

# Pecyn Dogfennau



Mark James LLM, DPA, DCA  
Prif Weithredwr,  
*Chief Executive,*  
Neuadd y Sir, Caerfyrddin. SA31 1JP  
County Hall, Carmarthen. SA31 1JP

**DYDD LLUN 13 CHWFROR 2017**

**AT: HOLL AELODAU'R PANEL HEDDLU A THROSEDDU DYFED POWYS**

**YR WYF DRWY HYN YN EICH GALW I FYNYCHU CYFARFOD O'R PANEL HEDDLU A THROSEDDU DYFED POWYS A GYNHELIR YN YSTAFELL BWYLLGOR 2, NEUADD Y SIR, HWLFFORDD AM 10.30 YB, AR DDYDD MAWRTH, 21AIN CHWFROR, 2017 ER MWYN CYFLAWNI'R MATERION A AMLINELLIR AR YR AGENDA SYDD YNGHLWM**

*Mark James* DYB

**PRIF WEITHREDWR**



**AILGYLCHWCH OS GWELWCH YN DDA**

<b>Swyddog Democrataidd:</b>	<b>Catherine Gadd</b>
<b>Ffôn (llinell uniongyrchol):</b>	<b>01267 224088</b>
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**PANEL HEDDLU A THROSEDDU DYFED-POWYS  
14 AELOD**

**CYNGOR SIR CAERFYRDDIN - 3 AELOD**

- |    |            |                     |               |
|----|------------|---------------------|---------------|
| 1. | CYNGHORYDD | WYN J.W. EVANS      | (Annibynnol)  |
| 2. | CYNGHORYDD | W. GWYN HOPKINS     | (Plaid Cymru) |
| 3. | CYNGHORYDD | PATRICIA E.M. JONES | (Llafur)      |

**CYNGOR SIR CEREDIGION - 3 AELOD**

- |    |            |                    |                            |
|----|------------|--------------------|----------------------------|
| 1. | CYNGHORYDD | ALUN LLOYD JONES   | (Plaid Cymru)              |
| 2. | CYNGHORYDD | J.D. ROWLAND JONES | (Democratiaid Rhyddfrydol) |
| 3. | CYNGHORYDD | T. HAYDN LEWIS     | (Annibynnol)               |

**CYNGOR SIR PENFRO - 3 AELOD**

- |    |            |               |              |
|----|------------|---------------|--------------|
| 1. | CYNGHORYDD | ROB SUMMONS   | (Annibynnol) |
| 2. | CYNGHORYDD | TONY WILCOX   | (Llafur)     |
| 3. | LLE GWAG   | STEVE YELLAND | (Annibynnol) |

**CYNGOR SIR POWYS - 3 AELOD**

- |    |            |                 |                                 |
|----|------------|-----------------|---------------------------------|
| 1. | CYNGHORYDD | DAVID O. EVANS  | (Cynghrair Annibynnol<br>Powys) |
| 2. | CYNGHORYDD | GRAHAM M. JONES | (Plaid Geidwadol Cymru)         |
| 3. | CYNGHORYDD | PETER MEDLICOTT | (Grŵp Annibynnol y Siroedd)     |

**AELODAU ANNIBYNNOL CYFETHOLEDIG - 2 AELOD**

1. YR ATHRO IAN ROFFE
2. MRS HELEN MARGARET THOMAS

# AGENDA

1. YMDDIHEURIADAU AM ABSENOLDEB A MATERION PERSONOL
2. DATGAN BUDDIANNAU
3. LLOFNODI YN COFNOD CYWIR COFNODION Y CYFARFOD A GYNHALIWYD AR 27 IONAWR 2017 5 - 10
4. MATERION YN CODI O'R COFNODION (OS OES RHAI)
5. DIWEDDARIAD AM Y CYFRYNGAU 11 - 14
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## PANEL HEDDLU A THROSEDDU DYFED-POWYS 27 IONAWR 2017

**YN BRESENNOL:** A. Lloyd Jones (Cadeirydd);

**Aelodau o Gyngor Sir Caerfyrddin:-**

Y Cynghorwyr W.G. Hopkins ac W.J.W. Evans

**Aelodau o Gyngor Sir Ceredigion**

Y Cynghorwyr J.D. Rowland Jones a T.H. Lewis;

**Aelodau o Gyngor Sir Penfro**

Y Cynghorwyr R. Summons, T. Wilcox ac S. Yelland;

**Aelodau o Gyngor Sir Powys**

Y Cynghorwyr D.O. Evans, G. Jones a P. Medlicott;

**Aelodau Annibynnol**

Yr Athro I. Roffe a Mrs. H.M. Thomas;

**Yn bresennol o Swyddfa'r Comisiynydd Heddlu a Throsedd**

Mr. D. Llywelyn – Y Comisiynydd Heddlu a Throsedd;

Mrs. C. Morgans – Pennaeth y Staff;

Ms. J. Woods – Prif Swyddog Cyllid

Roedd y swyddogion canlynol hefyd yn bresennol: -

**Cyngor Sir Caerfyrddin:-**

Mr R. Edgecombe – Rheolwr Dros Dro y Gwasanaethau Cyfreithiol;

Ms. L. Morris – Uwch-swyddog y Wasg;

Mrs J. Owen - Swyddog Gwasanaethau Democrataidd.

**Siambr, 3 Heol Spilman, Caerfyrddin 10.30 a.m. – 1.00 p.m.**

### **1. YMDDIHEURIADAU A MATERION ERAILL**

Ni chafwyd dim ymddiheuriadau am absenoldeb ond nodwyd nad oedd y Cyngorydd P. Jones yn bresennol.

### **2. PENODI CADEIRYDD Y PANEL**

Talodd yr aelodau deyrnged i'r gadeiryddiaeth ragorol a ddarparwyd gan Mr. Edwards yn ystod y pedair blynedd diwethaf. Roedd y Comisiynydd Heddlu a Throsedd am ategu'r sylwadau hyn. Gofynnodd y Panel am i lythyr gael ei anfon at Mr. Edwards i nodi gwerthfawrogiad y Panel.

[Gadawodd y Cyngorydd A. Lloyd-Jones y cyfarfod]

Cynigiwyd penodi'r Cyngorydd A Lloyd-Jones yn Gadeirydd y Panel ac eiliwyd hynny.

**PENDERFYNWYD YN UNFRYDOL benodi'r Cyngorydd Alun Lloyd-Jones yn Gadeirydd y Panel.**

[Ailymunodd y Cyngorydd A. Lloyd-Jones â'r cyfarfod]

Gofynnodd y Cadeirydd am enwebiadau ar gyfer Is-gadeirydd. Cynigiwyd penodi'r Athro I. Roffe yn Is-gadeirydd y Panel, ac eiliwyd hynny.

**PENDERFYNWYD YN UNFRYDOL benodi'r Athro I. Roffe yn Is-gadeirydd y Panel.**

**3. DATGAN BUDDIANNAU PERSONOL**

Ni chafwyd dim datganiadau o fuddiant personol.

**4. LLOFNODI BOD COFNODION CYFARFOD Y PWYLLGOR A GYNHALIWDYD AR 21 HYDREF 2016 YN GOFNOD CYWIR**

**PENDERFYNWYD llofnodi cofnodion cyfarfod Panel Heddlu a Throseddu Dyfed-Powys a gynhaliwyd ar 21 Hydref, 2016 gan eu bod yn gywir.**

**5. MATERION SY'N CODI O'R COFNODION**

Cyfeiriwyd at gofnod 9, sef Grant y Swyddfa Gartref ar gyfer Gweithgareddau'r Panel. Dywedodd Rheolwr Dros Dro y Gwasanaethau Cyfreithiol wrth y Panel fod y grant, ar y cyfan, yn ddigon i'r Panel gyflawni ei swyddogaeth ond bod yr Aelodau'n gallu hawlio dim ond am nifer cyfyngedig o gyfarfodydd Panel ar hyn o bryd. Cytunwyd y byddai'r eitem yn cael ei hychwanegu at agenda'r cyfarfod nesaf.

Dywedodd y Comisiynydd Heddlu a Throseddu wrth y Panel y byddai'n croesawu unrhyw newidiadau o ran swyddogaeth y Panel ac y byddai'n awyddus i ddefnyddio'r Panel at ddibenion craffu.

**6. PRAESEPT YR HEDDLU**

Cyflwynodd y Comisiynydd Heddlu a Throseddu ei adroddiad i'r Panel ynghylch y praesept/cyllideb arfaethedig ar gyfer 2017/18. Y prif nod oedd diogelu plismona rheng flaen, lleihau troseddau a chadw'r gymuned yn ddiogel. Wrth bennu'r praesept dywedodd y Comisiynydd ei fod wedi ymgynghori â'r cyhoedd ac wedi trafod yn fanwl gynlluniau'r Prif Gwnstabl ar gyfer lefelau staffio, gwasanaethau'r heddlu ac anghenion buddsoddi yn y dyfodol wrth gytuno ar gyllideb yr Heddlu ar gyfer 2017/18.

Dywedodd y Comisiynydd fod elfennau craidd y gyllideb wedi arwain at ei argymhelliad ynghylch cyfanswm cynnydd o 3.5% o ran praesept 2017/18. Petai hyn yn cael ei dderbyn gan y Panel, byddai'n arwain at braesept yr heddlu o £47.303 miliwn a fyddai, yn sgil ei gyfuno â chyllid canolog a lleol, yn rhoi cyfanswm cyllideb o £96.616 miliwn, lle y byddai eiddo treth gyngor Band D ar gyfartaledd yn talu £213.87, sef 6.9% yn uwch na lefel 2016/17.

Dywedodd y Comisiynydd ei fod wedi gweithredu'n ddoeth er mwyn adlewyrchu'r ansicrwydd a oedd yn parhau mewn perthynas â setliadau ariannol ar gyfer plismona yn ardal Dyfed-Powys yn y dyfodol, ac wrth wneud hynny, fod y cynllun ariannol tymor canolog yn dangos colled o £5 miliwn o gyllid canolog yn ystod 2018/19 a 2019/20.

Rhodddwyd sylw i'r cwestiynau/materion canlynol wrth drafod yr adroddiad:-

Mewn ymateb i ymholiad ynghylch cronfeydd wrth gefn, dywedodd y Prif Swyddog Cyllid fod y gronfa gyffredinol wrth gefn yn gyfanswm o £4.500 miliwn ar hyn o bryd a oedd yn cyfateb i 4.7% o gyllideb referiw net 2017 ac felly ei bod o fewn y terfynau a bennwyd ym mholisi cronfeydd wrth gefn y Comisiynydd Heddlu a Throseddu.

Cyfeiriwyd at y staff ychwanegol sy'n cyfateb i £500k. Dywedwyd bod £500k yn ymddangos yn fuddsoddiad mawr a gofynnwyd a oedd angen gwario'r swm hwnnw ar staff cefn swyddfa. Dywedodd y Comisiynydd wrth y Panel ei bod yn amlwg, yn dilyn y rhaglen uchelgeisiol i leihau nifer y staff cefn swyddfa, a arweiniodd at ostyngiad sylweddol yn nifer y staff, nad oedd y gostyngiadau hynny'n gynaliadwy yn y tymor hwy. Yn dilyn ymholiad ychwanegol, dywedodd y Comisiynydd fod staff cefn swyddfa ychwanegol yn cynnwys cymorth a goruchwyliaeth gorfforaethol, cymorth cofnodi troseddau a thrwyddedu arfau tanio.

Mewn ymateb i ymholiad ynghylch y cyfraniadau gan Lywodraeth Cymru, dywedodd y Comisiynydd fod trafodaethau'n parhau gyda Llywodraeth Cymru i gynyddu'r cyfraniad o 16%, a oedd yn cael ei roi i'r Heddlu ar hyn o bryd.

Gofynnwyd a oedd y Swyddfa Gartref wedi bod yn ymgynghori'n ddigonol ynghylch ei fformiwla cyllido. Dywedodd y Comisiynydd fod gan y Gweinidog dros Blismona a'r Gwasanaeth Tân agwedd gadarnhaol o ran ymgynghori a'i fod yn cymryd rhan weithredol mewn ymgysylltu. Yn ogystal, roedd pryder y gallai Heddlu Dyfed-Powys gollu swm sylweddol o gyllid canolog a deallwyd bod y Gweinidog dros Blismona a'r Gwasanaeth Tân am i'r fformiwla newydd gael ei rhoi ar waith yn 2018/19 gan sicrhau bod y cyfnod pontio mor fyr â phosibl. Byddai angen ymgynghori'n gadarn drwy gydol mis Gorffennaf a mis Awst 2017.

Cyfeiriwyd at y Gronfa Drawsnewid lle nodwyd ei bod yn bwysig ymgysylltu â'r heddluoedd eraill. Mewn ymateb, dywedodd y Comisiynydd fod y Gweinidog a'r Ysgrifennydd Cartref wedi bod yn cydgysylltu'n ddiweddar ynghylch manteision gwasanaethau trawsnewid a chydweithio sydd, yn eu tro, wedi arwain at dwf yng ngwerth Cronfeydd Trawsnewid. Yn ogystal, cadarnhaodd y Comisiynydd y byddent yn ymgysylltu â Heddluoedd dros y ffin ac asiantaethau eraill er mwyn sicrhau bod yr Heddlu yn manteisio i'r eithaf ar ei gyfleoedd.

Mewn ymateb i ymholiad ynghylch seiberdroseddu, dywedodd y Comisiynydd wrth y Panel fod seiberdroseddu'n parhau i fod yn her sylweddol i'r holl heddluoedd a bod Heddlu Dyfed-Powys ar flaen y gad yn y maes gwaith hwn. Er mwyn cael gwybod yn gyson am y newidiadau mewn technoleg a'r defnydd cynyddol o ddyfeisiau digidol cysylltiedig â seibr, roedd Heddlu Dyfed-Powys wedi cyflwyno Uned Seiberdroseddu bwrpasol ac roedd am fuddsoddi £300k mewn sgiliau ychwanegol yn ymwneud â dadansoddi, hyfforddiant ac archwilio.

Roedd pryderon bod cynnydd o 6.9% yn ormod ac yn sylweddol uwch na'r costau chwyddiant a ragwelwyd. Dywedodd y Comisiynydd fod data cymharol yn dangos toriadau o 20% mewn plismona flwyddyn ar ôl blwyddyn yn ystod y tair blynedd diwethaf. Yn ogystal, roedd y cynnydd o 6.9% yn deillio o benderfyniad y Comisiynydd blaenorol i leihau praesept y Dreth Gyngor 5% ar gyfer 2015/16 ac i ddefnyddio cronfeydd wrth gefn i ariannu elfen o'r cyllidebau refeniw ar gyfer 2015/16 - 2018/19.

Mewn ymateb i ymholiad arall, dywedodd y Comisiynydd wrth y Panel mai Heddlu Dyfed-Powys, hyd yn oed wrth ystyried y cynnydd o 6.9%, oedd yr heddlu rhatach yng Nghymru o hyd.

Cyfeiriwyd at gynlluniau'r Comisiynydd i gyflwyno teledu cylch cyfyng. Dywedodd y Comisiynydd ei fod yn bwriadu ailfuddsoddi mewn isadeiledd teledu cylch cyfyng priodol a fyddai'n rhoi ymateb effeithiol, cydgysylltiedig ac amserol i ymddygiad gwrthgymdeithasol. Ychwanegodd y Comisiynydd y byddai ganddo ragor o wybodaeth am gynnydd y mater hwn yn ddiweddarach yn y mis.

Rhoddodd y Comisiynydd sicrwydd i'r Panel nad oedd ei gynlluniau a'i benderfyniadau'n deillio o safbwynt gwleidyddol ac ychwanegodd y byddai'n fodlon amddiffyn unrhyw benderfyniad a wneir drwy'r wasg. Ar yr adeg hon, dywedodd Rheolwr Dros Dro y Gwasanaethau Cyfreithiol y byddai datganiad i'r wasg yn cael ei lunio a'i gyhoeddi yn dilyn y cyfarfod.

## **PENDERFYNWYD**

**6.1. cymeradwyo cynnig y Comisiynydd i gynyddu praesept Heddlu Dyfed-Powys 6.9% ar gyfer 2017/18.**

**6.2. cyhoeddi datganiad priodol i'r wasg ar ran y Panel Heddlu a Throseddu.**

[Yn unol â Rheolau Gweithdrefn Panel Heddlu a Throseddu Dyfed-Powys rhif 15.4, roedd y Cynghorwyr D. O. Evans, G. Jones a P. Medicott am gofnodi eu pleidlais yn erbyn y cynnig i gynyddu'r praesept 6.9% ar gyfer 2017/18.]

Ar yr adeg hon, gofynnodd y Cadeirydd am gael 5 munud o egwyl, 12:05pm.

Ailymgynullodd aelodau'r Panel am 12.10pm.

## **7. Y CYNLLUN HEDDLU A THROSEDDU**

Dosbarthodd y Comisiynydd Heddlu a Throseddu adroddiad ynghylch y cynnydd sydd wedi'i wneud i lywio ei Gynllun Heddlu a Throseddu, yr oedd yn ofynnol iddo ei gyflwyno o dan Adran 5 o Ddeddf Diwygio'r Heddlu a Chyfrifoldeb Cymdeithasol 2011. Roedd yr adroddiad yn nodi, at ystyriaeth y Panel, y pedwar maes blaenoriaeth ac egwyddorion cyflawni allweddol ar gyfer plismona a throseddu yn y cyfnod 2017-21. Roedd y Cynllun hefyd yn adlewyrchu'r prif gyfleoedd, risgiau a heriau o ran plismona yn genedlaethol, yn rhanbarthol ac yn lleol.

Tynnodd y Comisiynydd sylw'r Panel at yr adran yr oedd wedi'i chynnwys ynghylch rolau a chyfrifoldebau'r Comisiynydd Heddlu a Throseddu, y Prif Gwnstabl a'r Panel Heddlu a Throseddu.



Rhodddwyd sylw i'r cwestiynau/materion canlynol wrth drafod yr adroddiad:-

Cyfeiriwyd at yr adran ynghylch Rolau a Chyfrifoldebau'r Comisiynydd Heddlu a Throseddau lle awgrymwyd cynnwys pwynt bwled ychwanegol i ddisgrifio sut mae gwaith y Comisiynydd yn cysylltu â'r Panel Heddlu a Throseddau. Cytunodd y Comisiynydd i gynnwys yr awgrym yn y Cynllun.

Gofynnwyd cwestiwn ynghylch rhaglen ystadau Heddlu Dyfed-Powys. Eglurodd y Comisiynydd y byddai Dalfa Sir Gaerfyrddin yn cael ei defnyddio'n adnodd i'r sir i gyd. Mewn ymateb i ymholiad pellach, dywedodd y Comisiynydd ei fod wedi ymrwmo i sicrhau bod staff yn cael eu dosbarthu'n briodol ar draws ardal Dyfed-Powys.

Mewn ymateb i ymholiad ynghylch diogelu pobl agored i niwed, dywedodd y Comisiynydd fod Byrddau Diogelu yn sicrhau bod cysylltiadau cryf â'r GIG. Yn ogystal, gan fod diogelu pobl agored i niwed yn faes cymhleth, roedd yn bwriadu gweithio'n agos gyda'r sefydliadau partner drwy'r Bwrdd Gwasanaethau Cyhoeddus i ddiogelu plant a phobl ifanc, teuluoedd ac oedolion agored i niwed, gan ganolbwyntio ar fentrau atal ac ymyrraeth gynnar.

Awgrymwyd y dylai'r blaenoriaethau a'r prif amcanion fod yn rhan o'r datganiad i'r wasg. Cadarnhaodd Rheolwr Dros Dro y Gwasanaethau Cyfreithiol y byddai Cynllun Heddlu a Throseddau Dyfed-Powys 2017-21 yn cael ei gynnwys yn y datganiad i'r wasg. Yn ogystal, awgrymwyd y dylai unrhyw sylwadau ynghylch y Cynllun gael eu hanfon ymlaen at Reolwr Dros Dro y Gwasanaethau Cyfreithiol erbyn 10 Chwefror 2017 fan bellaf, a fyddai wedyn yn eu coladu a'u hanfon ymlaen at y Comisiynydd yn unol â hynny. Cytunodd y Panel â hyn.

Dywedwyd yr hoffai'r Panel i'r Prif Gwnstabl a swyddogion eraill fynychu'r cyfarfod ynghyd â'r Comisiynydd. Cytunodd y Comisiynydd y byddai hyn yn gam cadarnhaol ac y byddai'r Prif Gwnstabl yn cael ei wahodd i ddod i gyfarfod yn y dyfodol.

## **PENDERFYNWYD**

**7.1 bod yr adroddiad yn cael ei dderbyn,**

**7.2 bod aelodau'r Panel yn cyflwyno eu sylwadau ynghylch Cynllun Heddlu a Throseddau 2017-21 i Reolwr Dros Dro y Gwasanaethau Cyfreithiol erbyn 10 Chwefror 2017.**

## **8. PENDERFYNIADAU'R COMISIYNYDD**

Er gwybodaeth, cafodd y Panel adroddiad a fanylai ar y penderfyniadau a wnaed gan y Comisiynydd Heddlu a Throseddau yn ystod y cyfnod 14 Hydref 2016 - 18 Ionawr 2017.

**PENDERFYNWYD derbyn yr adroddiad.**

**9. UNRHYW EITEMAU ERAILL Y GALL Y CADEIRYDD, OHERWYDD  
AMGYLCHIADAU ARBENNIG, BENDERFYNU Y DYLLID EU HYSTYRIED YN  
FATERION BRYD**

Dyweddodd Rheolwr Dros Dro y Gwasanaethau Cyfreithiol wrth y Panel fod y Comisiynydd wedi gwahodd aelod o'r Panel i fod yn aelod o'i Fwrdd Ymchwil. Petai'r Panel yn cytuno, rhoddwyd gwybod i'r Aelodau am y canlynol:-

1. Ar hyn o bryd caiff Aelodau'r Panel hawlio am 5 niwrnod y flwyddyn yn unig.
2. Dylai Aelodau wneud cais am ollyngiad gan Bwyllgor Safonau eu Cyngor perthnasol.
3. Gallai Aelodau'r Panel ei chael yn anodd craffu tra eu bod yn aelod o'r bwrdd ymchwil.

Dyweddodd y Comisiynydd wrth y Panel y byddai'r Bwrdd Ymchwil yn cynnwys amrywiaeth eang o unigolion â gwahanol arbenigedd a phrofiad o'r tu allan i'r Heddlu er mwyn manteisio i'r eithaf ar gynlluniau gan ddefnyddio dull seiliedig ar dystiolaeth.

Y farn gyffredinol oedd y byddai'r Panel yn elwa o'r Bwrdd Ymchwil.

Cynigiwyd bod yr Athro I. Roffe yn dod yn aelod o'r Bwrdd Ymchwil ac eiliwyd hynny.

**PENDERFYNWYD yn unfrydol fod yr Athro I. Roffe yn dod yn aelod o'r Bwrdd Ymchwil.**

**LLOFNODWYD: ..... DYDDIAD: .....**

## PANEL HEDDLU A THROSEDDU DYFED-POWYS 21 CWHEFROR 2017

### DIWEDDARIAD AM Y CYFRYNGAU

**Yr argymhellion / penderfyniadau allweddol sydd eu hangen:**

Nodi'r adroddiad a chymeradwyo'r wefan ddiwygiedig

**Y rhesymau:**

Anogir y Panelau Heddlu a Throseddau i ddatblygu eu proffil ar y cyfryngau fel ffordd o hybu eu heffeithiolrwydd

Awdur yr Adroddiad:

Robert Edgecombe

Swyddi:

Rheolwr Dros Dro y  
Gwasanaethau Cyfreithiol

Rhifau ffôn:

01267 224018

Cyfeiriadau E-bost:

rjedgeco@sirgar.gov.uk

**EXECUTIVE SUMMARY  
DYFED – POWYS POLICE AND CRIME PANEL  
21<sup>st</sup> FEBRUARY 2017**

**MEDIA UPDATE**

**Since May 2016 the Panel has requested regular updates as to media activity relating to the Panel.**

**Since the last Panel meeting the following activity has taken place;**

- **Press releases:** To date, three further press releases have been produced and distributed.
- **Website:** The new website is almost ready to be launched. New more user-friendly content has been written, and a new look designed using the new branding. More functions are being added, including a news section so that Panel press releases can be available on the website. An e-form for people to contact the Panel is also being designed. The new site will be available for final approval from the Panel at the meeting.
- **V-logs and digital media:** Once the new website has been launched, there will be the facility for it to host v-logs and web clips. Panel members can be interviewed on decisions taken/matters discussed at the meetings. These would be hosted on the website, along with being promoted and sent to the media for their web and social media platforms.
- **Social media:** Although the Panel does not currently have its own dedicated social media channels promotion of its activities and press releases has continued via the county councils' and Dyfed Powys Police social media platforms. It is planned to set up social media channels for the Panel on Facebook and Twitter once the new website has been launched, as all traffic will be directed to it.
- **Translation:** All material has been produced bilingually, including press release, web content, posters and all promotional material.
- **Photography:** Photography is being arranged to take pictures of the Panel at work, and for the website. This will be done once the new Panel is in place following the May elections.
- **Attendance at meetings:** A marketing and media officer has attended all Panel meetings which have been held since April. There is a commitment to attend each one in order to gather promotional material, interview members etc.

**DETAILED REPORT ATTACHED?**

**NO**

**Section 100D Local Government Act, 1972 – Access to Information**

**List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
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## PANEL HEDDLU A THROSEDDU DYFED-POWYS 21 CWHEFROR 2017

### CYMDEITHAS PANELAU HEDDLU A THROSEDDU

#### Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

Nodi'r cynigion ar gyfer ffurfio Cymdeithas o'r fath a phenderfynu i ba raddau y mae'r Panel am fod yn rhan ohoni

#### Y rhesymau:

Roedd creu cymdeithas o'r fath yn un o argymhellion y 5<sup>ed</sup> Gynhadledd ar gyfer y Panelau Heddlu a Throseddau ym mis Hydref 2016.

Awdur yr Adroddiad:

Robert Edgecombe

Swyddi:

Rheolwr Dros Dro y  
Gwasanaethau Cyfreithiol

Rhifau ffôn:

01267 224018

Cyfeiriadau E-bost:

rjedgeco@sirgar.gov.uk

**EXECUTIVE SUMMARY  
DYFED – POWYS POLICE AND CRIME PANEL  
21<sup>st</sup> FEBRUARY 2017**

**ASSOCIATION OF POLICE AND CRIME PANELS**

At the 5<sup>th</sup> Conference for Police and Crime Panels in Birmingham in October 2016, one of the recommendations put forward was that consideration be given to forming an association of police and crime panels for the purposes of sharing best practice, organising training and other events, and collectively lobbying central government to ensure the interests and views of panel's are not overlooked.

Such an association would act as a counter- balance to the Association of Police and Crime Commissioners and the National Police Chief's Council.

A meeting has been arranged for the 17<sup>th</sup> February 2017 at the offices of Grant Thornton LLP in London to discuss how such an association might be formed and what its role might be. It is intended that the Acting Legal Services Manager attend on behalf of the Panel who will provide a verbal update as to the discussions that take place.

DETAILED REPORT ATTACHED ?

NO



**Section 100D Local Government Act, 1972 – Access to Information**

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## PANEL HEDDLU A THROSEDDU DYFED-POWYS 21 CWHEFROR 2017

### GRŴP SWYDDOGION ARWEINIOL Y PANEL HEDDLU A THROSEDDU

**Yr argymhellion / penderfyniadau allweddol sydd eu hangen:**

Nodi'r adroddiad a chlustnodi unrhyw gamau sy'n ofynnol

#### **Y rhesymau:**

Sicrhau bod y Panel yn parhau i arddel arfer gorau

Awdur yr Adroddiad:

Robert Edgecombe

Swyddi:

Rheolwr Dros Dro y  
Gwasanaethau Cyfreithiol

Rhifau ffôn:

01267 224018

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**EXECUTIVE SUMMARY**  
**DYFED – POWYS POLICE AND CRIME PANEL**  
**21<sup>st</sup> FEBRUARY 2017**

**POLICE AND CRIME PANEL LEAD OFFICERS GROUP**

The Welsh Local Government Association (WLGA) has established an informal discussion group for the lead officers of the Welsh Police and Crime Panels.

The Dyfed-Powys Police and Crime Panel was represented at the meeting by the Acting Legal Services Manager

The Group met at the WLGA offices in Cardiff on the 15<sup>th</sup> February 2017 when a number of issues were discussed including;

1. The approach being taken to the proposed Association of Police and Crime Panels
2. The process for amending approved Panel Arrangements
3. Training for Panel Members following the local government elections in May 2017

**DETAILED REPORT ATTACHED ?**

**NO**

**Section 100D Local Government Act, 1972 – Access to Information**

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## PANEL HEDDLU A THROSEDDU DYFED-POWYS

21 CWHEFROR 2017

### PANELAU HEDDLU A THROSEDDU – CYNHADLEDD FLYNYDDOL

#### Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

Nodi'r adroddiad a chlustnodi unrhyw gamau pellach i'w cymryd o ganlyniad

#### Y rhesymau:

Clustnodwyd yn y gynhadledd feysydd arfer gorau a syniadau ar gyfer datblygiadau yn y dyfodol y byddai'r Panel o bosibl am eu mabwysiadu

Awdur yr Adroddiad:

Robert Edgecombe

Swyddi:

Rheolwr Dros Dro y  
Gwasanaethau Cyfreithiol

Rhifau ffôn:

01267 224018

Cyfeiriadau E-bost:

rjedgeco@sirgar.gov.uk

**EXECUTIVE SUMMARY**  
**DYFED – POWYS POLICE AND CRIME PANEL**  
**21<sup>st</sup> FEBRUARY 2017**

**POLICE AND CRIME PANELS – ANNUAL CONFERENCE**

On the 20<sup>th</sup> October 2016 the 5<sup>th</sup> Annual Conference for Police and Crime Panels was held in Birmingham.

The Conference was hosted by West Midlands Police and Crime Panel and featured speeches by Professor Stephen Shute of the University of Sussex, Professor Rod Morgan of the University of Bristol, Paul Grady and Iain Murray of Grant Thornton LLP and Tim Young of Frontline Consulting Associates.

In addition a number of workshops took place, on a range of subjects including Regional Collaboration (details attached) and the role of Police and Crime Commissioners in the wider criminal justice system.

Key themes/recommendations from the Conference included;

1. Panels should seek to engage with their PCC to develop a co-ordinated work programme
2. Panels should engage in a structured programme of pro-active scrutiny which can be clearly communicated to the public
3. This should be supplemented by less planned pro-active scrutiny in response to current issues/PCC activities
4. All new members should receive induction training
5. The Panel should undertake a skills assessment of all its members and identify and address any training needs that arise
6. Panels should periodically seek the PCC's perception of their work and use this to help inform an assessment of their effectiveness
7. Panels should aim to build their public profile in order to increase their 'soft' influence and enhance their effectiveness
8. Panels should engage with other panels and scrutiny bodies to keep abreast of emerging good practice
9. Panels should forge relationships with each other to reflect any collaboration and/or partnership working that is undertaken by the PCC
10. Panels should consider identifying individual members as panel 'champions' to lead on key issues to help increase effectiveness
11. An Association of Police and Crime Panels should be formed to help raise the public profile of Panels and lobby central government for greater powers.

**DETAILED REPORT ATTACHED?**

**YES**



**Section 100D Local Government Act, 1972 – Access to Information**

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# Regional Collaboration – Nottinghamshire PCP's Experiences

## 1) Why collaborate?

- a) HMIC Reports – 'Policing in Austerity: Rising to the Challenge' (2013) and 'Increasing Efficiency in the Police Service: The role of collaboration' (2012) identified the benefits of collaboration in terms of increased efficiency and effectiveness.
- b) The Police Act 1996 gave the legal framework for collaboration and duties to Chiefs and PCCs.
- c) The Police Reform and Social Responsibility Act 2011 strengthened the duties on Chiefs and PCCs to keep collaboration opportunities under review and to collaborate where it is in the interests of the efficiency or effectiveness of their own and other police force areas.
- d) Where collaboration is judged to be the best option, **they must collaborate**. Another key difference from the previous arrangements is that where collaboration would provide the best outcome for another police force or group of forces, then a chief officer or policing body (PCC) **should pursue it – even if they do not expect their own force to benefit directly itself**. This is designed to ensure that collaboration takes place wherever it is in the wider public interest.
- e) Home Office funding available to develop collaboration arrangements via the Police Transformation Fund (e.g. £2.24m funding in 2016/17 and £3.5m funding in 2017/18 towards the Tri-Force Collaboration).

## 2) History of regional collaboration in Nottinghamshire

- a) Nottinghamshire was previously at the forefront of force collaboration with the establishment of the East Midlands Special Operations Unit in 2002 (originally Nottinghamshire, Derbyshire & Leicestershire before the other forces came on board). Resourced through funded posts and officers in kind.
- b) In 2013, the five PCCs in the region commissioned an HMIC review of collaboration which highlighted that progress had stalled somewhat with a clearer vision and overarching business plan needed, along with the development of truly integrated services and appropriate infrastructure and support to ensure renewed progress.

## 3) The Governance Context (see Appendix A for governance structure chart)

- a) The East Midlands PCC Board was established in 2012 (with related meetings feeding into this) - not public meetings and no direct links into the PCPs. All collaboration agreements involving permutations of the five forces are signed off by the Board with the actual Section 22 agreement decisions then taken individually by each of the relevant PCCs.
- b) An internal audit of the Board in 2016 recommended the production of a Governance Framework, a Strategic Plan, a Strategic Risk Register and improved performance reporting on each of the areas of collaboration.
- c) East Midlands Collaboration Programme – based in Hucknall, Notts. – this has four portfolios led by different Chief Constables (with the remaining Chief Constable taking an overview role). Each PCC has also been given a lead area of responsibility (not linked to their own Chief Constable's lead role).

- d) Distinct budget for collaborative units of approximately £23m, plus a further £8m in officer-in-kind contributions, £500k capital budget & £1m reserves budget.
- e) A Strategic Alliance Board was previously established to develop the ongoing collaboration between Notts, Leics & Northants – now no longer being pursued in the way initially planned. In its place, a Tri-Force Collaboration Board has been established alongside a Design Authority Meeting.
- f) On 11 October 2016, the Tri-Force Collaboration Board agreed a series of business cases and reports in relation to the following five workstreams to enable closer working between the three Forces (whilst engagement with Derbyshire & Lincolnshire continues):-
  - 1) Contact Management
  - 2) Enabling Services (HR, Finance, procurement etc)
  - 3) Technology
  - 4) NICHE Optimisation
  - 5) Professional Standards
- g) A potential five force Governance Structure is being developed by the Chief Executive of the Derbyshire OPCC - to include structures, systems & process and the development of a Regional Strategic Plan, regional decision-making and a performance framework.

#### **4) Nottinghamshire PCP – steps taken so far**

- a) The Panel has received regular update reports on regional collaboration and has tried to both scrutinise the Commissioner on this issue and offer support to help develop collaboration in the region further.
- b) The Panel requested a specific update on progress with the recommendations arising from the HMIC review mentioned in 2) above. This was considered by the Panel in June 2014.
- c) Discussions about regional collaboration at a Panel Away Day led to the development of a Regional PCP Network by Frontline Consultancy (attended by Chairs & support officers).
- d) We have made contact with the consultants involved in developing potential new regional collaboration governance arrangements with a view to building in appropriate links to the PCPs.

#### **5) Work with the other Panels In the region**

- a) Discussions have continued through the Regional PCP Network to look at how best to scrutinise this issue so that all five Panels are confident they are 'on the same page' and to enable the feedback from each PCC to be cross-referenced.
- b) Although there is no reference within the legislation to Panels themselves collaborating, we are taking the view that there is also nothing preventing this and that there is sense and added value in doing so. In a similar vein, the Chairs of the five PCCs' Audit Committees have met together (12 October 2015 and possibly further meetings) in order to look at sharing best practice and also to look at areas where it might be possible to co-ordinate activities – e.g. publishing / auditing statutory accounts.

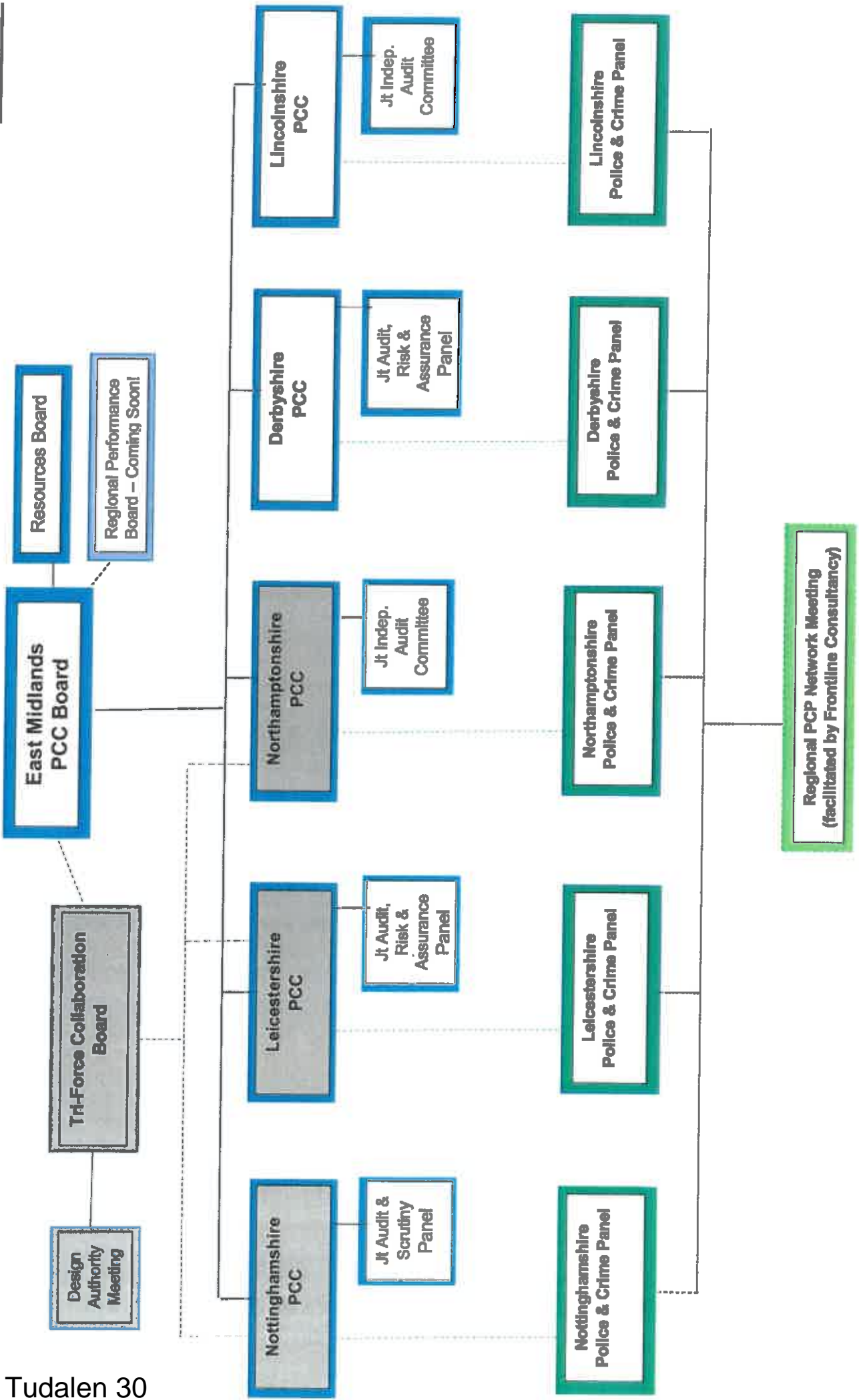
## **6) Obstacles faced**

- a) Lack of clarity and readily accessible information - Panels have struggled to cross-reference each PCC's views against the others in the region so potentially we are faced with five different versions of the current picture across the region.
- b) Lack of contacts - there is currently no single Chief Constable, PCC or OPCC officer with regional overview and responsibility (although the possibility of establishing a Head of Regional Governance role is being considered).
- c) Changing landscape – e.g. Blue Light Collaboration, work with other local providers, the development of the Tri-Force Collaboration, new PCCs and new Chief Constables.

## **7) Planned Next Steps**

- a) Further discussions to be held to ensure the roles of Panels are not overlooked in any new regional Governance structures.
- b) The Panels, through the Regional PCP Network, are developing a common set of questions for each Panel to ask to enable responses across the region to be cross-referenced e.g. :-
  - a. What is currently covered through regional collaboration?
  - b. How is it being governed?
  - c. What are the key aspects of the regional framework?
  - d. Are the planned savings expected from collaboration being achieved?
  - e. Is collaboration delivering operational effectiveness?
  - f. Is there a performance management scorecard?
  - g. Are there business cases for further areas of collaboration?
- c) The possibility of a future joint meeting, involving Chair & Vice-Chair of each of the five Panels and possibly the PCCs, Chief Constables etc will be pursued at a later date.

**East Midlands Regional Collaboration - Governance Structure Chart**



## PANEL HEDDLU A THROSEDDU DYFED-POWYS 21 CWHEFROR 2017

### **GWELEDIGAETH PLISMONA 2025**

#### **Yr argymhellion / penderfyniadau allweddol sydd eu hangen:**

Nodi'r cynnwys a chlustnodi unrhyw faterion y mae'r Panel o'r farn bod angen ymchwilio rhagor iddynt

#### **Y rhesymau:**

Mae'r dogfennau'n gosod gweledigaeth ar gyfer dyfodol plismona yng Nghymru a Lloegr

Awdur yr Adroddiad:

Robert Edgecombe

Swyddi:

Rheolwr Dros Dro y  
Gwasanaethau Cyfreithiol

Rhifau ffôn:

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**EXECUTIVE SUMMARY**  
**DYFED – POWYS POLICE AND CRIME PANEL**  
**21<sup>st</sup> FEBRUARY 2017**

**POLICING VISION 2025**

The Association of Police and Crime Commissioners and the National Police Chief's Council have produced a report setting out their joint vision for policing over the next decade.

The report sets out why there is a need for policing in England and Wales to change and the values underpinning any change and considers the following main issues;

- (a) Local Policing
- (b) Specialist Capabilities
- (c) Work Force
- (d) Digital Policing
- (e) Business Delivery
- (f) Governance and Accountability

The stated intention of the Vision is that it will “..*Help shape decisions about how we use our resources by informing key strategies and underpinning future programmes of work.*’

**DETAILED REPORT ATTACHED ?**

**YES**



**Section 100D Local Government Act, 1972 – Access to Information**

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# Policing Vision 2025

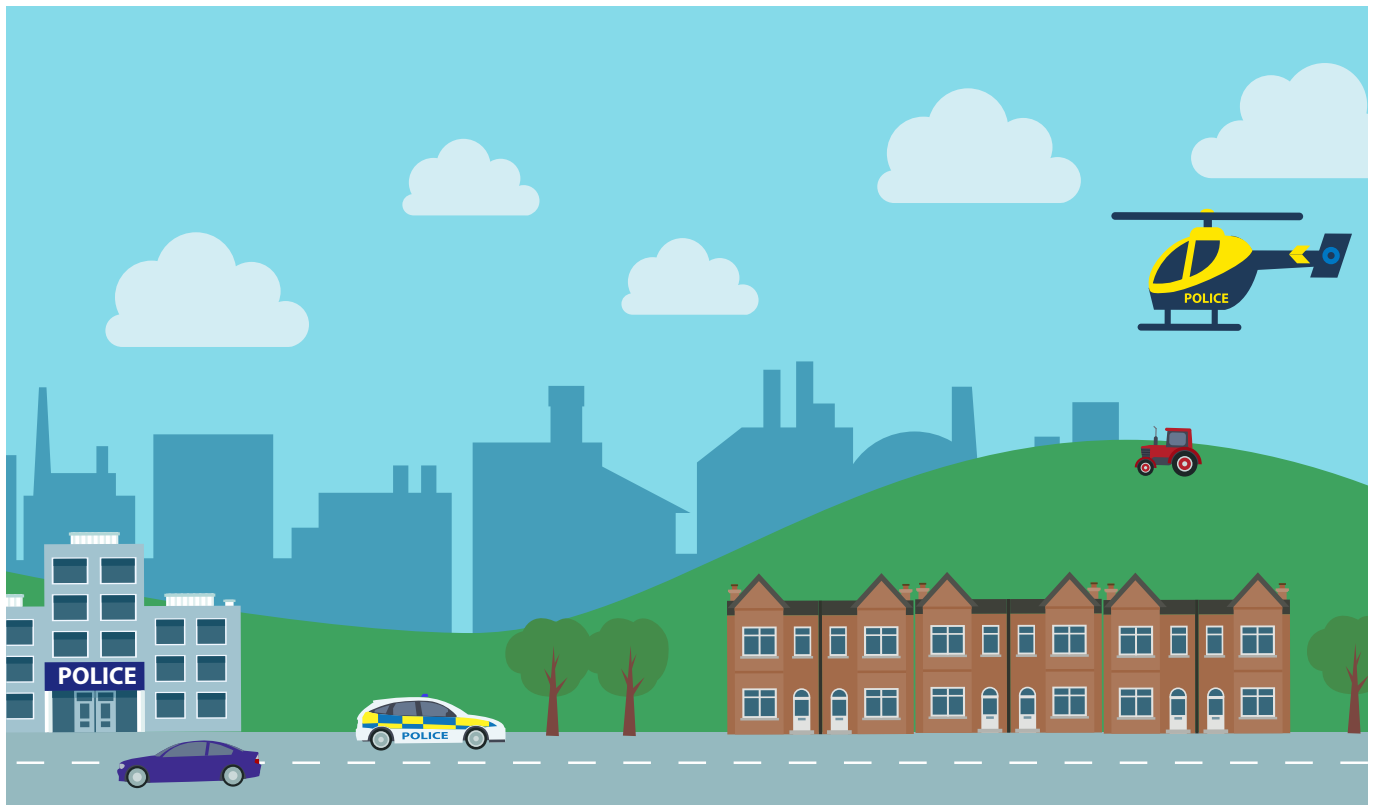


## Introduction

This Policing Vision 2025 sets out our plan for policing over the next ten years. It will shape decisions around transformation and how we use our resources to help to keep people safe and provide an effective, accessible and value for money service that can be trusted. This Vision comes from the service itself. It must inspire officers, staff and volunteers, as much as police and crime commissioners and chief constables and of course the public as a whole.

The communities we serve are increasingly diverse and complex, necessitating a more sophisticated response to the challenges we face now and in the future. Whether it be child sexual exploitation, domestic abuse, cybercrime or new threats from serious and organised crime like human trafficking or terrorism, the leaders of the service - police and crime commissioners and chief constables – acknowledge that if we are to meet our communities’ needs, the service must continue to adapt to the modern policing environment.

This Vision is about more than making savings or incremental reform; our ambition is to make transformative change across the whole of policing. The public, and improving policing for them, are at the heart of this Vision.



## What does a police service look like in 2025?

The link between communities and the police will continue to form the bedrock of British policing. **Local policing** will be tailored to society's complex and diverse needs – with the delivery of public protection being informed by community priorities and robust evidence-based demand analysis.

Our **specialist capabilities** will be better prepared to respond to existing and emerging crime types. Decisions on how capabilities are positioned, structured and deployed will take into account the need to rapidly protect communities and the vulnerable, as well as provide value for money.

The police service will attract and retain a **workforce** of confident professionals able to operate with a high degree of autonomy and accountability and will better reflect its communities.

**Digital policing** will make it easier for the public to make contact with the police wherever they are in the country, enable us to make better use of digital intelligence and evidence and transfer all material in a digital format to the criminal justice system.

Policing will be agile and outward focused. Police forces and their partners will work together in a consistent manner to enable **joined up business delivery** around policing support services and community safety.

Clear accountability arrangements will support policing at local, cross-force and national levels. This will ensure that there is coherence between the oversight of the police reform programme and local policing and crime plans as well as developing arrangements that recognise the roles of different policing bodies. PCC will continue to be at the heart of engaging communities in the reform plans so that the public understand and have confidence in any change.

## How will we deliver these changes for communities?

The Policing Vision 2025 can only be delivered by the whole of policing working together collaboratively in the public interest. PCCs and chief constables, national bodies like the College of Policing, National Crime Agency and staff associations, our officers, staff and volunteers at every level and our many partners across the public sector have a vital role to play in delivering these reforms. The Police Reform and Transformation Board, with membership from across policing, will oversee and support the changes.

# 1. Policing Mission and Values 2025

**1.1** The mission of policing is enshrined in the Police Service Statement of Mission and Values. It will remain consistent despite priorities changing over time in response to external developments. The mission is:

**to make communities safer by upholding the law fairly and firmly; preventing crime and antisocial behaviour; keeping the peace; protecting and reassuring communities; investigating crime and bringing offenders to justice.**

**1.2** There has been an advancement in public accountability with the introduction of police and crime commissioners (PCCs) who are accountable for all aspects of policing.

**1.3** The values of the police service are detailed within the Code of Ethics which set out the nine principles which underpin and strengthen the existing procedures and regulations for ensuring standards of professional behaviour for both police officers and police staff. Respect for human rights will be central to everything we do, as is the commitment to policing by consent.

**1.4** The service will embed consistent, professional practice that is ethically based and informed by a shared understanding of what works to deliver public value. For the police service, this includes its role in helping to create a fair, just and peaceful society and helping citizens to live confident, safe and fulfilling lives. Critical to public value is what the public indicate they see as important priorities and what adds to the quality of their lives. This is expressed through electing PCCs to implement their local police and crime plans which have been influenced by and consulted on with the public, and to hold chief constables to account in doing so.

**1.5** Reducing crime and protecting the vulnerable are core priorities for the police service. To achieve this, the service must increase partnerships within the community and with other service providers, protect the rights of victims and engage community-led policing to reduce demand.

## 2. Purpose of the Vision

- 2.1** This Vision has been drafted jointly by PCCs and chief constables, as well other policing bodies, such as non-Home Office forces, and sets out why and how the police service needs to transform by 2025 by building on the progress made since the publication of the 2011-2016 Vision. The Policing Vision 2025 will shape decisions about how we use our resources by informing key strategies and underpinning future programs of work. It describes the ambition for the reform of policing by 2025. By setting out the joint vision of PCCs and chief constables, this document explains how we intend to achieve our objectives.
- 2.2** By 2025 the police service will have transformed the way it delivers its mission with a keen focus on prevention and vulnerability and the effective management of risk. Police and wider reform will be focused on our people, enabled by systems and processes.
- 2.3** Transformation must inspire officers, staff and volunteers and develop the flexibility, capability and inclusivity required to adapt to change. Services will be offered at national, cross force and local level, integrated and strengthened, where appropriate, by collaboration with partners from the public, private and third sectors, as well as the devolved administrations. There will be a whole-system approach to reducing and investigating crime as well as providing effective services and care for victims of crime. Functions and processes will have been reviewed with a focus on efficiency and effectiveness with a key enabler being the innovative use of technology. Services will be delivered by a professional workforce equipped with the skills and capabilities necessary for policing in 2025.
- 2.4** The use of evidence based practice and the Code of Ethics will be embedded and inform day to day policing practice. By 2025 British policing will have risen effectively to new challenges and will continue to be highly regarded by both the British public and internationally as a model for others.
- 2.5** Police reform will be underpinned by the principle of policing by consent and shaped through a commitment to democratic accountability through elected PCCs and, where they are responsible for policing, mayors elected through devolution deals. The local delivery of policing will be articulated through local police and crime plans to reflect the diverse needs and priorities of communities.



### 3. Why does policing need to change?

- 3.1** Globalisation continues to accelerate and present new challenges resulting in a rise in the complexity of the police task. Communities will become increasingly diverse and complex, with an increasingly aging society, necessitating a more sophisticated response. Proposals to devolve more power to locally elected mayors to lead combined authorities covering health, policing and social services provide real potential for the development of more integrated working practices.
- 3.2** Policing must embed legitimacy, trust and confidence, underpinned by the Code of Ethics. It must be responsive to national and international political changes, such as the vote to leave the European Union, a possible 'British Bill of Rights', the current Investigatory Powers Bill and organisational and governance changes to the emergency services contained in the Policing and Crime Bill 2016. It is imperative that we continue to foster international cooperation.
- 3.3** The police service faces both new and evolving crime challenges. Police have continued to reduce acquisitive crime but are now dealing with significant increases in cases of child sexual exploitation, safeguarding concerns and domestic abuse. These "high harm" crimes are complex in nature, staff intensive and police officers dealing with them are rightly subject to high levels of personal accountability and public scrutiny. Other crimes like fraud often target the vulnerable and have a significant impact on victims. We need to ensure we get our response to these crimes right.
- 3.4** Serious and organised crime generates new threats, like human trafficking, while terrorism has become more fragmented and harder to combat. The volume and severity of serious and organised and cybercrime, and other threats to the UK that have an international dimension is also growing, as criminal and terrorist networks seek to take advantage of globalisation and more services and transactions take place online.
- 3.5** As people do more and more online, the threat from cybercrime grows - whether its fraud, data theft, grooming and exploitation of children or stalking and harassment. Likewise, future technologies, such as driverless cars, virtual reality and implant technology, will pose new risks and opportunities for the police service. Policing has to focus on protecting people from this type of harm through the development of new tactics and capabilities.
- 3.6** Policing will need to ensure it has the right partnership arrangements, intelligence, detection, and enforcement capabilities to deliver against its mission. There is a requirement for an aggregated response in which specialist resources are brought together from a number of police forces to ensure emerging threats are tackled effectively.
- 3.7** The increasing availability of information and new technologies offers us huge potential to improve how we protect the public. It sets new expectations about the services we provide, how they are accessed and our levels of transparency. Digitisation also offers significant potential to accelerate business processes, manage risk more effectively and revolutionise the criminal justice process.
- 3.8** As the nature of crime changes so must the skills required of the workforce. We will need to compete for the best people to create a police service better equipped to deal with changing requirements. This will mean forces will be better at tackling crime and the public will have greater confidence in the police.
- 3.9** The public expects us to protect them from harm. The only way we can address the new policing challenges with this smaller resource base, without reducing the quality of services, is by transforming our approach to policing.



## 4. What will change?

### Local Policing

#### 4.1 Our challenges:

- Police need to develop a proactive and sophisticated understanding of community needs to keep people safe, particularly as communities become more diverse and complex. To these ends, we have invested in neighbourhood policing using uniformed police officers, community engagement officers and police community support officers to help solve local problems, tackle anti-social behaviour and build trust and legitimacy in communities.
- The British policing model, with its tangible link between citizens and police in their area through local policing combined with specialist services that operate at regional, national and even international level, is envied all over the world. We want to maintain this valuable policing effect whilst adapting to changes both to communities and to public expectation of the police service.
- Knowing which service (or services), and when to provide them, is not always immediately apparent, for example when responding to those with mental health needs, and will require a range of partners to work seamlessly together to provide assessment, wrap around support and care.
- Most forces do not have a thorough evidence-based understanding of demand, which makes it difficult for them to transform services intelligently and demonstrate they are achieving value for money.
- Policing must address the sources of demand on its resources working with a range of partner agencies including health, education, social services, other emergency services, criminal justice and victims' organisations. This work needs to reflect the more complex emerging crime challenges while being conscious of service-drift, as partner agencies capacity is reduced. We also recognise that the Wellbeing of Future Generations (Wales) Act will oblige Welsh police forces to contribute to the wellbeing of communities and individuals through collaboration with partner agencies.

***By 2025 local policing will be aligned, and where appropriate integrated, with other local public services to improve outcomes for citizens and protect the vulnerable.***

#### 4.2 We will do this by:

- Ensuring policing is increasingly focused on proactive preventative activity as opposed to reacting to crime once it has occurred.
- Working with our partners to help resolve the issues of individuals who cause recurring problems and crime in the communities they live in; reducing the requirements that these people place on the public sector and policing specifically.
- Using an improved understanding of vulnerability, both in physical and virtual locations, as a means of improving and differentiating service and protection. This may mean adapting to evidence of what works locally in targeting vulnerability and areas of high demand and need.
- Supporting multi-agency neighbourhood projects that build more cohesive communities and solve local problems - it will often not be realistic for police to play the central role. These initiatives must be enhanced by working with the Government to ensure projects are not undermined by differing boundaries, multiple service providers and incompatible data sharing policies.
- Improving data sharing and integration to establish joint technological solutions and enabling the transfer of learning between agencies and forces so we can work more effectively together to embed evidence based practice, especially those determined by partners such as academia and the College of Policing. We must understand the wide ranging concerns of citizens and be able to communicate across all forms of public contact (including new technologies and social media), which will require significant analytical and forecasting capabilities, which must be reflected within the workforce.
- Working with partners to foster a culture shift around the delivery of public protection, away from a single organisation mentality towards budgeting and service provision based on a whole-system approach, pooling funds where appropriate to achieve common aims for the benefit of the public.
- Adopting a place-based approach with more multi-agency teams or hubs to tackle community issues requiring early intervention across a range

of agencies and organisations. Moving beyond single service based practice to “whole place” approach to commissioning preventative services in response to assessments of threat, harm, risk and vulnerability.

## Specialist Capabilities

### 4.3 Our challenges:

- The threat from terrorism, cybercrime and organised crime will continue to grow while taking new and unexpected forms. As a result, policing will need to focus even more on protecting individuals, organisations and society as a whole through the development of new law enforcement capabilities and ensuring our people are trained and equipped to deal with the new and changing threats.
- There is a need to establish which operational policing capabilities are best provided by forces at the local, cross force or national level to provide efficiencies without losing the ability to deploy rapidly on the basis of threat, risk and harm.

***By 2025, to better protect the public, we will enhance our response to new and complex threats, we will develop our network and the way we deliver specialist capabilities by reinforcing and connecting policing locally, nationally and beyond.***

### 4.4 We will do this by:

- Enhancing and focusing on capability and achieving value for money by exploring a range of models for service delivery – scaling up specialist capabilities and standardising force and individual functions where appropriate. This approach to specialist and support functions will rationalise the number of locations required to support provision of an effective police service, allow capabilities common to different policing activities to be deployed flexibly, and ensure availability to all forces.
- Developing the way policing is structured so more specialist services are shared and delivered in the most effective way through national, cross-force or hub structures, while ensuring any pooling does not risk capabilities being drawn to urban areas to the detriment of rural areas. This must be led by local PCCs and chief constables who

can provide oversight and accountability, and cannot be imposed from the top down.

- Establishing a common methodology that recognises different threats, geographies and population densities to map resource against demand, by working with partners such as the National Crime Agency and the Security Service as well as recognising the governance arrangements of specialist and non-Home Office forces.

## Work Force

### 4.5 Our challenges:

- The service provided is critically reliant on the quality of its people. It needs to be delivered by a professional workforce equipped with the skills and capabilities necessary for policing in the 21st century. It is also clear many individuals now have different work and career aspirations and needs. This has to be taken into account with the workforce model and supporting police education and professional development frameworks that are developed to ensure the police service attracts a representative mix of people with the right skills, knowledge and potential, behaviours and values to deliver the policing vision.
- Effective leadership and management is critical. The service needs to create a culture that values difference and diversity and which empowers individuals to maximise their contribution through continuous professional development and the encouragement of reflection and innovation.
- The current employment model needs to provide the right reward and recognition outcomes for police officers and staff as well as be affordable for communities.
- Policing is built on our people. There is a need to add critical new skills to the service, get the right mix between officers and staff and be more representative of the communities we serve to achieve our vision.
- Changes to the culture and leadership of the service are vital if policing is to innovate at the pace required.

***By 2025 policing will be a profession with a more representative workforce that will align the right skills, powers and experience to meet challenging requirements.***

#### 4.6 We will do this by:

- Continuing work to build a culture which values difference, openness and transparency, underpinned by the shared values and behaviours set out in the Code of Ethics.
- Establishing a methodology and framework which helps practitioners across policing contribute towards building knowledge and standards based on evidence.
- Creating routes to enter, leave and re-enter policing which are clear, flexible and consistently applied across the service.
- Setting clear and consistent requirements for entry into policing and for accreditation to defined ranks and roles in the service.
- Supporting key aspects of policing training and development through academic accreditation which recognises the skills and knowledge of our workforce.
- Creating independently validated frameworks of continuing professional development for all in policing, helping them gain recognition for their skills, progress their careers and fulfil their potential.
- Developing our staff and working with our statutory regulators to define a better balance between personal accountability and a bureaucratic fear of making mistakes.
- Developing a comprehensive understanding of demand on policing and matching it to knowledge, skills, and capability to meet that demand in a consistent and cost effective way.
- Exploring opportunities for police conditions of service to reflect flexibility, reward contribution, competence and skill levels using a model which is affordable.
- Consideration of a more consistent national framework for police staff terms and conditions to support collaboration while enabling appropriate local flexibility.
- Creating a leadership and management development model which equips leaders at all levels to meet the challenges of the future and, by empowering policing professionals, allows levels of supervision and checking to be reduced.

- Building an evidence base on staff wellbeing, procedural justice and maximising discretionary contribution so that those who work in policing can be supported and valued through change.
- Creating further opportunities for members of the community to volunteer (or take apprenticeships) within the service.
- Implementing the College of Policing leadership review to equip leaders of the future with the skills and knowledge to succeed, and exploring opportunities to achieve efficiency and broaden leadership experience and perspective through integrating leadership development within and outside of the public sector.
- Supporting the workforce through change so that they feel valued and retain their commitment and sense of vocation while adapting to meet the new challenges.

## Digital Policing

#### 4.7 Our challenges:

- The recent rapid development of technology means it plays a significant and central part in almost everything we do. Policing must embrace this new world and adapt to the new threats and opportunities it presents for 21st century policing.
- The internet is changing the way the public are using technology; the ways they want to engage with policing and their expectations of the services they wish to receive.
- Online crime has also grown dramatically. The internet has provided the opportunity to commit new types of crime, enabled some crime types to be committed on an industrial scale and facilitated many forms of “traditional” crime. Phishing, trolling, malware, online scams, revenge pornography and the proliferation of child abuse imagery go largely unrecorded, unanalysed and, as a result, are not fully understood. Criminals are exploiting technology, and the tools to preserve anonymity online, more quickly than law enforcement is able to bring new techniques to bear.
- A part of the digital world is the increasing abundance of digital evidence; from CCTV footage to emails to phone records, evidence has now gone digital and there is a requirement to ensure it is accessible, readable and has long term integrity,

when current technology, systems or formats have been replaced or decommissioned. There is a further requirement for a seamless interface between policing and the criminal justice system to ensure digital evidence can be presented easily and without delay.

***By 2025 digital policing will make it easier and more consistent for the public to make digital contact, improve our use of digital intelligence and evidence and ensure we can transfer all material in a digital format to the criminal justice system.***

#### **4.8 We will do this by:**

- Using new technology to reach out to individuals who are living more of their lives online and communicate with them digitally. While exploiting this opportunity, it must be balanced with maintaining traditional public contact for parts of the community which may not be digitally enabled.
- Gathering comprehensive information about victims, offenders and locations quickly from mobile technology and using analytics to help us make decisions about where we target limited resources.
- Making timely information and intelligence available to operational staff on mobile devices.
- Working with partners such as the College of Policing and Police ICT Company to secure a solid evidence base of 'what works', addressing sources of demand, and developing and encouraging uptake of existing and emerging technologies.
- Developing digital investigation and intelligence capabilities to improve our understanding of the digital footprint to counter internet facilitated, cyber enabled and cyber dependent criminality.
- Working with the criminal justice system to ensure connectivity to support the sharing of digital material. This will include working with partners across the criminal justice system to improve the experience of victims.
- Accelerating implementation through identifying and driving key solutions that will make the most impact.
- Giving our workforce the digital tools and expertise to investigate all incidents and crimes effectively and efficiently.

## **Enabling Business Delivery**

- 4.9** To ensure policing is able to meet changing demands forces will have to further change the way that support services are delivered.

***By 2025 police business support functions will be delivered in a more consistent manner to deliver efficiency and enhance interoperability across the police service***

#### **4.10 We will do this by:**

- Working with the Police IT Company to prioritise investment in developing common data standards and encouraging national approaches to technology investment, establishing future capability requirements, realising shared benefits, governance, skills and training requirements.
- Exploring the wider opportunities of working with partner agencies on issues such as the management of offender rehabilitation or improving cohesion and delivery across the criminal justice system.
- Providing business support functions, working to common standards, in a manner that realises greater economies of scale through consolidation into cross-force units.
- Enabling greater joint working between local authorities, emergency services and local police forces, including formal integration of back office functions.
- Delivering savings by undertaking more shared procurement.

## **Governance & Accountability**

#### **4.11 Our challenges:**

- The PCCs' statutory responsibility to ensure the efficiency and effectiveness of their police forces is now the firmly embedded keystone of policing governance, at the same time with operational independence being preserved.
- Recent history has seen significant shifts from a centrally driven and target-based police environment towards one characterised by an emphasis on localism. While central government is bound to retain a critical role in policing, local difference and local accountability are now more highly valued.

- Forces have been responding to these changes by collaborating with neighbouring forces and local partner agencies to improve efficiency and effectiveness. It is important that this continues with reference to a clear set of goals to optimise the benefits and avoid a fragmented national picture.
- There will be both further challenges arising, from the implementation of the Policing and Crime Bill, with its provision for change in fire and rescue services responsibility, from the implementation of the strategic policing requirement and the devolution of powers both in areas where there are to be mayors elected through devolution deals and to the Welsh Government.
- None of these changes can undermine local choice in the way policing is delivered nor the role of the PCC in setting priorities and holding chief constables to account and those two features will prevail as local, cross force and national accountability arrangements are devised.

***By 2025 there will be clear accountability arrangements to support policing at the local, cross force and national levels.***

#### **4.12 We will do this by:**

- Ensuring that PCCs continue to be at the heart of engaging communities in the reform plans so that the public understand and have confidence in any change.
- PCCs, working with chief constables, will ensure that there is coherence between oversight of the police reform programme and local policing and crime plans.
- Ensuring PCCs continue to play an important role in convening and building effective working relationships between the police service, central government, criminal justice and community safety partners.
- Continuing to develop arrangements appropriately recognising the roles of different policing bodies.
- Determining the best way of delivering police services and structuring accountability models to ensure appropriate PCC oversight, governance and accountability.
- Ensuring that, at whatever level, policing services are delivered (whether local, regional or national) they will be accountable for home office forces, or responsive in the case of the broader policing family, to the public through PCCs.



**PANEL HEDDLU A THROSEDDU DYFED-POWYS  
21 CWHEFROR 2017**

**NEWIDIADAU I DREFNIADAU'R PANEL**

**Yr argymhellion / penderfyniadau allweddol sydd eu hangen:**

Penderfynu a ddylid ceisio cymeradwyaeth i godi'r cyfyngiad ym mharagraff 7.3 o'r trefniadau mewn perthynas â threuliau'r aelodau.

**Y rhesymau:**

Mae'r trefniadau presennol yn cyfyngu aelodau i fwyafswm o hawliadau sy'n gyfwerth â 5 o gyfarfodydd diwrnod llawn (h.y. mwy na 4 awr o hyd) y flwyddyn.

Awdur yr Adroddiad:

Robert Edgecombe

Swyddi:

Rheolwr Dros Dro y  
Gwasanaethau Cyfreithiol

Rhifau ffôn:

01267 224018

Cyfeiriadau E-bost:

rjedgeco@sirgar.gov.uk

**EXECUTIVE SUMMARY  
DYFED – POWYS POLICE AND CRIME PANEL  
21<sup>st</sup> FEBRUARY 2017**

**CHANGES TO PANEL ARRANGEMENTS**

Paragraph 12 (3) of Part 3, Schedule 6 to the Police Reform and Social Responsibility Act 2010 provides that the Home Secretary must make 'Panel Arrangements' for each Police and Crime Panel.

Paragraph 28 of Part 4, Schedule 6 provides that those Panel Arrangements may include provision for the payment of allowances to Panel members.

At the Shadow Panel meeting on the 11<sup>th</sup> October 2012 the Panel approved a set of draft arrangements. Those arrangements were subsequently approved by the Home Secretary in November 2012 and have remained in force ever since.

The arrangements currently provide at paragraph 7.3 that members expenses claims be capped at the equivalent of 5 full day meetings (i.e. 5 x £198) per year.

A half day meeting is defined as being of up to 4 hours duration and a full day meeting is defined as being in excess of 4 hours in duration. Travel time and preparation do not count in this regard.

An analysis of members' expenses claims has revealed that if members attend all scheduled meetings during the year, plus the annual finance and demand summit arranged by the Commissioner, there is very little scope left for members to undertake any pro-active scrutiny of the Commissioner's performance.

The Panel therefore may wish to remove the restriction contained within paragraph 7.3 of the panel arrangements. If it decides to do so, the only limit upon the number of meetings that members can claim attendance at will be the requirement that the overall cost of the Panel's activities (including host authority support and translation costs) not exceed the total amount of the available grant from the Home Office.

If the Panel are minded to seek this change to the panel arrangements it will need to be approved by the Home Secretary.

**DETAILED REPORT ATTACHED ?**

**NO**



**Section 100D Local Government Act, 1972 – Access to Information**

**List of Background Papers used in the preparation of this report:**

**THESE ARE DETAILED BELOW**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
<b>Host Authority File</b>	<b>LS-0511/11</b>	<b>County Hall, Carmarthen</b>

Mae'r dudalen hon yn wag yn fwriadol

**PANEL HEDDLU A THROSEDDU DYFED-POWYS  
21 CWHEFROR 2017**

**CAIS I YMGYMRYD Â CHRAFFU BLAENWEITHGAR**

**Yr argymhellion / penderfyniadau allweddol sydd eu hangen:**

Ystyried y cais a phenderfynu a ddylid ei ychwanegu at Flaenraglen Waith y Panel

**Y rhesymau:**

Derbyniwyd cais i'r Panel ymgymryd â darn o waith craffu blaenweithgar.

Awdur yr Adroddiad:

Robert Edgecombe

Swydd:

Rheolwr Dros Dro y  
Gwasanaethau Cyfreithiol

Rhif ffôn:

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**EXECUTIVE SUMMARY  
DYFED – POWYS POLICE AND CRIME PANEL  
21<sup>st</sup> FEBRUARY 2017**

**REQUEST TO UNDERTAKE PRO-ACTIVE SCRUTINY**

The following request has been received from the Dyfed Powys Licensing Multi Agency Forum;

*"I am writing as a member of the Dyfed Powys Licensing Multi Agency Forum. This group has been set up recently and currently comprises of representatives from the Local Authorities in the region (Ceredigion, Carmarthenshire, Pembrokeshire and Powys), Licensing Officers from Dyfed Powys Police, Mid and West Wales Fire and Rescue and Public Health Wales. The main remit of the group is to look at the night time economy in particular at issues such as;*

- *substance misuse (including alcohol) and the outcomes of this for example alcohol related crime and disorder, anti-social behaviour and domestic abuse*
- *Data sharing to ensure a consistent collaborative approach to these issues*
- *Safeguarding including the role of the "taxi" trade following on from child exploitation scandal in Rotherham.*

*The Forum is conscious that whilst some data is shared, there is much work to improve the types and quality of data provided and how it can be used effectively to target issues. Additionally, data sharing is not consistent between agencies and authorities. Whilst data sharing does take place it is apparent that what is allowed is interpreted differently in different parts of the force area and it is felt by the Forum that this needs urgent attention. The Forum has recently been briefed about the work of the Police and Crime Panel and wonders whether some or all of these issues might merit pro-active investigation by the Panel. I and the other members of the Forum would be happy to assist this work by providing evidence and technical advice/support, should the Panel require it."*

**DETAILED REPORT ATTACHED ?**

**NO**

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Mae'r dudalen hon yn wag yn fwriadol

## PANEL HEDDLU A THROSEDDU DYFED-POWYS 21 CWHEFROR 2017

### DIWRNOD HYFFORDDIANT CYMDEITHAS LLYWODRAETH LEOL CYMRU

#### Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

Nodi'r themâu allweddol a'r arferion gorau a glustnodwyd

#### Y rhesymau:

Clustnodwyd yn y diwrnod hyfforddiant nifer o feysydd arfer gorau y byddai'r Panel am eu mabwysiadu o bosibl.

Awdur yr Adroddiad:

Robert Edgecombe

Swyddi:

Rheolwr Dros Dro y  
Gwasanaethau Cyfreithiol

Rhifau ffôn:

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Cyfeiriadau E-bost:

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**EXECUTIVE SUMMARY**  
**DYFED – POWYS POLICE AND CRIME PANEL**  
**21<sup>st</sup> FEBRUARY 2017**

**WELSH LOCAL GOVERNMENT ASSOCIATION TRAINING DAY**

On the 29<sup>th</sup> November 2016 the Welsh Local Government Association ('WLGA') hosted a training session for members of the four Welsh Police and Crime Panels.

The morning session consisted of the following presentations;

1. A general overview of Police and Crime Panels
2. Changes to the complaints system and the Independent Police Complaints Commission
3. How the Welsh Government works with Police and Crime Commissioners in Wales

In the afternoon session a series of workshops were held, in which delegates from Dyfed-Powys were paired with those from Gwent to discuss experiences during the first term and how best to improve the effectiveness of Panels in the future. Some of the ideas currently being implemented by the Gwent Panel included;

1. Forming a Finance sub-committee to lead on scrutiny of the Commissioner's budget and precept proposals
2. Agreeing with the Commissioner that as much information as possible (eg on decisions taken) be provided to Panel Members between meetings, with Members then informing the Commissioner which items they wished to consider in detail at the next meeting.
3. The Commissioner sharing all press releases issued from his office with Panel Members as and when they are released.
4. The Panel undertaking an in –depth look at telephone call handling by the force, and a small group of members visiting the call centre and observing staff at work.

DETAILED REPORT ATTACHED ?

NO



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Title of Document	File Ref No.	Locations that the papers are available for public inspection
<b>Legal File</b>	<b>LS-0511/10</b>	<b>County Hall, Carmarthen</b>

Mae'r dudalen hon yn wag yn fwriadol

**PANEL HEDDLU A THROSEDDU DYFED-POWYS  
21 CWHEFROR 2017**

**DYDDIADAU A LLEOLIADAU CYFARFODYDD**

**Yr argymhellion / penderfyniadau allweddol sydd eu hangen:**

Nodi'r adroddiad a phenderfynu;

1. A ddylid dal ati i rannu'r cyfarfodydd rhwng y pedair sir
2. Os penderfynir dal ati i wneud hynny, newid rota'r cyfarfodydd yn unol â'r cynigion yn y Crynodeb Gweithredol

**Y rhesymau:**

Mae'r trefniadau presennol yn rhwystr i ymdrechion Tîm Marchnata a Chyfyngau yr awdurdod lleetyl i godi proffil y Panel yn y cyfyngau

Awdur yr Adroddiad:

Robert Edgecombe

Swyddi:

Rheolwr Dros Dro y  
Gwasanaethau Cyfreithiol

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**EXECUTIVE SUMMARY**  
**DYFED – POWYS POLICE AND CRIME PANEL**  
**21<sup>st</sup> FEBRUARY 2017**

**MEETING DATES AND VENUES**

Since its inception in 2012 the practice of the Panel has been to hold meetings in each of the 4 local authorities that make up the Dyfed-Powys Police Force area. Traditionally the meetings are held as follows;

January (Carmarthen)  
February (Carmarthen)  
April (Haverfordwest)  
July (Aberaeron) - AGM  
October (Llandrindod Wells)

Occasionally these arrangements have had to be varied on an ad hoc basis (e.g where Commissioner or local authority elections are taking place close to a meeting). There is no requirement in the Panel Arrangements for meetings to be organised in this way.

These arrangements complicate the role of the host authority in performing its role of promoting the work of the Panel. In particular it would be of considerable benefit if the July and October meetings could be held in Carmarthen.

However it has to be recognised that the current approach could help facilitate public participation in Panel business, particularly if the Panel were to undertake a more pro-active approach in the future.

If the Panel wishes to continue to move its meetings around the force area it may instead decide to consider amending the current order of meetings as follows;

January (Aberaeron)  
February (Llandrindod Wells)  
April (Haverfordwest)  
July (Carmarthen) - AGM  
October (Carmarthen)

Alternatively the Panel may decide to keep the arrangements as they are, or propose alternative changes to those outlined above.

**DETAILED REPORT ATTACHED ?**

**NO**

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