales. For this term of office, we are committed to:

- *Working towards an anti-racist Wales*, through the delivery of the Criminal Justice Anti-Racism Action Plan for Wales, seeking to actively identify and eradicate the systems, structures and processes that produce significantly different outcomes for ethnic minority individuals and groups.
- *Giving communities a voice* by encouraging active citizen participation in scrutiny and oversight, seeking ways to amplify the voices of the most socially excluded people, and representing the views of the communities of Wales on UK matters.
- *Achieving value for money* for our communities by collaborating on shared service arrangements where possible.
- *Working together to achieve a Wales Without Violence* by developing primary prevention and early intervention strategies to end violence among children and young people, through a public health, whole-system approach.
- *Working towards delivering a Trauma-Informed Wales* by contributing to a societal approach to understanding, preventing and supporting the impacts of trauma and adversity.

Governance and Accountability

I am transparent and accountable to the people of Carmarthenshire, Ceredigion, Pembrokeshire and Powys. As your Commissioner, I will:

- Foster an inclusive culture where diversity is represented and equality is a fundamental principle, through supporting delivery of Dyfed-Powys Police and my office's joint Strategic Equality Plan.
- Undertake work to understand and address disparities in the public's trust in the police. This includes improving the effectiveness of our scrutiny mechanisms to help build trust and confidence.
- Support the Chief Constable to establish a strong ethical and professional culture that enables and welcomes inclusion, and challenges inappropriate and non-inclusive behaviour when it occurs.
- Work closely with criminal justice partners to ensure I deliver my duties in support of compliance with the Victim Code Of Practice and provision of an effective and efficient criminal justice system.
- Be accountable to the Dyfed-Powys Police and Crime Panel, paying due regard to recommendations that they make on my key decisions.
- Make full use of our Joint Audit Committee, in ensuring both myself and the Chief Constable have robust business controls, financial procedures and governance arrangements in place.
- Continue to work with volunteers, forums and panels who support me in holding the Chief Constable to account for the delivery of efficient, effective and legitimate police services.
- Monitor the outcomes and quality of support delivered by the services I commission, including seeking feedback from service users to help shape service development.
- Work with the Chief Constable to proportionately respond to any independent reports issued to Dyfed-Powys Police by His Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS), guidance and learning from the Independent Office for Police Conduct (IOPC), and any other regulatory bodies.
- Ensure my office and the Chief Constable consistently place the public interest above our own reputations, by embracing open and honest public scrutiny.
- Ensure that the public are provided with the information they need to assess the performance of their policing and crime services and make informed and appropriate choices when accessing these services.

Sustainability

Using the three pillars of sustainability (social, economic and environmental), I aim to build a solid platform from which Dyfed-Powys Police can deliver its services. As your Commissioner, I will:

- Continue to lobby for a longer-term and fair funding settlement for Dyfed-Powys Police. I will also continue to make the case for Wales to receive a fair allocation of funding arising from any Comprehensive Spending

Review, review of the police funding formula or other relevant distribution of resources.

- Continue to develop and embed an innovative culture in terms of sustainability, by reducing our carbon footprint and ensuring our estate, vehicle fleet, supplies, services, processes and procedures are environmentally responsible.
- Ensure that commissioned and procured services contribute to improving the economic, social and environmental well-being of the areas served by Dyfed-Powys Police.
- Support Dyfed-Powys Police in recruiting and retaining a diverse volunteer, staff and officer workforce which is representative of our communities and develops and maintains skills, ensures longevity and continuity.
- Drive evidence-led efficiency through collaboration and learning.
- Ensure effective stewardship of the police estate by supporting economic and ecological resilience, ensuring that there is alignment with biodiverse natural environments and healthy functioning ecosystems.
- Continue to support investment in analytical capability, decarbonisation projects, technological developments and innovative modernisation programmes to deliver improvements in productivity and drive forward efficiencies.
- Encourage partnership working to respond to the climate emergency, both in terms of sustainability and environmentally friendly policies. This includes ensuring we have the collective capability and capacity to deal with the impact of climate change, such as flooding and other severe weather episodes.
- Continue to champion the Real Living Wage amongst our partners and local employers, recognising that a fair living wage not only enhances social equity and economic sustainability, but also encourages environmentally responsible practices for a sustainable future.

Engagement and Being the Voice of the Community

The people who live in the Dyfed-Powys Police area should be involved in decisions that matter to them. As your Commissioner, I will:

- Prioritise engagement with children and young people which empowers them to share their diverse experiences and shapes the way policing and criminal justice services are delivered for young people, both in education and the community.
- Work with service users to ensure there are accessible and varied methods of engaging with Dyfed-Powys Police and my office.
- Ensure that people's perspectives as members of the community and those involved in the criminal justice system (as victims, witnesses or people who offend) are reflected in our consultation plans.
- Strengthen our relationships with our diverse communities through encouraging proactive community policing and engagement activities, as outlined in our joint Strategic Equality Plan.

- Increase opportunities for contacting, listening and engaging with communities and local businesses, including joint engagement activity with the Dyfed-Powys Police and Crime Panel.
- Encourage strengthened links between neighbourhood policing, partners and community representatives, to ensure problem solving and crime prevention activities are impacting positively on local communities.
- Continue to support the Chief Constable to invest in increasing Dyfed-Powys Police's capacity to deliver policing services through the medium of Welsh.
- Work collaboratively with Dyfed-Powys Police and partners to promote volunteering roles, to encourage those with lived experience to support and engage in local delivery of criminal justice priorities and co-design services where appropriate.

A Tailored, Person-Centred Approach

We understand the importance of tailoring our work, and the services we commission, to the unique experiences and needs of individuals. As your Commissioner, I will:

- Recognise the impact of trauma on individuals, supporting those we work with to create safe and supportive environments that promote healing and empowerment.
- Ensure the Force adheres to the Charter for Families Bereaved through Public Tragedy, to ensure families bereaved through public tragedy are treated with compassion, sensitivity and respect.
- Ensure culturally sensitive, tailored responses to all victims, witnesses and people who offend.
- Work to address the specific needs and challenges faced by different genders, ensuring equitable access to our services.
- Place individuals at the heart of our service delivery, respecting their preferences and involving them in decision-making processes.
- Work with the police and partners to oversee the delivery of the Right Care, Right Person approach, ensuring that people of all ages who have health and/or social care needs are responded to by the right person, with the right skills, training, and experience, to best meet their needs.
- Seek assurance that officers and staff have access to appropriate wellbeing support to enable them to continue to serve the public with compassion, courage, respect, empathy and pride.
- In line with my statutory duty to safeguard children and young people and promote their welfare, ensure Dyfed-Powys Police and our justice partners take a child first, child-centred approach.

Priority 1: Supporting Victims and Preventing Victimisation

I am committed to ensuring that all victims are recognised, safeguarded, supported, and receive a service tailored to their individual needs.

Why does it matter?

- The four principles of procedural justice must be met to support victims through the criminal justice process. The four principles are voice, neutrality, respect, and trustworthy motives. The public told us that they will not report crimes if they do not trust that action will be taken as a result.
- The public also highlighted that poor follow-up after reporting a crime impacts negatively on their trust and confidence in Dyfed-Powys Police.
- I have a duty as Police and Crime Commissioner to review criminal justice organisations' compliance with the Code of Practice for Victims of Crime. I am also committed to ensuring the standards of care set out in the Witness Charter are upheld.
- Under the Victims' Code, it is a victim's right *"to be referred to services that support victims and have services and support tailored to [their] needs"*. The public told us about how vital these independent follow up services are to supporting victims effectively.
- Those who have fallen victim to crime need to be safeguarded from repeat victimisation. A focus must also be placed on protecting the most vulnerable within our communities against crime and repeat victimisation.
- Preventing violence against women and girls (VAWG), specifically domestic abuse, rape and serious sexual offences, is a priority for us all.
- An effective justice system that works for all promotes active victim participation. The views of those with lived experience of being a victim of crime assist in the scrutiny and improvement of victims' services across the criminal justice system.

Where do we want to be?

1. Our criminal justice agencies, support services, and all who engage victims, demonstrate the four key principles of procedural justice in their practices.
2. Practices, policies and processes facilitate and encourage victim engagement and participation throughout their criminal justice journey.
3. Crimes are recorded in line with national standards to ensure victims receive the appropriate response and support in a timely manner.
4. Victims' and witnesses' rights are promoted and upheld at all stages of their journey through the criminal justice system.
5. Victims feel confident in the support they receive from Dyfed-Powys Police, receiving timely contact after reporting a crime.

6. Personalised and specialist support is accessible to all victims, regardless of their location or the nature of the crime.
7. Victims of domestic abuse, rape and serious sexual offences receive a prompt and appropriate response, in line with national operating models.
8. Opportunities for repeat victimisation are reduced through effective safeguarding.
9. Safeguarding partners and support services provide wraparound, whole-system support to vulnerable people, in particular, child victims of sexual exploitation, abuse, and sexual harassment.
10. Our communications and actions demonstrate that VAWG is not tolerated inside or outside policing.
11. Victims, witnesses and survivors are encouraged to share their feedback, scrutinise and assist in improving victims' services, in a trauma-informed way.

How will performance be measured?

I will ask the Chief Constable, partners and my office to demonstrate impact on:

1. Victim satisfaction with how they have been treated.
2. Victim participation in the criminal justice system.
3. Compliance with Home Office Counting Rules and National Crime Recording Standards.
4. Compliance with the Victims' Code.
5. The frequency and quality of victim updates.
6. Access to, engagement with, and feedback regarding support services and interventions.
7. Timely and appropriate responses to reports of domestic abuse, rape and serious sexual offences.
8. Repeat victimisation and safeguarding measures.
9. Reporting, identification and response to harms caused by the exploitation of vulnerable people, especially children.
10. Reporting, identification and response to harms caused by crimes of VAWG.
11. Service improvements as a result of learning from the experience of victims and survivors.

Priority 2: Supporting Safe Communities by Preventing Harm

I am committed to preventing harm to individuals and communities caused through crime, anti-social behaviour and vulnerability by addressing the drivers of harm.

Why does it matter?

- Police and Crime Commissioners and partners have a duty to work together to prevent and tackle crime, reduce disorder, anti-social behaviour, re-offending and substance misuse.
- Child-centred policing recognises that children are different to adults and they have different needs and vulnerabilities. I am passionate about ensuring policing and criminal justice services deliver interventions for children and young people which focus on diversion and prevention, both in education settings and the community.
- The public told us that they would like to see tougher enforcement and prevention regarding drugs supply. One of the Chief Constable's priorities is to make our area hostile to those that deal drugs.
- Visible policing is extremely important to our residents as it promotes feelings of safety and improves confidence to report crimes. It is vital that Dyfed-Powys Police's refreshed focus on neighbourhood policing and prevention is maintained, and the impact is felt by our communities.
- Policing in Wales makes preventing harm and working with others to tackle the drivers of harm, a priority. Our residents agreed there should be a strong focus on preventing harm and dealing with low-level crime before it escalates.
- Criminal Justice in Wales is committed to ensuring that early intervention and prevention are strategic priorities for all Criminal Justice organisations.
- The National Police Chief's Council and the Association of Police and Crime Commissioners' priority is to develop the use of early preventative action and problem-solving approaches.
- I have a duty to hold the Chief Constable to account for having, or having access to, the capabilities that have been identified in the Strategic Policing Requirement as critical to the planning of an effective and proportionate response to the national threats.

Where do we want to be?

1. Individuals, communities and organisations are resistant and resilient to the impact of crime and anti-social behaviour in the physical and cyber worlds.
2. Policing services are visible and accessible, meeting the needs of the urban and rural communities they serve.
3. Police and partners work with local communities to problem solve and deliver crime prevention activities.
4. Road safety initiatives are evidence-led and effective at addressing the main causes of road traffic collisions and injuries.

5. Disruptive activity reduces the threat from, and prevents people from engaging or re-engaging in, Serious Organised Crime.
6. Multi-agency approaches to diversion and treatment which identify and address underlying needs reduce drug harm in our communities.
7. Prevention activity safeguards vulnerable people from being criminally, economically, or sexually exploited.
8. Workers and businesses are protected from the threat of retail crime, including theft, cyber-crime, fraud and abuse against retail workers.
9. Our policing services delivered to children and young people in education settings and communities build trust and confidence in the police.
10. Prevention activities meet local needs, delivering intervention at the earliest opportunity.
11. We understand and can respond to national threats and local issues, such as terrorism, public disorder and civil emergencies, which may impact the communities in the Dyfed-Powys Police area.

How will performance be measured?

I will ask the Chief Constable, partners and my office to demonstrate impact on:

1. Crime and antisocial behaviour data, and the public's perceptions of safety in the physical and cyber worlds.
2. Public perceptions and Force data on police visibility, call handling, response times and accessibility in rural and urban areas.
3. Problem solving and crime prevention activities impacting on local communities.
4. Reported road casualties who are killed or seriously injured.
5. The threat of Serious Organised Crime.
6. Reoffending data and user feedback on reduction of harm following diversion and treatment activities.
7. Initiatives which prevent exploitation.
8. Initiatives which support local businesses.
9. Education and diversionary activity which is impacting on children and young people's trust and confidence in the police.
10. Individuals diverted from criminal activity.
11. Access to the capabilities identified in the Strategic Policing Requirement.

Priority 3: Supporting a more effective justice system

I am committed to working with criminal justice partners to tackle the challenges faced by our communities, by influencing and advocating change and improving the experience for victims and witnesses.

Why does it matter?

- I have a statutory duty to work with criminal justice agencies to provide an efficient and effective criminal justice system for our police area.
- Relentlessly pursuing perpetrators is one of the overarching objectives within the Violence Against Women and Girls element of the Strategic Policing Requirement.
- Women in the justice system can present as extremely vulnerable with a range of complex needs that have been found to be distinct from the needs of men who commit crime.
- The Youth Justice Blueprint for Wales (2019) sets out a strategy preventing children from entering the criminal justice system, minimising their contact with it and maximising opportunities for diversion to support them to lead crime free lives. The vision for youth justice in Wales adopts a 'child-first' approach, ensuring that efforts are child-centred rather than service-focused. Responding in this way is in the best interests of the child to meet their individual needs.
- Reoffending can be reduced by understanding the offending landscape and putting in place interventions. In the Dyfed-Powys Police area, accommodation is one of the most frequent needs for people who have offended.
- Awareness of and access to Restorative Justice is a right for victims under the Victims' Code. There is more to do to achieve this in the Dyfed-Powys area.
- Delays in the justice process exacerbate the impact on victims and witnesses, as well as increase the risk of cases collapsing. Residents told us that trust in the justice system depends on perceptions of fairness, accountability and timeliness.
- Confidence in the justice system is one of the national Wellbeing Indicators for Wales.

Where do we want to be?

1. Residents served by Dyfed-Powys Police have trust and confidence in the local criminal justice system.
2. The right outcomes for all involved are delivered in a timely manner.
3. Rapid action is taken against perpetrators of the most serious crimes which cause the greatest harm.
4. Our interventions are needs-led, resulting in fewer people, especially children and young people, re-offending or becoming involved in the criminal justice system.
5. Children's rights are promoted and protected, empowering them to take control of their lives and futures.
6. A restorative approach is routinely offered, in addition to any formal outcome, to victims of any crime type.

7. We promote a trauma-informed, anti-racist, gender responsive, psychologically led approach that recognises the vulnerability of children, young people and adults which improves their life chances.
8. Women in the Criminal Justice System are supported through a whole system approach, leading to fewer female offenders entering the criminal justice system.
9. Where individuals must be detained in police custody, they are held in safe environments and their rights and entitlements are upheld.

How will performance be measured?

I will ask the Chief Constable, partners and my office to demonstrate impact on:

1. Public trust and confidence in the criminal justice system.
2. Timeliness and appropriateness of criminal outcomes.
3. The offending behaviour of perpetrators of VAWG, SOC and other crimes which exploit vulnerable people.
4. The volume of re-offending and first-time entrants, particularly amongst children and young people.
5. The volume and appropriateness of out of court resolutions, diversion, education or intervention activity issued to children.
6. Restorative justice awareness and participation.
7. Disproportionality within the criminal justice system.
8. Women entering the criminal justice system.
9. Compliance with detainee rights and entitlements, and feedback from detainees.

Resources

Resourcing

As your Police and Crime Commissioner, I have a critical responsibility to manage the finances of Dyfed-Powys Police. This includes setting the precept and developing an annual budget that reflects both the operational needs of policing and the priorities of the communities.

I view the allocation of finance and resources as a cornerstone of my responsibilities. It directly impacts our ability to maintain public safety and effectively serve our diverse communities.

Funding

For 2024/25, I set a precept of £332.03 (per band D property) which raised a total precept of £79.4m. This represented 55% of the annual budget. Government grants of £64.5m provided the other 45%, giving a total budget of £143.9m.

Of this, I allocated £141.1m to the Chief Constable for the delivery of Policing and to fund the capital programme. £2.8m was allocated to my office, to enable me to deliver my statutory duty as well as support and deliver commissioning services across the force area.

Financial resources remain a significant challenge. In addition to the £42m annual savings which have been achieved since 2010/11, additional savings will be required to ensure the budget can be balanced in the medium to long term, with several issues creating financial uncertainties. A 'Force Review Team' was initiated in 2022 to identify operational improvements and savings opportunities. This approach considers best practice and evidence-based rationale to change programmes and investment. Their work continues with a clear focus on innovation and productivity and efficiency savings.

Funding of the capital programme continues to be challenging with no specific central Government grant funding to support investment. As set out in the Medium-Term Financial Plan, there is a greater need for long-term borrowing to fund the capital programme which places a further burden of interest costs and debt repayments on the revenue budget.

Effective Policing

A well-managed and appropriately funded police force allows the Chief Constable to ensure that we have enough officers and Police Community Support Officers on the ground to respond to incidents promptly. It also provides for ongoing training and professional development, which are crucial in adapting to new challenges and evolving crime trends such as cyber-crime and fraud.

We will continue to make significant capital investment in technology, equipment and in our estate, which will enhance operational capabilities and ensure the

force is adequately equipped to face the changing policing landscape.

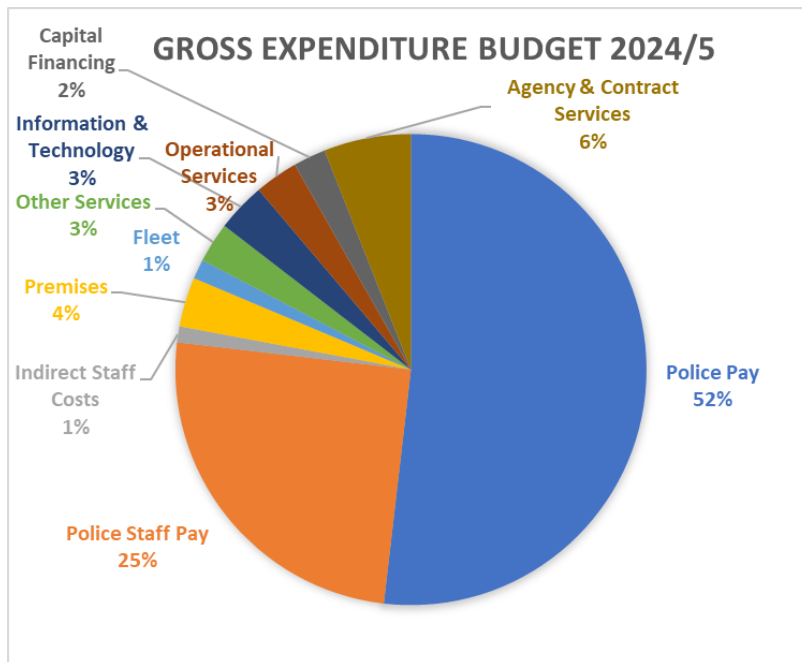
Accountability and Transparency

As your Commissioner, I am committed to ensuring that public funds are managed effectively and responsibly to secure value for money. Transparency in financial management is essential for building public trust. I strive to ensure that the allocation of resources is clear and justifiable, with regular reporting and engagement with the community about how funds are being utilised. This is detailed in the annual medium-term financial plan. Such accountability not only reinforces confidence in our police force but also empowers residents to engage in discussions about policing priorities and precept levels.

Sustainability and Decarbonisation

I have pledged my ongoing support to the Government's aim to reach net zero by 2050. There is a comprehensive sustainability and decarbonisation plan across the force which is being driven by the estates and fleet departments. This work has progressed over recent years and has seen significant improvements and savings across the Force area. An exciting solar farm project is in the planning phase at our headquarters in Carmarthen, which will deliver significant recurring savings and help towards reducing our carbon footprint.

Revenue Budget	2024/5 (£m)
Net OPCC Budget	2,836
Net Force Budget	141,065
Budget Requirement	143,901
Police Grant (Home Office)	(56,125)
National Non-domestic Rates	(192)
Revenue Support Grant (Welsh Government)	(8,220)
Council Tax Precept	(79,364)
Total Funding	(143,901)



Services that I fund

The Police Reform and Social Responsibility Act 2011 (the Act) outlines a number of key duties for PCCs. As well as their core policing role, PCCs have a remit to cut crime and disorder, and have commissioning powers and funding to enable them to do this. The Act provides powers for Commissioners to award grants to any organisation or body that can help to deliver their community safety priorities.

Commissioning should focus on securing the best outcomes, at the best value and ensuring continuous review of the success these services achieve in addressing the needs of victims and offenders of crime.

My Commissioning Strategy sets out in detail my approach to commissioning and funding service provision. This includes the key principles, potential commissioning routes, governance and monitoring arrangements, risk management, budget allocation and audit. The priorities set out in this Plan inform my decisions as to what funding is made available to the police and partners to achieve reductions in crime and disorder and to promote community safety.

The commissioning of services will be shaped throughout the lifetime of my Plan, to ensure that services continue to be aligned to my strategic priorities.

My focus will be to:

- Ensure an open and transparent process that provides a clear rationale for decision-making.
- Ensure that the commissioning process and monitoring arrangements are proportionate to the cost of the service or activity provided.

- Achieve value for money through working in partnership on shared priorities and sustainable outcomes, where appropriate.
- Maintain an outcome-focused approach, to ensure that the impact of the money spent is measured and the value is assessed.
- Award mid to long term contracts in order to ensure sustainability of service provision.

The performance and contribution of commissioned services will be monitored through my office's governance arrangements, with service providers being held to account as well as informing my scrutiny of the Force and partner agencies.

The total commissioning budget consists of a grant from the Ministry of Justice (MoJ) for the purpose of commissioning victims' services, along with an allocation from my core funding. The MoJ Victims' Grant is allocated according to a population-based funding formula. In addition to this, I have and will continue to secure additional funding based on evidence of need.

I will also make funding available to communities, partners and charities through various grants to support projects that contribute to the delivery of my priorities and improve the quality of life for our residents.

Further information on the services that I commission can be found on my website.

How you can support me to deliver this Plan

My volunteers play an important part in helping me to deliver my vision by improving transparency and increasing public trust and confidence. My volunteers support me in ensuring Dyfed-Powys Police act with professionalism, legitimacy and integrity through reviewing services provided by the Force.

Each scheme plays a crucial role in helping me to hold the Chief Constable to account. My volunteers act as the voice of the public and scrutinise different areas of the Force, such as physically attending custody suites to ensure the rights of detainees are upheld, and scrutinising police records to consider the appropriateness of officers' use of force or stop and search.

I want to ensure that my volunteers are representative of the communities we serve. If you are interested in being part of one of my volunteer schemes, please visit my website which provides more detail on what each of the schemes entail and how to apply.

All volunteers are supported with on-the-job training, buddying, out-of-pocket expenses and a point of contact in my office. They also receive time credit rewards under the Tempo scheme, which can be spent on a wide range of activities, products and services as a reward for their commitment.

Below is a summary of each scheme and what it entails.

Independent Custody Visitors

It is a statutory requirement for Police and Crime Commissioners to have an Independent Custody Visiting Scheme.

My gold-accredited Independent Custody Visitors (ICVs) provide me with independent assurance that detained persons are treated appropriately and fairly. The scheme involves members of the local community observing and reporting on the conditions under which persons are detained at police stations. These arrangements also provide an independent check on the way custody staff carry out their duties with regard to detained persons, with the aim of increasing public confidence in these matters.

ICVs visit a local police station in pairs, unannounced, at any time of the day or night to check on the welfare of the detainees in custody and the conditions in which they are being held.

Custody Independent Scrutiny Panel

The overall purpose of the Custody Independent Scrutiny Panel is to ensure that the implementation of police detention and custody procedures in Dyfed-Powys Police are proportionate, lawful and necessary.

The Panel meets bi-monthly to conduct reviews of dip-sampled custody records, including the examination of: juvenile detention, use of strip search, monitoring risk level of detention, use of force and other topics requested by the Panel.

Any observations are provided to the Force for comment and a final report is published on my website.

Animal Welfare Visitors

The purpose of the Animal Welfare scheme is to enable appointed members of the local community and professionals from animal welfare organisations to observe, comment and report upon the welfare of animals engaged in police work. They look at the condition under which police dogs are housed, trained, transported and deployed, with a view to securing greater understanding and confidence in these matters. Volunteers provide the public and I with confidence that police dogs are being cared for and trained humanely, ethically and transparently.

It is an expectation of the scheme that all Dog Handlers receive at least one visit in any six month period.

Quality Assurance Panel

The Quality Assurance Panel scrutinises the quality of police contact with the public, in a transparent and independent manner, on behalf of the communities within the Dyfed-Powys Police area.

The Panel meets bi-monthly to conduct reviews of dip-sampled records of police-public interactions, including: stop and search cases, incidents where force has been used, call handling, domestic abuse, stalking and harassment and investigations. The Panel provides unique insights from a layperson's perspective on the quality of the police interaction with the public.

Any observations are provided to the Force for comment and a final report is published on my website.

Youth Ambassadors

My Youth Ambassador scheme consists of Ambassadors aged 14-25 and represent a range of community youth groups and organisations from across the Dyfed-Powys area. The Scheme helps me build relationships with existing youth groups, youth councils and forums across the region, many of which are already represented on the Youth Ambassador Scheme, so that young people can inform my decisions in relation to policing and crime.

I always welcome young people aged 14-25 who are residents of Carmarthenshire, Ceredigion, Pembrokeshire or Powys to become one of my Ambassadors.

Victim Engagement Forum

My Victim Engagement Forum is made up of a database of over 50 victims of crime from across the Dyfed-Powys Police Force area. Working in partnership with local criminal justice agencies and other partners, members of the Forum support me to place victims at the heart of the criminal justice system. Their views help me to ensure that the voice of those with lived experiences influence the development and scrutiny of services for victims of crime.

Any victims of crime or anti-social behaviour (as defined under the Victims' Code) and individuals who have had someone they are close to fall victim to crime or anti-social behaviour and supported them through the process, are encouraged to join the Forum.

Context

Our area

The Dyfed-Powys Police area covers the largest area in England and Wales, accounting for over two thirds of Wales' landmass. It is responsible for policing four local authority areas, encompassing two health boards, two international ferry terminals, two national parks and over 8,500 miles of road.

Our people

Overall, the region has a growing and diversifying population. According to the last Census data (2021), the resident population of the four counties served by Dyfed-Powys Police was 515,899. Out of the 19 ethnic groups recorded through the Census, white British people made up the largest percentage of the population (94.1%), followed by people in the white: other (2.5%) and Asian: other (0.5%) ethnic groups.

Dyfed-Powys Police continues to strive to improve the diversity of its workforce in order to ensure that we are more representative of the communities that we serve. By March 2024, 47% of the total workforce were female, however women were predominantly employed as police staff (62%, compared to 37% of officers). The majority of Dyfed-Powys Police's workforce self-reported as white English/Welsh/Scottish/Northern Irish (70%). 1.4% self-reported as white other, with 27% preferring not to say or not completing the self-report.

29% of our communities can speak Welsh; 16% in Powys, 45% in Ceredigion, 40% in Carmarthenshire and 17% in Pembrokeshire. At the end of March 2024, 1,966 (87%) of the Dyfed-Powys Police workforce could speak Welsh to at least level one, which includes names, place names, police-related vocabulary, basic greetings and phrases. 20% were able to hold a basic conversation and 20% able to converse fully.

At the end of March 2024, Dyfed-Powys Police had 1,307 Police Officers, 951 Police Staff, 40 Special Constables and 24 Volunteers.

Roles and responsibilities

As your Police and Crime Commissioner, I have a number of statutory duties:

- Set the strategic direction and priorities for the Force.
- Represent and engage with communities and act as the voice of the public on policing and crime matters.
- Work closely with community safety and criminal justice partners to ensure that the wider criminal justice system is effective and efficient at keeping people safe, supporting victims and bringing people to justice.

- Commission services to help make communities safer and to support victims and other vulnerable people.
- Hold the Chief Constable to account for the effective delivery of police services.
- Publish information to enable you to assess both my performance and that of the Chief Constable of Dyfed-Powys Police.
- Appoint, and if necessary, dismiss the Chief Constable.
- Deal with formal complaints received against the Chief Constable (former or current).
- Publish an annual assessment of complaints handling performance.
- Set the annual police precept and police budget.
- Publish a Police and Crime Plan and an Annual Report.
- Provide an annual statement on the performance of Dyfed-Powys Police against the UK Government's national crime and policing measures.
- Work closely with the Police and Crime Panel to allow them to effectively scrutinise and support the work of the Police and Crime Commissioner.

The Chief Constable is responsible for safeguarding our communities through the delivery of efficient, effective and responsive policing. The Chief Constable is responsible for operational decision-making, the management of resources and expenditure by the police force and for investigating complaints and conduct matters against police officers (below the rank of Chief Constable) and staff.

The Police and Crime Panel is an independent panel comprised of members nominated by local authorities and independent members.

The Panel will:

- Scrutinise my decisions on behalf of the public.
- Support me to exercise their functions effectively.
- Review and make recommendations on my draft Police and Crime Plan and Annual Report.
- Review and make recommendations on proposals in respect of the policing precept and the annual draft budget.
- Handle and resolve complaints against me.
- Hold confirmation hearings for the proposed appointments of the Chief Constable and my statutory officers.

The Strategic Policing Requirement (SPR)

The Strategic Policing Requirement (SPR) sets out the Home Secretary's view of what the current national threats are, and the national policing capabilities needed to counter those threats. The seven threats identified in the current (2023) SPR are:

1. Violence against Women and Girls
2. Terrorism
3. Serious and Organised Crime
4. a National Cyber Incident

5. Child Sexual Abuse
6. Public Disorder
7. Civil Emergencies

The SPR supports the Chief Constable and I to ensure we fulfil the Force's national responsibilities. It enables us to plan effectively together for challenges that go beyond force boundaries. The SPR also supports my ability, and statutory obligation, to hold the Chief Constable to account for the ability to deliver these functions.

What we considered

In formulating this Plan, my office has considered the national (Welsh and wider UK) landscape of policing and crime through detailed research and consultation, including:

- Welsh and UK Governments' priorities
- National (Welsh and UK) policing strategies, including the Strategic Policing Requirement
- Feedback from His Majesty's Inspectorate of Constabulary, Fire and Rescue Services
- Local partners' priorities
- Insights from policing Think Tanks and good practice from other areas
- Feedback from the public, Dyfed-Powys Police officers and staff and the Dyfed-Powys Police and Crime Panel
- Dyfed-Powys Police's key strategic documents

I will keep this Plan under review to ensure it continues to meet the needs of the people of Carmarthenshire, Ceredigion, Pembrokeshire and Powys; and that it sufficiently reflects any changes in national threats, as set out in any future revisions of the SPR.

Contact the Police and Crime Commissioner for Dyfed-Powys:

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