



**Police and Crime**

**Commissioner for Dyfed-Powys**

**Dyfed Powys Police and Crime Commissioner – Business Plan**

**Quarter 1 2024/25 Summary Performance Report**

**Introduction**

During late 2023/2024 the Office of the Police and Crime Commissioner developed a Business Plan for 2024/2025 that would assist with the delivery of the actions contained within the 2021/2025 Police and Crime Plan.

The report is set out to mirror the format of the Police and Crime Plan in that it lists actions under each of the three Priority Areas and each of the four Values set out in the Plan.

Each action contains a narrative on the progress made up to the end of Quarter Three

Each action is given a RAG rating to highlight any areas of concern.

**Green** - Work complete, no additional work necessary.

**Amber** - Partially complete, some additional work necessary

**Red** - Not yet started.

**Executive Summary**

The following report covers the reporting period of Q1 of the financial year 2024/25 (Apr, May, June 2024)

The actions that are currently marked as a Red are purely on the basis that they have not had work commenced on them yet. Further work will be undertaken in Quarter 2 and beyond in an effort to deliver those actions.

RAG status comparison

**Summary:**

Within the 2024-2025 Business Plan are 35 actions. Recorded below is a summary of the total number of different RAG statuses. This will then be compared in future reports.

	Qtr 1	Qtr 1
Red	2	6%
Amber	31	88%
Green	2	6%

**Priority One – Victims are Supported.**

Action Required	RAG	Quarter 3 Progress Update
Continuation and future development of the School liaison programme Support the continuation to the end of the 2023/24 academic year and in collaboration with the Force and partners, develop a proposal for the future of the programme taking into consideration wider prevention activity.		The OPCC has been monitoring and working closely with Dyfed-Powys Police as they move from an all-Wales model to a regional approach. The OPCC frequently meet with Dyfed-Powys Police representatives to ensure that a School Police Service continues. The decision around the future model of the school's service was made at a force review senior sponsors meeting on the 20th of May. The Commissioner and Chief Constable wrote to all schools in June 2024 to confirm that a school police service will be available in the next academic year. There are plans to launch the service fully at the start of the next academic year.
Sexual Abuse Services Continue to collaborate with Policing and Health Colleagues as part of the Regionalisation of Sexual Abuse Services across South, Mid and West Wales.		Implications of phase 1 financial agreement modelled by OPCC and Force finance colleagues. The required uplift has been factored into 24/25 budgets. Currently awaiting the Phase 2 and 3 financial models from the Welsh Sexual Assault Services programme team. The delivery of a new Health based Aberystwyth site and transfer of existing acute services remains a risk.
Independent Sexual Violence Advisory (ISVA) Service Implement and embed the new collaborative Independent Sexual Violence Advisory service with existing community and other commissioned services in the specialist sector.		New regional service across Dyfed Powys, South Wales and Gwent will go live on 1st July 2024. Weekly implementation meetings will continue in the immediate term to monitor any emerging risks. Performance data will be monitored from Q2 onward to ensure consistency of service provision.
Meeting our obligations to the Victims Code of Practice (VCOP) and Witness Charter Work is required to ensure compliance with VCOP via continued scrutiny of criminal justice partners and through Out of Court Disposal (OOC) and Quality Assurance Panels (QAP).		Discussions continue between the OPCC and DPP in relation to their compliance measures. Similarly, discussions are ongoing at an all-Wales level through the Criminal Justice Board for Wales, as to what current compliance activity ought to look like whilst we await the national performance metrics. It has been agreed that each organisation will share their individual VCOP compliance data with PCCs for discussion at the LCJBs, increasing transparency and accountability of VCOP compliance.
Victim Engagement Forum (VEF) Consult and engage with victims to ensure that the voice of those with lived experience influences the development and scrutiny of		VEF members were asked for their views and opinions on the Force's plans to introduce E-bit – which is a tool to support DPP's approach to crime recording, triage and assessment. Its purpose is to assist in decision-making following the initial investigation stage into minor, non-domestic assaults; and public order offences. The tool has

<p>services for victims, including the development of the new Police and Crime Plan.</p>		<p>been developed by Cambridge Centre for Evidence Based Policing. VEF members were asked for provide written feedback to the Force on the tool. In addition to this, they had the opportunity to attend a Q&amp;A with representatives from Cambridge Centre for Evidence Based Policing.</p>
<p>FAQ Sheets on website Develop Frequently Asked Question sheets for public to download on OPCC website. Improve access to information e.g. developing a new website, FAQ's, access to information on Commissioned Services and develop an Internal Communications Strategy.</p>		<p>Now that a new website has been developed and launched work will continue to develop Frequently Asked Question sheets for the public that will improve access to information. Information has already been completed and uploaded for the Complaints process and more will be uploaded during the course of the year.</p> <p>New Communications Advisor has commenced in post and has already been engaging with Commissioned Services in relation to improving access to information.</p>
<p>Domestic Abuse Attrition Continue to work with Dyfed-Powys Police, criminal justice and support service partners to progress actions from the workshop conducted in 2023/24 to reduce domestic abuse attrition rates.</p>		<p>The Task and Finish Group met on June 10th to discuss progress against the Action Plan. Positive progress was reported against several actions, with a number closed/finalised.</p> <p>One closed action, co-ordinated by the OPCC, was to host a CPS training session focused on the role of CPS, domestic abuse, evidence led prosecutions, witness summonses, witness retractions and special measures.</p> <p>This recorded event was shared widely with partners and has since been split into 5 modules and uploaded to College Learn website as mandated training for all police officers, staff investigators and staff within the Case Progression Unit.</p> <p>The Group will next meet in Dec 24/Jan25.</p>

**Priority Two – Harm is Prevented**

Action Required	RAG	Quarter 3 Progress Update
<p>Debrief Service for Missing Young People Re-commission the debrief service for missing young people, including consideration of widening the specification to incorporate further preventative work within schools.</p>		<p>Specification currently under review with stakeholder and service user consultation ongoing. A provider market engagement event has been held. Currently on schedule to publish tender early September 2024.</p>

<p>Serious Violence Duty Funding Ensure Home Office Serious Violence Duty funding is utilised appropriately to support partners in the prevention and tackling of serious violence, including evaluation of impact.</p>		<p>New Serious Violence Duty Coordinator is in post and leading on planning non-labour costs for interventions during 24/25. Partnerships and External Funding Manager working closely with the Coordinator to fulfil 24/25 claim duties. The Coordinator holds delivery group meetings to map existing interventions amongst partners and plan additionality for 24/25. Future funding remains uncertain.</p>
<p>Preventative and Treatment Services for individuals with Substance misuse Work with Hywel Dda Area Planning Board to jointly re-commission preventative and treatment services for individuals with substance misuse and their families. This should include evaluation of the outcomes achieved by individuals receiving services, both from a public health and criminal justice perspective.</p>		<p>Buvidal evaluation is complete and findings have been incorporated into Area Planning Board (APB) priorities. Area Planning Board commissioning sub group is planning and implementing the recommissioning of Tier 2 service. Specification currently being reviewed by Force colleagues to establish requirements for custody and diversion activity. Provider market engagement event held.</p>
<p>Youth Offending and Prevention Services Continue to work with Youth Offending and Prevention Services to support victims and intervene earlier with young offenders, including extension of existing grant funding awards.</p>		<p>Existing grant agreement runs until March 2025. Meeting scheduled with YOPS managers in September to discuss future proposals, linked to PCC lead portfolio on Youth Justice. Child centred policing also to feature strongly in Police and Crime Plan.</p>
<p>Safer Streets To continue to project manage the funding received under Safer Streets 5 and to lobby the Home Office for the continuation of the funding stream</p>		<p>Memorandums of Understanding for year 2 signed by delivery partners and a Home Office grant agreement is in place with OPCC. Safer Streets Board meets quarterly to govern delivery reporting and grant claims. Awaiting update from Home Office regarding future rounds.</p>
<p>Review of all OPCC Deep Dives. To conduct a review of all OPCC Deep Dives to inform future scrutiny to support the development of the Police and Crime Plan.</p>		<p>Work is being undertaken to populate recommendations from previous scrutiny activity on to an assurance tracker. The assurance tracker will be utilised to monitor and review assurance and scrutiny activity which will inform future scrutiny and feed into the new OPCC governance structures.</p>
<p>Assurance of Commissioned Services</p>		<p>The Assurance Team have attended meetings with New Pathways, which will be the pilot for establishing a scrutiny</p>

<p>To establish a scrutiny process for Commissioned Services through utilising the Quality Assurance Panel (QAP).</p> <p>To gain an understanding of the social impact of the Commissioner's investment in prevention services.</p>		<p>process for Commissioned Services. The OPCC's Quality Assurance Panel will be scrutinising an aspect of New Pathways in September.</p>
<p>Youth Ambassadors Scheme Consult and engage with Youth Ambassadors throughout the year, to ensure we provide a platform for young people to influence the future of policing and crime prevention in their local areas and support the development of the Police and Crime Plan.</p>		<p>Work has been ongoing to prepare a workshop in Q2 for the Youth Ambassadors with colleagues from University of Wales Trinity Saint David. The aim of the workshop will be to prepare the Youth Ambassadors to hold the Chief Constable and PCC to account at an extraordinary Policing Board meeting in September this year where they will raise matters and views that are of importance to young people in the communities of Dyfed-Powys.</p>

### Priority 3 – An Effective Justice System

Action Required	RAG	Quarter 3 Progress Update
<p>Offender Diversionary Scheme Re-commission the Offender Diversionary Scheme, taking into account the increased demand on the service created by out of courts disposal policy changes.</p>		<p>Specification is under review. Stakeholder and service user consultation ongoing. Provider market engagement event held. Currently on schedule to publish tender early September 2024.</p>
<p>Women's Centre Embed the new Women's Centre into local practice and evaluate the whole system approach to female offending in Dyfed-Powys.</p>		<p>Women's Centre modular building now sited in place and open events being planned for August/September for partners to view. Implementation group ongoing to schedule partner delivery and agree operating model. Reporting will be via Local Criminal Justice Board aligned to female offending blueprint programme delivery.</p>
<p>Integrated Offender Management (IOM) Housing Pilot Continue the expansion of the Integrated Offender Management (IOM) Housing Pilot to ensure provision of temporary move-on</p>		<p>Ceredigion pilot continues to provide successful move on transition for offenders. Powys property identified with a memorandum of understanding in place and the first offender was housed in May. Discussions ongoing to progress sites in Pembrokeshire and Carmarthenshire.</p>

<p>accommodation throughout the Dyfed-Powys area, enabling the rehabilitation and resettlement of offenders.</p>		
<p>Restorative Justice</p> <p>Undertake a thorough review of when and how Restorative Justice is being offered to victims, with a view to understanding the impact of restorative practices on those involved. This will also include supporting the rollout of the Immediate Justice approach.</p>		<p>Progress of this objective has been delayed by the Force lead changing again.</p> <p>A meeting has been set up with Criminal Justice Superintendent for 18th July when we are hoping to ascertain who will lead on the initial work of collating how restorative justice currently works and what the referral numbers are.</p> <p>The rollout of Immediate Justice has been put on hold due to the change in Government.</p> <p>Confirmation will be sought from Home Office ministers on whether they will be proceeding with the roll out of Immediate Justice.</p>
<p>Gender Responsive Psychologically Led Model</p> <p>Work with the Female Blueprint Team to test the Gender Responsive Psychologically Led Model in the Offender Diversion Scheme within Dyfed-Powys including the delivery of trauma informed training.</p>		<p>An initial desktop review has been undertaken of Pobl, the offender diversion scheme provider.</p> <p>The next stage is on track and fieldwork is due to commence on 22nd July.</p>
<p>Internal Communications Strategy</p> <p>Develop an Internal Communications Strategy that will consider how we as an Office communicate and engage with internal staff and Officers in Dyfed-Powys about our work, commissioned services and partnerships for example, that will also ensure that the workforce understands the role and responsibility of the Commissioner.</p>		<p>Initial discussions have taken place with Dyfed-Powys Police's Head of Corporate Communications to understand what communications and engagement approaches could be included in the strategy. Further discussions are scheduled in Q2 with other OPCCs in Wales to understand their approach to internal communications and engagement.</p>

<p>Social Media Monitoring and Performance</p> <p>Establish a social media monitoring and performance tool to ensure that effective monitoring of these channels is undertaken to inform the analysis of the success of various means of engagement with different demographics within the area. (Recommendation from Internal Audit Report on Engagement and Communications).</p>		<p>Monthly reports are set up via Orlo - the platform in which we use to schedule and post. This information is shared with the Senior Management Team.</p>
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**Value 1 – Working Together**

Action Required	RAG	Quarter 3 Progress Update
<p>Police and Crime Plan 2025-2029</p> <p>Following the elections held in May 2024 and the end of the Police and Crime Plan for 2021-2025 a new Police and Crime Plan requires development for the period 2025-2029.</p>		<p>Public consultation was formally launched on 8th July 2024 following a delay due to the General Election announcement.</p> <p>Internal consultation with DPP key stakeholders has been undertaken and early drafting is underway.</p> <p>A progress report is being provided to Police and Crime Panel in their July meeting.</p>
<p>Workforce Culture</p> <p>Work with the Force to improve workforce culture including a focus on compliance with the Code of Ethics for Ethical Policing, use of reflective practice and implementation of the Strategic Equality Plan (SEP).</p>		<p>During this period the Force have contacted the OPCC to work together to revise the Code of Ethics Committee. The Head of Assurance and Force representative will conduct a scoping exercise over the next quarter to present options at the People Ethics and Culture Board in October 2024.</p> <p>The joint Strategic Equalities Plan has been approved and will be published in August 2024. Films have been created to support knowledge and understanding of the SEP, which in turn will support implementation.</p>
<p>Local Businesses</p> <p>Work with the Force to develop a proposal for consideration in term 4 to work with local businesses to raise awareness and prevent violence and abuse towards shop</p>		<p>Proposal written and meeting diarised with the PCC and Force lead to go through Force Retail Crime Strategy to ensure that it dovetails with the proposal and PCC's wishes. Proposal will then considered by the OPCC's Senior Management Team.</p>



workers as well as encourage cyber resilience.		
Domestic Homicide Review Oversight Mechanism Pilot Work with the Domestic Abuse Commissioner's office to pilot the local oversight mechanism in collaboration with Pembrokeshire Community Safety Partnership.		Involvement in the pilot has been discontinued due to capacity issues within the Pembrokeshire Community Safety Partnership.
Evidence-Based Policing Collaboration Enhance partnerships between local academic institutions and key Force departments and the Commissioner's Office, with the aim of developing a Strategic Research Agenda for the Force.		Drafting of Strategic Research Needs Analysis (to inform Research Agenda) currently ongoing - this will inform external research requirements. Links have been formed with several local academic institutions, as well as colleagues in similar roles in other police forces as well as the College of Policing. Various projects are ongoing within the force and efforts being made to encourage academic collaboration where appropriate.
Data Innovation and Sharing Support the delivery of the Wales Data Analysis Innovation and Improvement Network (WDAIIN) workplan. This will also include achieving the routine sharing of police data into the SAIL Databank.		Preparations are underway with WDAIIN to deliver a 'Hackathon' event focused on synthetic opioids in mid September.  Police-SAIL data project remains in its infancy, with forces currently working through Data Protection Impact Assessments to achieve approval to progress plans for routine data sharing.

**Value 2 – Being Accountable**

Action Required	RAG	Quarter 3 Progress Update
Holding to Account  A review of the arrangements for the Commissioner to hold the Chief Constable to account on all matters relating to the Force.		The review of governance arrangements commenced following the Police and Crime Commissioner elections in May 2024. A number of options have been proposed and these are due to be considered at a special meeting between the OPCC and the Force on 8th July prior to agreeing the revised arrangements.
Support the public to make informed and appropriate choices when accessing our services by: • Ensuring we have an easily accessible website that signposts individuals to specialist services as well as our own internal services.		During Q1 we have launched a new website. The new website aims to provide a more intuitive and informative experience for our community. Key sections have been updated to include comprehensive resources on public safety, crime prevention, and community engagement initiatives.

<ul style="list-style-type: none"> <li>• Ensuring that however an individual contacts the office they will wait no longer than 48 hours to receive the information they require.</li> <li>• Ensuring that the Force have sufficient understanding and awareness of commissioned services to bring them to the attention of victims and individuals who would benefit from accessing services.</li> </ul>		<p>Work is ongoing to ensure the website is accessible for all.</p> <p>There has been further work undertaken to ensure that individuals are responded to within 48 hours with the information they require.</p>
<p>Governance and Financial Arrangements of All Wales Activity Work with Chief Executive Officers and Chief Finance Officers in Wales to improve governance and financial arrangements for All Wales activity.</p>		<p>A paper was agreed at the last Policing in Wales meeting in June 2024 to introduce a new governance arrangement to scrutinise collaboration arrangements. This will be implemented over the Autumn 2024.</p>

**Value 3 – Being Sustainable**

Action Required	RAG	Quarter 3 Progress Update
<p>Financial Sustainability and Resilience Monitor the implementation of the recommendations from the Force Review to ensure that they deliver financial savings that are sustainable and resilient.</p>		<p>The Force review is reported regularly to Policing Board and the Chief Finance Officer monitors the recommendations to ensure that they provide evidence that any associated financial savings are resilient and sustainable.</p>
<p>External Funding Arrangements Review the external funding arrangements to ensure maximisation of opportunities.</p>		<p>An audit of external funding was undertaken in April 2024 that resulted in an overall assessment of substantial assurance. Activity undertaken in Quarter 1 has led to process improvements regarding finance controls and approval systems. Further work will continue during the year to maximize opportunities of external funding</p>
<p>Sustainability Culture Further develop and embed a culture in terms of sustainability by monitoring the reduction of our carbon footprint and ensuring any</p>		<p>Work is due to commence to record how the agile working arrangements have reduced the office's carbon footprint to establish a base line. Monitoring will then take place on when</p>

<p>agreements with partners is cognisant of the sustainability agenda.</p>		<p>staff attend the office to record the effect this has on the carbon footprint.</p>
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**Value 4 – Engaging Widely**

Action Required	RAG	Quarter 3 Progress Update
<p>Underrepresented Groups Strengthen our relationships with our communities through proactive engagement activities with the aim of:</p> <ul style="list-style-type: none"> <li>• Increasing the diversity of the workforce and volunteer groups.</li> <li>• Understand their feelings, views and experiences, and to provide information.</li> </ul>		<p>Assurance Team have been working with the Engagement team to increase the diversity of volunteer groups. During this period, they have attended colleges, schools and universities to promote volunteer schemes. Other activity has included visiting multicultural groups in Pembrokeshire and Carmarthen.</p>