



### Acting Chief Constable's Foreword

I am pleased to present you my annual report for the 2006/07 financial year, a period that saw a change in the landscape of policing across the country. As proposals for forced mergers of the four forces in Wales were abolished a new era of co-operation and collaboration emerged to drive up standards across the country.

Overseeing this process is the Police Authorities of Wales (PAW+) structure, which brings together members from the four Welsh authorities to provide strategic oversight for the delivery of policing. Within this structure, our Force has taken a lead role within a project team driving forward collaborative work across various operational and non-operational fields.

One of the key goals must be to bridge the gap in so called 'protective services' identified by Her Majesty's Inspectorate of Constabulary back in 2005. As part of this process, the Welsh project team has secured limited Home Office funding to drive enhanced collaboration in the fields of public protection and serious and organised crime. These projects, labelled 'demonstrator sites', will be key to the delivery of some of our most important services in the years ahead.

On a local basis, it has very much been business as usual and thanks to the hard work of staff and the support of local communities, previously high standards of performance have been maintained. Total recorded crime fell by 0.4% building on a 7% reduction during 2005/06 and the sanction detection rate for all offences increased from 40% to 42%, the highest level of performance across England and Wales.

The 2006/07 year saw a number of other challenges, which I am pleased to say, this Force rose to admirably. Amongst these was Exercise Oystercatcher, the largest counter-terrorism exercise ever held in Wales, something that I will refer to in more detail elsewhere in my report.

But the main purpose of this report is to update you on the policing services that matter most to you in your local community. A key part of this is the delivery of Neighbourhood Policing, a programme being rolled out nationally by government. Due to a significant reduction in the amount of resource provided centrally to underpin this initiative, we have had to completely revisit how it looks and feels across our force. We remain committed, however, to the basic ethos underpinning Neighbourhood Policing, in that we will aim to provide you with a visible, responsive and reassuring police service, wherever you live in the Dyfed-Powys area.

The challenges ahead are significant. We are facing an ever more complex future with the emergence of new types of criminality; funding settlements from central government will demand greater prioritisation and smarter use of our resources and as I have previously noted, we must continue to develop across Wales enhanced capability in terms of protective services.

In spite of this, my focus and that of my Police Authority, is continuing to deliver a community based style of policing that reflects the specific needs of local communities across the Dyfed-Powys area. In line with our vision, we are dedicated to 'Safeguarding our Community' and ensuring that this special part of the world remains the safest place in which to live, work, visit and invest in the country.

Andrew R. Edwards  
Acting Chief Constable

### General Performance in 2006/07

As I noted in my introduction to this report, the general performance of the Dyfed-Powys force has remained strong, with overall crime levels falling slightly and detection rates increasing during the course of the past year.

During that 12 month period, the number of domestic burglaries recorded fell by 4% and violent crime by 1%. Significant work has been undertaken to tackle the evil of violent crime in all its guises, this having been highlighted as a priority for the Force by the Police Authority for 2007/08. I hope to be able to report some further positive outcomes from these efforts in my 2007/08 report.

Your levels of satisfaction with the services we deliver remained generally constant during the year, with a notable improvement in the number of people satisfied with the way that my officers kept them informed of progress around their case. This has been seen as an area where performance nationally is weak and as a result, this force was visited by the Office for Criminal Justice Reform to highlight some of the practices we have in place to assist other forces.

One of the most important areas for us as a force is our performance in the areas that matter most to you. As a result of widespread consultation, the Authority set priorities for the Force for 2006/07 around class A drugs, violent crime and anti-social behaviour. I am pleased to report that over a range of performance measures in these areas, performance largely exceeded the stringent targets set.

The way that we deploy and make the best use of our resources is central to an effective police service. In that respect, it is extremely pleasing that levels of sickness for police officers fell year on year and the force comfortably secured its efficiency targets.

Later in this report you will be able to see for yourself performance data that we are required to report to government, comparing performance over the past two years and with the group of forces who Her Majesty's Inspectorate feel are most similar to us. The indicators are grouped under various themes, so I will now provide you a slightly more detailed report on our performance under each theme overleaf.





## Notable Incidents and Enquiries

Many people imagine that living and working in a low crime area like Dyfed-Powys means that our force deals with fewer significant incidents than forces elsewhere in England and Wales. Whilst in many cases this is true, my officers and staff still have to deal with some high profile and sensitive cases, some of which feature in the national media.

Outlined below are just a few of the most significant incidents that my staff were called upon to deal with during the course of the 2006/07 financial year.

**April 2006** – a 10-year-old girl tragically dies following a canoeing accident on the River Wye in Powys

**June 2006** – Officers are called to Aberystwyth following reports that a man is indiscriminately throwing money around in one of the town's streets

**July 2006** – A young man dies after a drowning incident in Builth Wells during the week of the Royal Welsh Show

**August 2006** – A serious assault in Pembroke's Devon Drive becomes a murder inquiry after the victim dies as a result of his injuries

**September 2006** – Police dog 'Bryn' is killed after officers are called to an incident at a farm in Laugharne. The officers concerned are subsequently recipients of national bravery awards for their handling of the situation

**November 2006** – Four teenage girls die in a road accident at Llangynidr in south Powys

**November 2006** – A major inquiry is launched after an apparent drinks spiking incident at a pub in Haverfordwest

**November 2006** – The Force suffers its first ever cash in transit robbery following an attack at the Co-op store in Crosshands, Carmarthenshire

**December 2006** – A murder inquiry is launched after a serviceman is stabbed outside a nightclub in Haverfordwest

**December 2006** – A siege situation develops in Llangeitho, Ceredigion following a dispute between a male and council officials. Before the incident concludes, police cars are damaged and threats are made to kill officers

**January 2007** – Officers are called upon to investigate an extremely serious assault in Ammanford

**February 2007** – Officers deal with environmental protestors at the LNG site in Milford Haven.

From this small selection of incidents, it is evident that my staff are regularly called upon to deal with complex and varied investigations right across our four territorial divisions.

## Counter Terrorism Exercise a Resounding Success

The largest counter terrorism exercise ever staged in Wales has been hailed as a resounding success.

Exercise Oystercatcher was staged by Dyfed-Powys Police on behalf of the four forces in Wales in October 2006 and brought together public services across south Wales as well as government officials in both Cardiff and London.

The aim of the exercise, which was staged over a three day period, was to test the preparedness of all services for both maritime and land based terrorist attacks. The whole event was based upon a number of scenarios which developed during the course of a weekend across the Dyfed-Powys force area and further afield.



The exercise proved to be a testing time for all the police officers and staff involved, as they were faced with a series of ongoing challenges with involvement from senior politicians in Westminster and Cardiff Bay. However, as Acting Chief Constable Andy Edwards explains, Oystercatcher was an unmitigated success.

"A great deal of planning and preparation over a 12 month period went into the exercise, a dedicated team having been drawn together from a number of forces to put in place the scenarios that we worked through last October. This force's preparations for and delivery of the exercise have been widely commended and a number of important learning points have been identified in local and national terms."

"A major undertaking such as this shows that we are as ready as we possibly can be for any terrorist or extremist activity in Wales," he said.



## Force Collaboration

### Moving Forward

Joint working between the four police forces in Wales is progressing well – and staff from Dyfed-Powys Police are taking a major role in this.

Proposals to merge the four forces in Wales collapsed during 2006, but forces across the country were urged by the Government to work together more closely to close gaps that had been identified in so called 'protective services' such as roads policing, counter terrorism and public protection. Acting Chief Constable Andy Edwards outlined some of the progress that has been made.

"With the demise of the amalgamation proposals, the four forces in Wales responded positively and established the Wales Central Team to look at areas where we could collaborate. That team was initially based in our Brecon Station, but subsequently moved to our base in Ammanford."

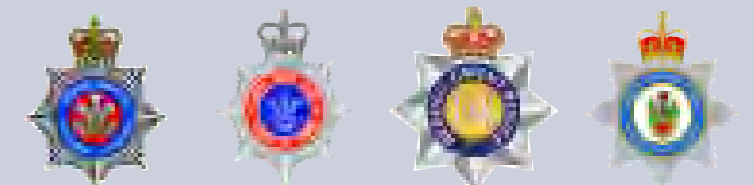
"My Director of Finance and Resources, Andrew Bevan, was appointed as the strategic lead for collaboration across Wales and he heads up a small team with representation from across Wales, both police officers

and police staff, with strong representation from our own force," Mr. Edwards explained.

"One of the first jobs that the team undertook was to produce a way forward for collaboration on all fronts. This was outlined in a document called 'Agenda for Change', which was supported by the four Chief Constables and four Police Authority Chairmen in Wales."

The 'Agenda for Change' document led to specific working groups being set up to look at a range of areas where greater co-operation is possible, both in terms of front line policing activity and support functions.

"I am confident that the programme that has been put in place will not only deliver efficiency savings for all Welsh forces, but will provide better, more joined up services as well," Mr. Edwards commented.



## Officers Honoured as the Bravest in Wales

Six Dyfed-Powys officers have been honoured at the 12th Annual Police Bravery Awards held in London.

The six, Sergeant Lyn Evans and Constables Ian Davies, Adam Hearne, Andy Edwards, Mike Calas and Simon Williams were nominated following their actions during an incident at a Carmarthenshire farm back in September 2006.

The officers were called to Longridge Farm in Laugharne to detain a man who had previously overturned two police vehicles and charged at officers with a tractor equipped with a baling spike. The officers were joined at the scene by police dog Bryn.

The team of officers initially disabled the tractor to prevent the male involved in the incident from using it. He emerged from a milking parlour carrying what the officers thought was a stick. He was challenged by the officers but became aggressive and was not co-operating with them.

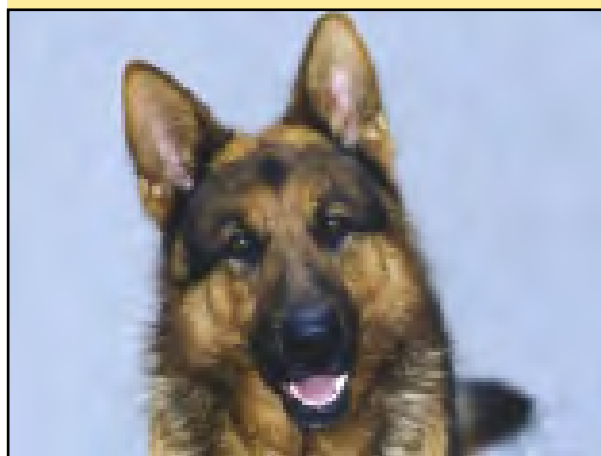
PC Edwards, the dog handler, released Bryn to take hold of the suspect, who then turned and ran back into the milking parlour, chased by Bryn. Inside and unbeknown to the officers, the suspect had fatally wounded Bryn by slashing at him with a large scythe.

When the officers went into the parlour, the suspect lashed out at them too and narrowly missed PC Davies. In spite of his injuries, which proved to be fatal, Bryn was able to overpower the suspect and detain him.

The man was later detained indefinitely at a secure hospital unit.



*"I am delighted that these six brave officers were nominated for the 2007 Bravery Awards because they dealt calmly and professionally with an extremely violent and dangerous individual. I was extremely sad to hear of the death of Bryn, but his actions undoubtedly helped to save the life of the officers at the scene. The six of them displayed courage above and beyond the call of duty and everyone in the force is incredibly proud of their efforts." Acting Chief Constable Andy Edwards.*



## Forces Working in Partnership with Schools

The four Welsh Police Forces have enhanced their partnership arrangements through the "All Wales Schools Liaison Core Programme", further endorsing their commitment to working with children and young people in a more focused and professional manner. Schools have a vital role to play in police engagement with children and young people and diverting them away from crime and anti-social behaviour.

The programme has been a resounding success across the whole of the Dyfed-Powys force area during 2006/07 as Acting Chief Constable Andy Edwards explains.

"Our Schools Liaison Officers (SLOs) are part of a seventy plus strong team covering the whole of Wales supporting teachers in their delivery of personal and social education (PSE). This is done using a series of lessons that span key stage one to four (ages five to sixteen) raising awareness of community issues and crime and their consequences."

"Our aim is to deliver a pro-active crime reduction/prevention programme which in time, through the medium of education, will reduce crime and disorder within our young communities. By working towards influencing attitudes regarding substance use, anti-social behaviour and personal safety we hope to promote positive citizenship in the schools and wider community," he said.

Often the work conducted by Schools Liaison Officers is linked into other initiatives involving agencies such as the Fire Service, Ambulance, Careers Wales and local authority partnerships.

All Schools Liaison Officers have relevant educational qualifications or are in the process of undertaking home study to improve the service provided by the Force. The majority of them have achieved diplomas through the Swansea Institute to enhance their skills. Further developments to the programme are being planned, as the Chief Constable pointed out.

"Powys officers are in the process of being based in Schools within the Division as opposed to the Police station in an effort to improve the Police/School relationship. In addition Police School Liaison Officers, Powys Youth Offending Service, Coleg Powys students and Powys Challenge completed a 3 week tour of the 13 High Schools within the County during March 2007. This successful event highlighted the consequences of crime and how it affects the future of young people as well as the impact that offending behaviour has on the community in which they live."

The project involved a play called:

### 'I'm a criminal – get me out of here!' 'Dwi'n droseddwr – rhyddhewch fi!'

The play was based on the 'Big Brother' reality television show, and looked at the issues that young people face in Young Offenders Institutions (YOI's). Those taking part were faced with the following scenario.

"Imagine that you are a young offender and currently in a YOI, but with one last chance of freedom. To win your freedom, you have to take chances in the 'big crime' house. This is the choice that faces the five 'inmates' within the play. While a series of games and re-creations of their wasted lives remind us how they got there in the first place, they all try to keep hold of their dark secrets."

All pupils had the opportunity to visit 4 subsequent workshops after seeing the play, which incorporated 'Rights and Responsibilities' led by the Police, 'Young People and Crime' by the Youth Offending Service, 'Inside Prison' by Powys Challenge and last but not least, a 'Peer-led' interactive workshop between the school pupils and the actors themselves.

Each pupil in Years 7 and 8 received a highlighter depicting the project's logo and title, in an attempt to remind them of the project and most importantly the consequences of offending behaviour. A DVD is to be produced shortly and will be issued to all Criminal Justice Agencies within the Dyfed Powys Police area. Further DVD's will be available to other agencies provided postage costs are paid.



"This impactive DVD can be used as a resource tool within PSE lessons at High Schools, Youth Offending Services offices and other criminal justice related establishments and I would commend its use," the Acting Chief Constable concluded.



## Customer Service Unit Aims to Improve Quality

**A pilot scheme in Powys to improve the quality of service delivered to the public and prioritise police officer time more efficiently is being hailed a success.**

The Customer Service Unit based in Brecon aims to provide a dedicated central facility for Powys to deal with low level requests for service from the public locally. The remit of the pilot unit, is to act as an advice centre with responsibility for reducing the amount of time that officers spend at minor incidents.

The scheme commenced in February 2007 and is going through a period of rigorous evaluation, but initial results suggest that it has been a great success. Acting Chief Constable Andy Edwards thinks that the idea is a good one and could soon be adopted through the Dyfed-Powys force.

"There are a fairly significant number of incidents where the attendance of one of our officers will add little in terms of either investigation or the public's view of our services. Senior managers in Powys identified that

## Stepping up the Fight Against Hate Crime

A scheme to provide greater support for victims of hate crime is proving extremely popular.

The Powys Hate Crime Support Officer pilot provides a structured programme of support and assistance to all victims of hate crime within the county and looks set to be rolled out across the Dyfed-Powys force. Acting Chief Constable Andy Edwards explains the principles behind this innovative project.

"As soon as officers in Powys get a report of a hate crime incident, an Investigating Officer is appointed. That officer will contact an available Hate Crime Support Officer (HCSO) and make an appointment for that officer to visit the victim within 48 hours."

The HCSO will have all the information available regarding the incident. The professional investigation of the crime is then left to the investigating officer, who will make every effort to bring the offender to justice. It is then that the vital role of the HCSO really comes to the fore, as Mr. Edwards highlights.

"The HCSO will discuss the most appropriate form of future contact with the victim and address their immediate support needs. They will usually arrange referral to support agencies like Victim Support and discuss issues of repeat victimisation, whether this is likely and how it can be addressed."

"The essential role of the HCSO is to get support for each and every victim of hate crime, provide advice to the Investigating Officer and help staff locally to develop plans to prevent any repeat victimisation in the future."

Satisfaction levels with the pilot scheme have been exceptionally high, the most recent survey revealing that 100% of those surveyed were satisfied overall with the police response.

"The initial outcomes of this work are really encouraging and if they continue in this way, I am confident that the scheme can be implemented successfully in our other three divisions," said the Acting Chief Constable.

policing the largest command area in England and Wales, officers were spending significant time travelling to and dealing with extremely minor incidents when their attendance was not even expected."

"This scheme provides customers with a high quality advice service and where attendance of an officer is needed, it can be arranged at a suitable and convenient time for the customer concerned."

The Powys unit has a staff of four, currently three police officers and one member of police staff, but in the months and years ahead, it is anticipated that the staffing of this and similar units around the force could be predominantly or completely civilianised.

"The initial results from our evaluations of the Powys pilot have been extremely encouraging. The intervention of our highly professional team within the CSU means that around a quarter of our officers' time is being released, time that is being directly channelled back into more serious crime inquiries or dealing with important neighbourhood policing issues," said Mr. Edwards.

"In addition to this, feedback from staff has been very positive and

more importantly the views of members of the public in Powys suggest that they are happy with the new arrangements. Using data we obtained prior to the pilot as a baseline, customer satisfaction has increased markedly since the CSU's establishment, suggesting that the professionalism of the team and the additional capacity released for our front line officers is positively welcomed," he added.

"The important thing about this scheme is that it is about improving the quality of service delivered to the public and in turn their trust and confidence in this force. Our research has shown that the way members of the public contact the police is very different now than in years gone by, with more requests for services being dealt with over the 'phone and fewer visits to station front counters. We will be robustly evaluating the pilot in the coming months but the initial results suggest that this new and exciting way of working could be rolled out very soon," Mr. Edwards concluded.

## Revellers Must 'Behave or Be Banned'

Banned from one – banned from all: that is the stark message from licensees across the Dyfed-Powys area who are stamping down on violence and disorder.

Under the Behave or be Banned (B.O.B.B.) scheme, individuals can be banned from all licensed premises in their area by a panel of licensees after that person has either been nominated by a licensee, following arrest within the local area for a specific offence or been made the subject of a court order.

This partnership scheme between the police and licensees is a key tool in the fight against alcohol related violence and as Chief Constable Andy Edwards points out, each B.O.B.B. scheme is specific to the area in which it operates.

"The whole idea behind B.O.B.B. is to combat persistent violence and disorder in any given area, targeting offenders committing offences under the 2003 Licensing Act. In recent years, violent crime has been one of the main priority areas for the force as set by the Authority following consultation with members of the public, so this is one way in which we are tackling the problem with our partners."

The scheme looks to reduce alcohol related crime, violence and disorder and anti-social behaviour in specified areas, tackling the use and supply of drugs within licensed premises and underage drinking. As well as receiving police support, the scheme is supported by Powys County Council.

"The scheme aims to target offending in specific areas and is not designed to deal with drunken behaviour in general. It is about reducing alcohol related offending, promoting public safety and protecting young people from harm," Mr. Edwards added.

"Our aim is to reduce all crime of violence through a mixture of approaches including high visibility patrols in key areas and programmes of education in partnership with others. The B.O.B.B. scheme is one tool at our disposal that we have worked on together with colleagues in the licensing trade and it is having a positive affect across our force area."

## Warm Welcome for Neighbourhood Teams

The introduction of Neighbourhood Policing Teams across the Dyfed-Powys force area has been warmly welcomed, but the Force's Acting Chief Constable has issued a warning about the future funding of the programme.



When the Neighbourhood Policing initiative was first launched by the government, the Dyfed-Powys Force was promised an allocation of 157 Police Community Support Officers (PCSOs) as part of a national recruitment of 24,000. This figure was cut down to 16,000 across England and Wales, with Dyfed-Powys having their allocation slashed to 74.

"To have less than half the number of PCSOs that you were originally promised means that you have to go back to the drawing board and see how you can provide a meaningful Neighbourhood Team presence in communities across the area," said Acting Chief Constable Andy Edwards.

"Geographically we cover the largest policing area in England and Wales, so to provide a visible and reassuring presence in communities from Llanfair Caereinion in the north down to Milford Haven in the south west was always going to be a challenge."

"The reduction in central funding means that we had to take another look at how we structured our teams and where they were based. In that respect, Neighbourhood Policing in the Dyfed-Powys area is not going to look anything like Neighbourhood Policing in Cardiff, Bristol, Birmingham or London."

"However, I recognise the benefits that Neighbourhood Policing can deliver and having a visible police presence on the streets is just what the public want to see from their local force. I will continue doing all that I can to provide that level of service within the limited resources that I have available to me because without rises in council tax precept levels well above the rate of inflation, the number of PCSOs employed by our force will not increase."

By April 2007, Neighbourhood Teams were operating across the Force area and a large number of community bases had been established.

"One of the key benefits of the Neighbourhood Policing approach is that through local meetings with Neighbourhood Teams, members of the public set the local policing priorities for that team, allowing them to tackle the issues that matter most in their community. The actions taken and progress made are then fed back to the community a month later and a decision is taken whether the priorities remain the same or should be changed," said the Acting Chief Constable.

"I am fully supportive of Neighbourhood Policing, but I have real concerns over future funding. The last thing that I want to do is make commitments to people across the force area that I then cannot keep. I am committed to making Neighbourhood Policing work and will give local team members all the support that I can to do so, but I have to balance that against all the other demands placed upon my staff throughout the year," Mr. Edwards concluded.

## Performance Data

### Indicator Description

Latest 2006/07 Performance	Last Year 2005/06 Performance	Target 2007/08	Most Similar Forces Average
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### Performance Theme - *Tackling Crime*

Using the British Crime Survey** - the risk of being a victim of personal crime	3%	3%	8%	5%
Using the British Crime Survey** - the risk of being a victim of household crime	10%	11%	11%	15%
Violent crime per 1,000 population excluding Harassment Offences resulting in a Fixed Penalty Notice	15.2 (7641 crimes)	15.23 (7691 crimes)	14.7 (7412 crimes)	15.3
Acquisitive crime per 1,000 population	6.7 (3390 crimes)	6.5 (3280 crimes)	6.4 (3214 crimes)	13.1
Offences Brought to Justice - Percentage of notifiable/recorded offences resulting in convictions, caution or taken into consideration at court	45%	44%	45%	32%
Percentage of notifiable/recorded offences resulting in charge, summons, caution or taking into consideration at court ('Sanction Detection')	42%	40%	40%	31%

\* - Sanction detections refer to an offence where a person is charged, receives a summons, are cautioned, or where an offence is taken into consideration at court. It also includes all those receiving a formal warning for possession of cannabis.

\*\* - 2005/06 BCS released July 2005 & 2006/07 BCS released July 2006

### Performance Theme - *Serious Crime and Public Protection*

Life threatening crime and gun crimes per 1,000 population.	0.29 (145 crimes)	0.38 (191 crimes)	0.28 (151 crimes)	0.29
The value of cash forfeiture orders and confiscation orders obtained by the force	£253,013	£427,862	£717,212	N/A
Number of people killed or seriously injured in road traffic collisions.	427 fatal or serious casualties	381 fatal or serious casualties	404 or fewer fatal or serious casualties	485 fatal or serious casualties

### Performance Theme - *Satisfaction and Fairness*

Satisfaction of victims of crime or traffic collisions in making contact with the police	91%	91%	93%	91%
Satisfaction of victims of crime or traffic collisions with the action taken by the police	82%	83%	85%	78%
Satisfaction of victims of crime or traffic collisions with being kept informed of progress	74%	71%	75%	67%
Satisfaction of victims of crime or traffic collisions with their treatment by staff	91%	91%	93%	91%
Satisfaction of victims of crime or traffic collisions with the overall service provided	83%	84%	86%	81%
Satisfaction with service in dealing with racist incidents	81%	91%	86%	77%
Comparison of satisfaction for white and users from minority ethnic groups with respect to the overall service provided by the police.	White – 83% Ethnic – 79%	White – 84% Ethnic – 86%	White – 86% Ethnic – 86%	White – 81% Ethnic – 74%
% of searches (PACE) which lead to arrest by ethnicity of the person stopped and searched	White – 16% Ethnic – 25%	White – 14% Ethnic – 16%	White – 20% Ethnic – 20%	N/A

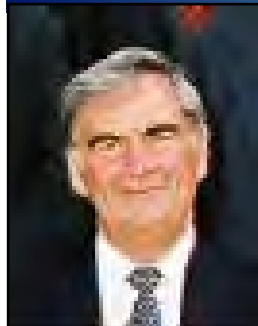
<b>Performance Data</b>				
<b>Indicator Description</b>	<b>Latest 2006/07 Performance</b>	<b>Last Year 2005/06 Performance</b>	<b>Target 2007/08</b>	<b>Most Similar Forces Average</b>
<b>Performance Theme - <i>Local Priorities</i></b>				
Number of Class-A drug offenders charged with drug trafficking	82	78	Local Measure	N/A
Number of Class-A drug offences resulting in a detection*	65	56	Local Measure	N/A
Number of incidents of domestic abuse involving persons who have been a victim in more than one incident in the previous 12-month period	744	856	Local Measure	N/A
Percentage of violent crime detected*	60%	55%	Local Measure	N/A
Number of recorded anti-social behaviour incidents	29,350	25,621	Local Measure	N/A
Number of offences of criminal damage***	7,707	7,587	Local Measure	N/A
The percentage of people who think their local police force do an excellent or good job	55%	55%	56%	53%
Using the British Crime Survey** – Fear of Crime	8%	5%	10%	9%
Using the British Crime Survey** – Perceptions of Anti-social behaviour	10%	8%	12%	11%
Using the British Crime Survey** – Perceptions of local drug use/drug dealing	24%	23%	22%	21%
* - Sanction detections (where person charged, summons, caution, or where the offence is taken into consideration at court, or formal warnings for cannabis) ** - 2005/06 BCS released July 2006 & 2006/07 BCS released July 2007 *** - Excludes arson and threat to commit criminal damage				

<b>Performance Theme - <i>Resources and Efficiency</i></b>				
Proportion of police recruits (ethnic) compared to the proportion of people from minority ethnic groups in the economically active population (EAP)	3.5% of recruits 1.0% of EAP	1.3% of recruits 1.0% of EAP	1%	1.4% of recruits 1.4% of EAP
The percentage of female police officers compared to overall force strength.	22%	21%	22%	23%
The percentage of police officer time spent on frontline duties	62.2%	63.3%	68.7	63.9%
The delivery of cashable and non-cashable efficiency targets	6.1%	NEW	3.0%	N/A
Percentage of available hours lost to sickness – Police Officers	4.0%	4.5%	4.0%	3.6%
Percentage of available hours lost to sickness – Police Staff	4.5%	4.3%	4.5%	4.0%

<b>Category</b>	<b>Detail</b>	<b>Ethnicity</b>		<b>Gender</b>		<b>Disability</b>	
		<b>White</b>	<b>BME</b>	<b>Male</b>	<b>Female</b>	<b>Disabled</b>	<b>Non Disabled</b>
All staff in post, including both volunteers and contracted staff	POLICE OFFICERS (ALL RANKS)	1203	9	927	285	39	1173
	Chief Officers	3	0	3	0	0	3
	Chief Superintendents	4	1	5	0	0	5
	Superintendents	10	0	10	0	0	10
	Chief Inspectors	13	0	13	0	0	13
	Inspectors	63	0	54	9	2	61
	Sergeants	195	0	174	21	7	188
	Constables	915	8	668	255	30	893
	POLICE STAFF (ALL STAFF)	797	3	321	479	30	770
	PCSO	76	1	43	34	0	77
	Police Staff	709	2	271	440	29	682
	Traffic Wardens	12	0	7	5	1	11
	Special Constables	189	1	124	66	2	188
	Volunteers	125	0	63	62	0	125
Applicants for employment	Police Officers	777	12	528	261	21	786
Training Courses Attended	Police Officers	2607	12	2095	524	5	2614
	Police Staff	506	2	201	307	13	495
	Special Constables	122	0	68	54	1	121
	Total (3249)	3235	14	2364	885	19	3230
Applicants for Promotion (Promotion Boards)	Constable to Sergeant	33	0	30	3	1	32
	Sergeant to Inspector	0	0	0	0	0	0
	Inspector to C/Insp	0	0	0	0	0	0
	Supt and above	0	0	0	0	0	0
Applicants for Promotion (Successful Applicants)	Constable to Sergeant	18	0	15	3	0	18
	Sergeant to Inspector	8	0	7	1	0	8
	Inspector to C/Insp	1	0	1	0	0	1
	Supt and above	0	0	0	0	0	0
Applicants for Promotion (OSPPE Part I)	Constable to Sergeant	66	0	50	16	1	65
	Sergeant to Inspector	34	0	32	2	0	34
Applicants for Promotion (OSPPE Part II)	Inspector to C/Insp	28	0	22	6	0	28
	Supt and above	16	0	15	1	0	16
PDR assessments	Police Officers	1031	-	-	-	-	-
	Police Staff	598	-	-	-	-	-
	Total Received	1629 (99.76%)	-	-	-	-	-
Grievances	Police Officers	0	0	0	0	0	0
	Police Staff	11	0	5	6	1	10
Disciplinary Procedures	Police Officers	4	0	3	1	0	0
	Police Staff	0	0	0	0	0	0
Allegations of sexual or sexist harassment; sexual orientation e.g. homophobic harassment and racial harassment	Police Officers	16	0	13	3	0	0
	Police Staff	1	0	1	0	0	0
Those who ceased employment with the authority	POLICE OFFICERS - TOTAL ALL RANKS	48	0	43	5	6	42
	Chief Officers	0	0	0	0	0	0
	Chief Superintendents	0	0	0	0	0	0
	Superintendents	1	0	1	0	0	1
	Chief Inspectors	1	0	1	0	0	1
	Inspectors	3	0	3	0	0	3
	Sergeants	11	0	11	0	2	9
	Constables	32	0	27	5	4	28
	POLICE STAFF - TOTAL ALL STAFF	63	2	29	36	4	61
	PCSO	6	0	3	3	0	6
	Police Staff	53	2	23	32	4	51
Traffic Wardens	4	0	3	1	0	4	
Special Constables	46	1	27	20	0	47	
Volunteers	34	0	22	12	0	34	
Employment tribunal cases		2	0	0	2	2	0

# Dyfed-Powys Police Authority Annual Report 06/07

The Annual Report of the Police Authority for 2006/07



## Chairman's Foreword

This is the second and final year of my term as Chairman of the Police Authority and I would like to say what an honour and privilege it has been to serve the Police Authority during what has been a very exciting and interesting two years.

Since receiving the announcement of the formal withdrawal of the notice to merge police areas in Wales, the four Welsh Police Authorities and Forces have been focusing on the wider Welsh collaboration agenda. There is an opportunity not just to work with each other but also with the local authorities and other public bodies and the private sector, particularly in view of the protective services gap. I have been greatly encouraged by the enthusiasm shown.

Police Authorities will also be facing projected financial shortfalls and it is essential that we all try to work together to provide the public with the best possible service at the lowest possible cost. This will require good communication, governance, accountability, leadership and vision. There is already a great deal of collaboration taking place across Wales which can be built on and improved. Amalgamation may be extinct but collaboration is not.

As I vacate the Chair, I would like to record my appreciation to the staff within the Police Authority secretariat who have worked very hard during this busy period; my fellow Members both past and present for their support; the Acting Chief Constable and his staff for continuing to provide an excellent service, but most of all to you, the public, for your views, interest and support for the police.

Councillor Don Evans

## Change of Faces on the Police Authority

The Police Authority is made up of 19 Members, 10 from the Local Authorities of Carmarthenshire, Ceredigion, Pembrokeshire and Powys, 6 Independent Members appointed from the community and 3 Lay Justice Members.

2006/07 saw a number of changes to the make up of the Authority. Professor Ian Roffe J.P. of Ceredigion replaced Mr E T Morgan J.P. from Brecon and Mrs Ann Williams from Carmarthenshire replaced Miss Lindsey Jones from Powys.

Independent Members' term of office ended on 31st March 2007 and the Authority said farewell to Mrs Kara Bateman from Pembrokeshire who had served on the Authority for a term of four years and was Lead Member for Diversity and Equality and also Mr John Antoniazzi who had served on the Authority for 13 years. Mr Antoniazzi was a former Chairman of the Authority and will be remembered for his efforts in supporting collaborative work with the Emergency Services and his work within the Police Authorities of Wales. Mr Alasdair Kenwright, Mr Peter Gray and Mrs Delyth Humfryes were all re-appointed to the Authority and have been joined by Mrs Helen Thomas of Carmarthenshire and Dr Christopher Stock of Ceredigion.

All Members bring a wealth of skills and experience to the Police Authority.

## DYFED POWYS POLICE AUTHORITY

- Is independent of Dyfed Powys Police
- Ensures an efficient and effective police service is delivered by the force
- Consults and informs members of the public on the work of the police
- Maintains professional standards in the Force
- Sets the annual budget
- Monitors spending
- Monitors, reviews and evaluates performance of the Force
- Promotes equality
- Operates an Independent Custody Visiting Scheme
- Is responsible for appointing the Chief Constable, Deputy Chief Constable and Assistant Chief Constable

For more information go to the Police Authority website at [www.dyfedpowyspoliceauthority.co.uk](http://www.dyfedpowyspoliceauthority.co.uk)

## An Overview of Police Performance in 2006/07

Dyfed Powys Police Authority is pleased to note that the Force continues to be one of the highest performing forces in England and Wales. In a recent HMIC performance inspection, all areas assessed either showed stability or improvement in performance, with the Force being awarded 3 Excellent awards in the areas of Tackling Crime, Protecting Vulnerable People and Resources and Efficiency.

In 2006/07 there were 0.4% fewer reported crimes than in the previous year. Detection rates were also high which means more people are being brought to justice. Dyfed Powys Police detected 42% of crimes in 2006/07, which is of particular note when compared to its family of most similar forces group, which detected

on average 30.8% of crimes during the same period. As such, Dyfed Powys remains one of the safest areas to live, work and visit in England and Wales.

It is the Authority's responsibility to monitor, review and evaluate Force performance. This is done through reports to the Authority and specifically its Performance Management and Scrutiny Committee, where Members trained in performance management techniques assume a scrutiny role by interrogating such reports. The Authority will continue to undertake this role to ensure that an efficient and effective Police Service is maintained for the communities within the area served by Dyfed Powys Police.

## Financial Issues

The Authority continues to adopt a prudent financial strategy emphasising the need for investment in front-line policing and the major element of police officer resources are engaged in operational duties. Through tight budgetary controls and innovative efficiency measures the Force has achieved the 3% efficiency savings target set by the Government for the year. In 2006/07 it is pleasing to note that the final budget outturn is in line with the budget originally set.

The Authority has expressed its concern for a number of years about the fact that annual government funding does not fully meet inflationary costs and does not address the other major pressures on police budgets such as forensic, IT and technological developments.

2006/07 has seen developments in the Neighbourhood Policing initiative including Government Grant funding for Police Community Support Officers (PCSOs).

# Police Authority Members

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# Custody Visiting in Dyfed-Powys

The purpose of the Dyfed Powys Police Authority's Independent Custody Visiting Scheme is to enable visits to be conducted at police stations unannounced in order to ensure that:

- Detained persons within custody, some of whom have yet to be charged, are aware of their legal rights and entitlements;
- Detained persons have been treated properly and fairly by officers with whom they have had contact during the arrest process;
- The conditions under which detained persons are being held in custody, are satisfactory.

The Scheme allows for greater public understanding and confidence in respect of the governing a detained person's welfare. In addition, it offers an extra level of mutual protection to detained persons and police officers by providing independent scrutiny of the treatment of detained persons and the conditions in which they are held.

## Who are Custody Visitors and What Do They Do?

Custody Visitors are members of the local community aged between 18 and 75 years of age. They are impartial and independent and have no direct association with the criminal justice system. Their role is to look, listen and report on their findings. The information contained in the report is then analysed and the key areas for action recorded, in addition to the issues requiring immediate attention.

Training is provided by the Police Authority in conjunction with the Independent Custody Visiting Association and any expenses reimbursed. Custody Visitors will usually not be required to make more than one visit per month.

If you are interested in becoming an Independent Custody Visitor and would like an application form, please contact the Police Authority office on 01267 226344 or e-mail [julie.evans@dyfed-powys.pnn.police.uk](mailto:julie.evans@dyfed-powys.pnn.police.uk)

# ANIMAL WELFARE LAY VISITING SCHEME



The Animal Welfare Lay Visiting Scheme was first piloted in 2002 in the Powys Basic Command Unit and has since been extended to cover the whole Force. The purpose of the Scheme is to enable members of the local community, supported by professionals from the RSPCA, Dogs Trust and Local Authorities, to observe, comment and report on the welfare of animals engaged in police work with a view to securing greater understanding and confidence in these matters. These arrangements also provide an independent check on police training methods in order that it can be demonstrated that such methods are humane, ethical and open to public accountability.

Each Dog Handler receives at least one visit from one of the volunteer Lay Visitors each year.

As a result of reports and recommendations of the Animal Welfare Lay Visitors, the Police Authority is investing in new kennels and accommodation for the Dogs Section and all new replacement vehicles are now fitted with air conditioning.

If you are interested in becoming an Animal Welfare Lay Visitor and learning more about the work of the Dyfed Powys Police Dogs Section, please contact the Police Authority on 01267 226440.

## What you think about the Police in your Area?

The Police Authority need to know what you consider to be the priorities for policing in your area. Please use the form below to let us know what issues you think the police should be tackling in your community.

Please forward your views to: The Chief Executive to the Police Authority, [Business Reply Service Licence No. SS1046], PO Box 99, Llangunnor, Carmarthenshire. SA31 2PF. Tel: 01267 226440/Fax: 01267 226448 or by e-mail to [police.authority@dyfed-powys.pnn.police.uk](mailto:police.authority@dyfed-powys.pnn.police.uk)

Your comments : .....  
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Please indicate which area you live in:  Carmarthenshire  Ceredigion  Pembrokeshire  Powys