

Meeting:	Policing Board
Venue:	MS Teams
Date:	18th June 2026
Time:	10:00-12:00

Members:	- Police and Crime Commissioner, Dafydd Llywelyn (PCC) - Chief Constable, Ifan Charles (CC) - OPCC Chief Executive, Carys Morgans (CEX) - OPCC Chief Finance Officer, Nicola Davies (CFO) - Director of People and Organisation Development, Linda Willaims (DoPaOD)
Also Present:	- Staff Officer, Detective Inspector Samantha Gregory (SG) - OPCC Executive Support Officer, Sophie Morgan (SM)
Apologies:	Director of Finance, Edwin Harries (DoF)

1. Apologies and Introductions

The PCC welcomed all to the meeting and apologies were received from Director of Finance (DoF). The minutes from the previous meeting were agreed as a true and accurate record.

2. Update on actions from previous meetings

Action No.	Action Summary	Update
PB 125	Force to provide timeline for Process Evolution.	Force Memo provided Update meeting arranged with Senior Responsible Officer
PB 126	Chief Constable to provide update to PCC following meeting with Pembrokeshire Council.	Meeting with Pembrokeshire Council postponed due to change in Council Leader.
PB 127	Pembrokeshire Basic Command Unit Superintendent to provide update following meeting with Professor Uzo regarding Tenby incident.	Completed

3. Focus Topic:

a) Evaluation Report-Powys Supervisory Model

The Board discussed and noted the evaluation report of the Powys Supervisory Model. The purpose of the evaluation report was to review the project's success against its objectives, identify any learning from this and apply these to future

projects. The introduction details the original reasons sighted, thus creating the necessity for these changes.

Powys as a division covers the biggest land mass in the Force area and prior to the introduction of Powys Supervision Model the project was split into 3 sections, Brecknockshire, Radnorshire & Montgomeryshire.

The proposal put forward saw the removal of the core Radnorshire Sergeants to support reinforce:

- The supervision model in the County
- Balance the level of crime supervision
- Improve resilience within Powys Custody Units

In October 2024, Powys initiated the project pilot and moved from 3 to 2 sections, effectively becoming North/South. The trial saw Brecon and Radnorshire supervision merge with 'South Sergeants taking on crime/team supervision for both sections.

The realignment of Sergeants allowed for 3 Sergeants to move onto 3 weekly rotas effectively becoming resilience Sergeants.

The pilot whilst approved at Chief Officer level, sat outside of the Force Operating Model (FOM) and Senior Sponsors Governance (SSG). As a result, the project is being run directly by the BCU.

Action: - Force to provide a reassurance paper around recruitment in Powys - to conduct a POP plan to address challenge of attracting local student officer candidates in North Powys, particularly Montgomeryshire.

b) Evaluation Report-Mid and South Ceredigion Laptop Allocation Pilot

The Board discussed and noted the evaluation report of the Mid and South Ceredigion laptop allocation pilot.

The main objective of the pilot was to test whether efficiencies could be realised by providing response and NPPT officers with the means to remain visible in their communities for longer, rather than having to return to station when a computer was required to complete a task. This was measured by understanding how many immediate and priority calls there were where the SLA was met. In both cases, the percentage of positive engagement was higher than the previous year and this could be attributed to the issue of laptops being at least in part, a contributory factor as no other improvement initiatives were in place at the same time.

Attendance at priority calls reached their SLA during the pilot even though there were two fewer officers to service the calls. Overtime payments have reduced dramatically during the pilot timeframe, reducing the amount spent even taking into account additional operational demands.

Pilot group officers report having access to a laptop as invaluable, and analysis shows a positive shift in officer wellbeing. This shows the pilot has achieved its objectives and succeeded in producing efficiencies while maximising visibility in the community through the issue of laptops.

c) People & Organisation Development Update

The Director of People and Organisation Development provided an update to the Board.

Regarding the Occupational Health Department, recently developed training videos for the G2 patient management system are now in use and have proved invaluable due to the ongoing need to engage contractor OHAs and FMAs and to train new and current admin staff. Recruitment continues for a Deputy Manager/Senior OHA and two OHAs to strengthen team succession and resilience and reduce ongoing reliance on contingency contractor resource.

The Force have been unable to fill the screening nurse role so are moving to a model that utilizes an OH Technician role on a full-time basis and adding ergonomic assessments (Instead of using Work rite services) venepuncture (taking bloods) and vaccinations to the role's remit accordingly. These extra duties are within the OHT scope of practice set out by the College of Policing (CoP). Once in post, satellite clinics will be piloted in north Powys for health surveillance/fitness for work medicals. This will reduce the time officers are removed from front line duties to attend HQ. An admin apprentice role has also been approved for OH to help with resilience.

Action: - Force to reach out and network with Mid & West Wales Fire & Rescue Occupational Health lead to ascertain how they are addressing the UK shortage of OH clinicians and whether any opportunities to collaborate.

All psychological screening of high-risk roles is currently being undertaken through G2 by in-house counsellors on a scheduled month by month basis. The College of Policing's own version "PHIT" is about to be launched. This screening tool is specifically for psychological screening replacing the previous contract with external provider, Noreen Tehrani. DPP have been part of the pilot study for this new system. Once launched nationally DPP will use it for all response officers. We will continue to screen all other high-risk roles through G2 as this works well. This was discussed with CoP who agreed with this format.

Blood Borne Virus (BBV) and stress awareness presentations are being recorded so that these are available for L&D for training of new student cohorts. Recordings will also be available on the intranet and provided to specific

departments/teams if needed. This allows the OH team to continue with other day-to-day clinics and station visits.

CoP visited HQ in May last month and spent 2 days with the OH team and met with HR too. The feedback received was that they were very impressed by the Force's OH delivery model and have recommended they pursue Safe Effective Quality Occupational Health Service (SEQOHS) accreditation. The Force would be the first Welsh force to obtain this and only the 3rd force nationally. This accreditation links in with the OH standards in the Workforce Prioritisation Guidance.

The Board discussed training opportunities available across the Force.

Action: - Force to complete and evaluation and review of the Change Management training programme.

Action: - The Force to explore the benefits of re-introducing the Llywio project.

4. Questions for the Chief Constable

a) Please could Dyfed-Powys Police provide an update relating to the below figures for Naloxone carriage:

- **The number of police officers and police staff members who are trained to carry and administer Naloxone.**
- **The number of police officers and who have agreed to and are carrying Naloxone on a day-to-day basis.**
- **The number of vehicles that are equipped with Naloxone, either in addition to, or instead of carriage by officers or staff.**
- **The total number of Naloxone administrations.**
- **Has Dyfed-Powys Police experienced any challenges or barriers relating to increasing the carriage of Naloxone?**
- **Are Dyfed-Powys continuing to promote the carriage of Naloxone amongst officers and staff?**

The CC stated that all police officers are trained to carry Naloxone spray during annual Emergency Services at work First aid training. All new recruits are also provided the training and option to carry. They consent to carry and can opt out.

Naloxone supplies are available at custody and the Force are in the process of replenishing all of our Naloxone kits due to the expiry date in April. On doing this

the Force have added QR codes to the Naloxone box to assist with recording and monitoring. Naloxone is available in each of the first aid kits in every police vehicle in the Force. The most recent figures for those carrying Naloxone are

- Police officers – 513
- Police staff – 138

Total known administrations of Naloxone (from inception): 13

The local health boards fund the purchase of Naloxone spray for DPP. However, the only barrier this year has been funding. The Force were only able to obtain 100 from Powys Teaching Health board which does not cover all of those currently carrying Naloxone in Powys. It was noted that this will be closely monitored through existing governance arrangements such as Area Planning Boards.

b) What were the objectives of the Dyfed-Powys Police Retail Event and were they met throughout the process?

- **What was partner engagement like during the event and was there appropriate representation on the day?**
- **What actions were agreed and will any be taken forward by Dyfed-Powys Police**

The CC provided an update to the board. The Retail Crime Event was held online on 14th May 2026. Approx 30 persons attended consisting of internal and external stakeholders.

The opening was delivered by the lead Chief Inspector who set out the aims, which was to improve preventative activity with retailers and improve relationships with local police.

There were presentations from the Force, Auror, The Cyber Resilience Centre and Tesco. It was essential that Tesco was involved as each BCU currently has a POP plan relating to a Tesco store. All attendees engaged during the Q&A at the end of the event.

c) Following the response provided from the Chief Constable in March 2025 regarding the HMICFRS Report-Crime Investigations: an inspection into how effectively the police investigate crime, the PCC requests an update on progress, specifically:

- **CRAFT project**
- **The proposed Niche Retrospective Facial Recognition process**
- **The 'crime limit rule' and its impact on officer workloads**
- **The training detailed within the recommendations**

Due to the implementation of new technology at the initial point of contact which seeks to assist officers/staff in the crime recording process using AI and automation, there is an opportunity to fundamentally change the direction which the Force take in respect of crime recording as this new technology will allow the Force to record crime at the 1st point of contact. A Crime Recording and Finalisation team are still likely to be required, however the responsibilities are likely to change.

The business case has been approved, and the Force are currently in the procurement phase. It is currently anticipated that the Force will go live with the new technology in February 2027.

The NICHE team have developed a bespoke NICHE search to identify all crimes with NO IDENTIFIED SUSPECT and AVAILABLE IMAGE which could be assessed to meet threshold for requesting PND Facial Mapping search. However, to capture the necessary dataset, amendments to the 28-day supervisor review template are necessary. These have been agreed and accepted but await implementation. It was noted that there are process issues which need reviewing that currently impact on the PowerBi dashboard for supervisor review compliance. Mandating completion of certain elements would assist with this regard.

The Managing Investigative Caseloads procedures were circulated and went live in February 2026. It provides a traffic light system of what has been evaluated to be manageable investigative caseloads dependant upon the investigating department. The Powerbi "Supervisor view" also operates a traffic light system that aligns to the PIP1 (Response & NPPT) caseload numbers so that Supervisors can immediately see officers with caseloads in Amber or Red and take mitigating action as set out in the attached guidance.

A slide has been introduced at weekly ACC meetings showing all NPPT officers with 10 crimes or more for discussion between ACC and BCU Commanders.

Student officers receive specific training around case file preparation. This is provided by accredited trainers and supported by staff from CPU as subject matter experts. They also receive training that is specific to local requirements (NICHE) to assist in developing file knowledge. The training aligns with College of Policing Curriculum. In addition, student officers get a weeklong "life of a crime" training scenario, which is over and above CoP requirements. During this week, student officers deal with a simulated crime investigation from start to finish with the outcome dependant on actions and decisions they make. The quality of their evidence, hand overs and suspect interviews are tested in a safe learning environment during this exercise.

Dedicated training days for operational officers are built into their rota. The content of mandatory training / CPD provided on these days is decided through the Training Priority Group, which includes 3 x C/Supts, L&D manager and force skills co-ordinator. During the TPG all new College of Policing products, legislation changes or guidance, or bids for training by departmental leads are reviewed. Mandatory training is prioritised based on risk and can include file preparation and investigative skills

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 policing work.

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 hosting a volunteer webinar, a Community Engagement Day and attendance at the Force's Mental Health and Suicide and Self-Harm Prevention Strategy Launch.

c) Finance Update

A finance report was provided to the Board, providing a near actual financial position for revenue and capital for the 2025/6 financial year. The near actual position for the Force is an underspend of £1.885m and for the OPCC, an underspend of £0.260m. The figures are likely to change as the books must remain open until the audit is completed at the end of September 2026.

The budget position for 2025/6 has been reported upon at regular intervals during the year and some adjustments and underspends were assumed in setting the Medium-Term Financial plan for 2026/7. The overall position in respect of reserves is around £2.8 million better than anticipated at budget setting time, with £0.8m of this being capital related and £2.0m being revenue/funds (the underspends are incorporated within the reserves position).

In terms of capital, the Force set a revised budget of £17.6m for 2025/6 in November 2026. The actual outturn amounted to £15.2m, a £2.3m underspend. The Force underspend is £1.885m which is £98k less than that anticipated at period 10.

Notwithstanding the positive financial position at year end, the movement on revenue, capital reserves and capital borrowing is projected to be severely negative over the next four years with the 2030 balance remaining at around £64.4m of which around £34.4m will be the balance of external debt at this time. External borrowing was increased to £25m in 2025/6.

The financial environment remains highly uncertain in relation to police reform, settlements, formula funding and pay awards for 2026/7 and future years. A discussion ensued in relation to the detail of the paper including the position with police officer pay, police staff salary costs and overtime expenditure.

Consideration was also given to the non-pay detail and some significant capital and other project work including sustainability schemes which have contributed to an underspend in premises costs of £0.1m.

The overall underspend for the year will assist with funding pressures for 2026/7.

The closure of accounts process is still on-going, and the intention is to complete the draft signed accounts in line with Statutory requirements by the end of June 2026 in readiness for submission for audit. With the process still ongoing, and the work by Audit Wales not being expected to be completed until September 2026 at the earliest, there is a chance that further amendments to this financial position may be needed.

Decisions around the treatment of reserves and balances for capital and revenue are needed now and this report reflects a baseline position for further discussion. In addition, a clear position on the transfer of capital slippage on budgets would be advantageous to facilitate timely delivery against the closure timetable.

Members of Policing Board were requested to make the following decisions:

- Approve the movement in Reserves and final balance as set out in the report.
- Policing Board is requested to approve the slippage in capital budgets as outlined in the report for addition onto the original budgets for 2026/7.
- That any changes in revenue position that might be needed due to the ongoing closure process to be reflected in the budget mitigation reserve balance.

Decision: - The Board approved the movement in reserves and final balance as set out in the finance report.

Decision: - The Board approved the slippage in capital budgets as outlined in the report for addition onto the original budgets for 2026/27.

Decision: - The Board approved that any changes in revenue position that might be needed due to the ongoing closure process to be reflected in the budget mitigation reserve balance.

Action:- Force to complete an evaluation of the Projects and Funding Group.

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 development of the DPIA process using the Merseyside 'product' has been on hold whilst the review of the DPIA process has been taking place as part of the wider departmental review. The Force are in discussions with Collaboration Wales and due to respond to their consultation in June in respect to an all-Wales DPIA template. The Senior Manager Governance and Change has developed an automated form for the DPIA process which is currently under review. The aim is to provide the form as an alternative DPIA template to Collaboration Wales, with a view to ICT developing the form into an electronic process and then sharing that with the other Welsh Forces. Progress with this is dependent on the support of Collaboration Wales, the other Welsh Forces and the assistance of ICT. The longer aim is to link the Information Asset Register (IAR), the Record of Processing Activities (ROPA) and the Compliance Audit programme to the DPIA process. A request has been submitted to ICT via the DIAG process for consideration to be made to utilising the Met Police IAR/ROPA solution.

The recruitment of a temporary Data Protection Advisor to assist in this area of work is complete and the member of staff joined the Team in June. They have commenced a review of the older DPIA folders to establish what action is required going forward. One Information Sharing Officer (P/T) is undertaking a review of all the open pre 2018 caseload to establish current position and actioning as necessary.

DCC DPIA prioritisation meetings continue to be held monthly.

The Force is to be subject of a Data Protection and GDPR Collaborative (Gwent & SWP) internal audit (TIAA) in early August. The scope of the audit will cover:

The review assess compliance with the key data protection and GDPR elements of:

- Privacy Impact Assessments and Data Protection Impact Assessments.
- Data Subject rights (e.g. Right to be forgotten).
- Data Classification and Asset management.
- Data Security and Breach Management.
- Governance and Consent.
- Data Controllers and Processors
- Review of automated processes and how they have reduced any duplication (possibly DPP only)

e) Prevention, Intervention and Engagement Update

The Board received an update paper regarding the Prevention, Intervention and Engagement: Children and Young People workstream.

The report contained updates regarding recruitment for the Police Youth Prevention officers' roles and the further education outreach officer roles.

f) Chief Officers Review of PCC Select Committee

The CC stated that the Force are happy to accept all the recommendations that are considered reasonable and achievable. These will be progressed and tracked through the Children and Young People group. Oversight will then be maintained through reporting into both the Operations Board and the Force Executive Board, ensuring appropriate governance and visibility of progress.

A detailed breakdown of anticipated timescales for each action to support effective planning and accountability will be obtained.

The CC noted that it is important to note that completion of some recommendations are dependent upon roles that have not yet been fulfilled. The outstanding Prevention and Intervention project posts remain a priority, and a meeting is scheduled with the Superintendent to receive an update on progress.

Action No.	Action Summary from meeting 18/06/2026	To be progressed by
PB 128	Force to provide a reassurance paper around recruitment in Powys - to conduct a POP plan to address challenge of attracting local student officer candidates in North Powys, particularly Montgomeryshire.	Force
PB 129	Force to reach out and network with Mid & West Wales Fire & Rescue Occupational Health lead to ascertain how they are addressing the UK shortage of OH clinicians and whether any opportunities to collaborate.	Force
PB 130	Force to complete an evaluation of the Projects and Funding Group.	Force
PB 131	Force to complete and evaluation and review of the Change Management training programme.	Force
PB 132	The Force to explore the benefits of re-introducing the Llywio project.	Force

CLOSE