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DYFED POWYS

Comisiynydd Heddlu a Throseddu
Dyfed-Powys
Police and Crime Commissioner

Strategic Equality Plan

Annual Report 2025-2026



Introduction

This reporting year (2025-26) is to record our progress against the Dyfed-Powys Police and the Dyfed-Powys Police and Crime Commissioner's Strategic Equality Plan for 2024-2028.

The Strategic Equality Plan was introduced to reinforce our commitment to the Public Sector Equality Duty under the Equality Act 2010; eliminating discrimination, advancing equality of opportunity and fostering good relations across all protected characteristics.

This plan focuses on four strategic objectives:

1. Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention and progression.
2. Addressing and eliminating racial disparities within Dyfed-Powys Police and the Office of the Police & Crime Commissioner (OPCC) by implementing policies and practices that promote racial equality.
3. Strengthen our relationships with our communities through proactive community policing and engagement activities.
4. Promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic behaviour.

The report combines the progress of both Dyfed-Powys Police and the OPCC.

Objective 1

Increase workforce and volunteer group diversity to be fully representative of the communities that we serve. Focusing on recruitment, retention and progression.

How are we doing it?

- Increase workforce and volunteer group diversity by setting clear targets for the proportion of representation by underrepresented groups by actively progressing with the Positive Action Strategy;
- Identify and remove barriers thereby enabling everyone to be eligible to join the organisation and our volunteer groups;
- Increase mentorship development programmes to support career progression.

How are we monitoring?

Focus	Update
Review recruitment intakes	Data for recruitment is monitored at the Strategic People and Organisation Development meeting on a quarterly basis.
Publish annual progress reports against our Positive Action Strategy	Our Positive Action Strategy was launched in 2024, and a progress report is published annually.
Periodically review the personal diversity data we collate regarding our Staff, Officers and Volunteers to identify disparity, as well as unwillingness to disclose. This will also include a review across the rank structure.	A review of the personal diversity data is conducted quarterly at our internal Embracing Diverse Representation Group meeting. Historically, the amount of 'no data' recorded was high, despite a separate option to state 'prefer not to say'. We attempted various ways to communicate with the workforce the importance of obtaining this data such as; - A 'safe to say' article was included in the internal newsletter (called 'the informer') in February 2025 and in March 2025; - The Equality, Diversity and Welsh Language department provide an input at Staff and new Officer induction sessions, leadership training sessions and through a HR Masterclass course. Despite our best efforts, the absence of data remained to be an issue therefore we requested that the question set formed part of the organisation's 'asset tracker' process. Whilst sharing this information is completely voluntary, this method ensures that we have a

	guaranteed chance of reducing the 'no data' figures. A people metrics monitoring tool continues to be in development – this will provide an opportunity to track measurable changes and trends within our workforce data. The pack has allowed for consideration on important metrics we may wish to consider (e.g. metrics to allow tracking if there is disproportionality in the number of people leaving the organisation who have recorded protected characteristics).
The OPCC will oversee disproportionality data in our scrutiny activity, and analyse how the data is changing over time	Independent Custody Visitors (ICVs) continue to record ethnicity during their visits and vulnerabilities. For each quarterly update, ethnicity is recorded and evaluated from ICV forms and Force data. The purpose of this, is to establish whether conditions in custody are comparable for those who are white British and those who are not and assess whether treatment of both groups are comparable and thus establish any disproportionality. Custody Independent Scrutiny Panel (CISP) have recently conducted a review of Ethnic Minority detainees (Feb 2026) and established no clear indication of discrimination in the 19 records they reviewed. This also assessed various aspects of custody including Use of Force, rights and entitlement, religious items, legal representation, appropriate adults, interpreters etc. Quality Assurance Panel (QAP) evaluated the Police powers Stop & Search (March 2025) and Use of Force (May 2025) with the specific focus on children, women and ethnic minority groups. Feedback was provided in the Ethical Use of Policing Powers Group - held quarterly. The first Community Scrutiny Panel was held in February 2026, which also evaluated Police Powers of Stop & Search and Use of Force. Representatives of this panel were more reflective of the community with various ages, ethnicities and gender participating in assessing Force compliance with the Police

	and Criminal Evidence Act 1984 (PACE). Those findings will also be communicated in the Ethical Use of Police Powers (EUPP) forum. The Out of Court Resolutions (OoCR) Scrutiny Panel continue to consider any disproportionality matters or concerns to raise during their scrutiny of cases which is reported in every report On the 28th of October 2025 the Assurance team undertook a dip sample of complaints recorded at Hate Crime and dealt with outside schedule 3 of the Police reform act. Of the 5 cases reviewed the team determined that 3 were handled appropriately with 2 being appropriate with reservations due to timeliness.

Objective 1 Key Highlights – Dyfed-Powys Police

Below, we highlight some of the key initiatives that we have within Dyfed-Powys Police that contribute towards this objective.

Dyslexia Assessments

There are currently 5 trained Dyslexia Needs Assessors in place to provide ongoing support. A total of 149 quick screen assessments have been completed since it was launched in May 2022. 157 individuals have engaged with Dyslexia Needs Assessors; this includes workplace assessments and/or conversations around strategies to assist and support individuals in the workplace.

Development of New Leadership Pathway

The new leadership pathway includes training packages for foundation leadership, first line leadership and midline leadership; all of which include discussions on equality, diversity and anti-racism related work. Standalone courses on critical conversations and a masterclass for Human Resources (HR) topics have also been developed.

Attendee Figures	2024	2025	2026
Foundation Leadership	47	56	8
First Line Leadership	85	58	22
Mid Line Leadership	8	18	7

Inspire

In 2025, we piloted the ‘inspire’ course. This was a new one-day course open to all Staff and Officers from underrepresented groups to help build confidence and lateral development. In May 2025, 12 individuals attended the course and in October 2025 10 individuals attended the course. There are plans in place to run another two courses during 2026.

College Learn (e-learning)

All Officers and Staff have access to the College Learn platform. Led by College of Policing, the packages include topics such as the Equality Act 2010, Upstander, Sexual Harassment, Stop & Search Unconscious Bias, Understanding Autism and the Code of Ethics.

E-learning	**Completed Figure as of March 2026**
Equality Act 2010	1056
Upstander	1825
Sexual Harassment in the Workplace	2476
Understanding Autism	1480
Stop Search Unconscious Bias	1782

Support Networks

Dyfed-Powys Police have several Staff Support Networks and Associations which are free to join for all serving members of Staff/Officers or Volunteers employed by Dyfed-Powys Police and the Office of the Police and Crime Commissioner. The networks ensure the force promotes a working environment which includes and values all individuals, recognising and celebrating the positive benefits that our diversity brings.

Although networks differ from each other in their constitution, terms of reference, and activities, in general each network provides workplace support to its members and seeks to help the organisation to provide for the diverse needs of its Staff/Officer members. Members of networks are also consulted about relevant policies and procedures, both as part of the Equality Impact Assessment process and through the formal policy consultation process.

Staff Support Networks are invited to attend the internal Embracing Diverse Representation Group meeting, bringing key issues to the attention of members by exception reporting and providing updates. Since the autumn we have implemented a monthly online check-in for network leads, along with members of the Equality Diversity and Inclusion (EDI) and Wellbeing teams. This is an opportunity for them to share any successes and updates, as well as to discuss any concerns they may have, or issues they (or their membership) may be facing. These are bolstered by a longer in-person meeting every four months to allow more in-depth discussions and idea workshopping.

All are passionate about making Dyfed-Powys Police inclusive and representative of the community we serve.

Our networks are:

- Ability Staff Support network
- Christian Police Association
- Ethnic Minority Support Network
- Gender Equality Network
- LGBT+ Staff Support Network
- Veteran Staff Support Network

Positive Action Strategy

We launched our Positive Action Strategy, which is published on our website. The Strategy focuses on Recruitment, Progression and Retention. The first Progress Report was published in 2025 and this will be done annually.

Vetting Disproportionality Reviews

The Vetting Disproportionality Review Panel meet to discuss vetting applicants that have been rejected vetting clearance, who have recorded a protected characteristic. The purpose of the panel is to review whether there has been any disproportionality in the decision-making. The panel consists of a Chief Superintendent, the Equality, Diversity and Welsh Language Manager, a representative from the Office for the Police and Crime Commissioner, as well as Chairs' from Staff support networks where appropriate. A total of 13 applicants were discussed at the Vetting Disproportionality Review Panel since April 2025.

Welsh Language

The below table outlines the number of learners that attended Welsh Language Training during Autumn 2025 through early Spring 2026 (until 31st March).

Welsh Language Development

Data for Welsh Language Courses Autumn 2025 – Summer 2026 (as of March 2026)

Course Title	Total Courses Delivered Sept – June 25-26	September – December 2025	Attendees Breakdown -2025		January – Mar-26	Attendees Breakdown -2026		Total Trained
			Officers	Staff		Officers	Staff	
Introduction to the Welsh Language	7	4	7	33	3	6	16	62
Welsh for New Speakers	8	3	4	11	5	9	13	37
Initial Training	5	3 Jan-25 Feb-25 PCSO 01/25	36	24 (10 civilian investigators+ 14 PSCOs)	2 (03/25) (PCSO 02/25)	24	0	84
Standards Input	n/a	No data tracked			5 FCC x2 Transferees CIH	Not tracked		
Developing Conversational Welsh	3	1 (Cancelled)	0	0	3	3	11	14
Magu Hyder	Not offered during this period							
Formal Welsh Language Workshop	1	Not offered during this period			1	3	0	3
Total	23		47	68		42	27	Without Initial Training: 116 With Initial Training: 200

Objective 1 Key Highlights – OPCC

Below, are highlights of some of the key initiatives that are within the OPCC that contribute towards this objective.

OPCC Training

All OPCC Staff have access to the college of policing online training. This includes topics such as the equality act, upstander, sexual harassment, Stop & Search unconscious bias, understanding autism and the code of ethics. These training modules & courses are mandatory to all Staff.

Reaching out for Recruitment

Police Headquarters Youth Open Day

On 7th and 8th of April the Commissioner hosted his first Youth Open Day in Police Headquarters Carmarthen, where he invited 6th form students from all school and colleges in the Dyfed-Powys area to Headquarters to learn more about different departments and the work that goes on in the Police Force. The departments that took part in this event were the Force Communication Centre, Economic Crime Team, Rural Crime, Specialist Operations with a drone demonstration, Dog section as well as other departments in the force holding stalls for a career fair. The event was very successful, with positive feedback from all visitors, OPCC Staff and Dyfed-Powys Police Staff that were involved on both days.

Community Surgery

As part of our Community Engagement Days in Powys in September, OPCC hosted a Community Surgery Event in Llandrindod Wells. where the public learnt more about the role and responsibilities of the Police and Crime Commissioner (PCC) and the work of the Office, including our Volunteer schemes, Victim Engagement Forum, Youth Ambassador scheme, Community funding, commissioned services, and the complaints processes.

Fair and transparent Chief Constable Recruitment

During the months of August and September the PCC with support from the OPCC undertook the formal process to recruit a new Chief Constable for Dyfed-Powys Police.

The recruitment process began on 25 July, when the advert was published online and shared both internally with Staff and externally across policing and partner networks. A press release was issued and uploaded to the website, and the opportunity was promoted through social media channels, partner contacts and professional networks.

The process attracted five applicants reflecting strong national interest in the role. Shortlisting took place on 8 September, followed by formal interviews on 22 and 23 September.

The OPCC communications team led on all internal and external communications activity throughout the process, ensuring transparency and public awareness at each stage.

Following interviews, PCC Dafydd Llywelyn announced Ifan Charles as his preferred candidate on 23 September. The proposed appointment was subsequently considered by the Dyfed-Powys Police and Crime Panel during a confirmation hearing on 7 October. Ifan Charles was formally appointed as Chief Constable of Dyfed-Powys Police following that endorsement.

Objective 2

Addressing and eliminating racial disparities within Dyfed-Powys Police and OPCC by implementing policies and practices that promote racial equality.

How are we doing it?

- Conduct regular independent reviews of recruitment and promotion processes to ensure that they are fair and do not disproportionately disadvantage individuals from ethnic minority backgrounds;
- Utilise our Independent Advisory Group (IAG) to conduct independent assessment of racial equality plans and provide recommendations for improvement;
- Mandatory race awareness sessions have since been rolled out force wide;
- Facilitate regular engagement events with the community to understand how they are feeling and to provide information.

How are we monitoring?

Focus	Update
Review Stop & Search and Use of Force records at our quarterly Independent Advisory Group meetings, dip-sampling by OPCC Quality Assurance Panel and Custody Scrutiny Panel	The Custody Independent Scrutiny Panel at each meeting since June 2025, on a bi-monthly basis, evaluates Use of Force in custody. It has been established through the reports and further enquiries, that Use of Force is not applied as frequently as what may be assumed. In the latest report with Ethnic Minority detainees (Feb 2026) it was confirmed that no Use of Force was applied to any of the 19 records viewed, during their detainment. This may deduce that there is a risk of under-reporting, or that de-escalation and communication in custody is quite strong amongst custody Staff. From conducting the Annual report, 71% of records specified no Use of Force in custody. In the Use of Force applied, there were no injuries to any detainee recorded. In May 2025 the Quality Assurance Panel considered Use of Force during its meeting with a particular focus on incidents involving Children, Females and individuals from a Black or Ethnic Minority. During consideration of 7 incidents there were no concerns witnessed relating to equality or diversity.
Monitor recruitment and promotion processes	We have continued to promote specialist roles to increase representation across underrepresented departments/ranks, and Positive Action support with applicants. We

	have done this by hosting a Firearms awareness session in September 2025 at Police HQ. Contact was also made with applicants who had applied for the role previously and were eligible for Positive Action to make them aware of the event. A survey was also sent out for 'Female Officers in Firearms: Experience & Perception Survey', inviting female Officers to take part in an anonymous survey. The purpose was to better understand perceptions of the Firearms Unit, the level of interest in applying, and what might encourage or discourage applications. We have continued to provide Positive Action inputs to the leadership training programmes to ensure that supervisors are supporting their teams effectively. Attended the All-Wales Positive Action meetings to look at ways of potentially collaborating and sharing best practice. While external roles include a process for requesting positive action support, internal recruitment/progression processes did not always offer this information, as found in a desktop review. The recruitment team now ensure that this offer is available on all internal role adverts (as well as external roles). Positive action information has been included in the recruitment leaflets which will be distributed to Neighbourhood policing teams to distribute within their communities. Professional Action Learning Sets (PALS) programme - collaborating with South Wales Police, Gwent and North Wales Police, to fund and deliver the PALS programme to Ethnic Minority Staff and Officers. 1 applicant is due to commence the programme in April 2026; a mentor has been allocated from our force for the applicant to ensure they have the support throughout the programme. Held familiarisation sessions for Police Officer applicants prior to the Online

	Assessment Centre to provide support/guidance. 12th & 13th February 2026, the invite was sent to 14 applicants who had requested Positive Action, 5 attended the sessions. Held familiarisation sessions for Police Officer applicants prior to Interviews in April 2025 and February 2026. Planning is underway to host Inspector workshops for Sergeants who are eligible to sit an Inspector exam or board. This is the first workshop that is being held in Force to provide support for our employees who are thinking of progressing. The workshops will include and input from Learning & Development, Recruitment, and a newly promoted Inspector to share their experience of the process.

Objective 2 Key Highlights – Dyfed-Powys Police

Below, we highlight some of the key initiatives that we have within Dyfed-Powys Police that contribute towards this objective.

Race-related Culture Awareness Training

Dyfed-Powys Police started delivery of mandated Race-related Cultural Awareness training to all Officers and Staff in January 2025. The training is delivered by an external organisation (No Boundaries LTD). The course has been delivered to 65% of the total workforce (as of April 2026), including approximately 730 Officers and over 800 Police Staff.

The training includes sections on institutional and societal racism, white privilege, The Black Lives Matter Movement and impact on society/justice system, working alongside ethnic minority people, racial trauma and racial stereotypes, and Stop & Search. The training is delivered by individuals with lived experience and aligns with the benchmarks as set out in the Anti Racist Frameworks document for the Criminal Justice in Wales (CJiW) Plan and aligns with key objectives set out in Police Race Action Plan's (PRAP) Maturity Matrix.

Following each session attendees are encouraged to fill out a post-course survey. Feedback includes;

- Approximately 94% of attendees rated their overall experience of the training as "Good" or "Excellent"
- Approximately 94% of attendees rated their understanding of racism and its impact as "Good" or Excellent following the session.
- 90% of attendees would recommend this training to others.

Participants have also highlighted that they valued hearing the lived experiences and personal stories of the trainers, as well as the interactive nature of the session. Group work and open discussions encouraged participants to think critically about racism, its impacts and solutions for combatting institutional and societal racism/discrimination.

Additionally, in September 2025, Dyfed-Powys Police introduced a 6-month post-course survey for Staff who have previously attended the training. This follow-up survey is designed to assess the long-term impact of the sessions and to explore how participants continue to apply their learning into daily interactions and decision-making. Additionally, Dyfed-Powys Police launched a comprehensive resource package to complement the training sessions. This interactive resource package includes Police policy, national plans and a curated selection of books, podcasts, videos and films/documentaries for individuals to further explore key themes.

Police Race Action Plan (PRAP)

Dyfed-Powys Police has committed to the PRAP. The Police Race Action Plan is the biggest coordinated effort ever across every Police force in England and Wales to improve trust and confidence in policing among Black communities. Policing is determined to become an anti-racist organisation that actively roots out bias and discrimination from its ranks.

Criminal Justice Board for Wales' Anti-Racism Plan

Dyfed-Powys Police and the OPCC have committed to the Criminal Justice Board for Wales' Anti-Racism Action Plan. Dyfed-Powys Police produce quarterly updates for the Criminal justice Anti-racism (All Wales) team, to support the monitoring and tracking of progress nationally. Dyfed-Powys Police shared the CJiW Anti-Racism Campaign videos via our external platforms throughout November 2025 and recorded the reach of these videos.

PRAP/CJiW Working Group

In October 2022, our internal PRAP/CJiW Action Group was established. By 2026, the Deputy Chief Constable is the Chief Officer Lead with a T-Chief Superintendent the Force Lead and Chair of our internal action group. The group includes key individuals across the Force, workstream leads per PRAP/CJiW workstream and a member of our Independent Advisory Group. A Force Co-ordinator joined the team in June 2025, to co-ordinate all race-related efforts across the Force.

Black History Month and National Black Police Association Conference

During Black History Month, we heard from our Ethnic Minority Network Chair who wrote a blog on their time at the National Black Police Association Conference which was held by the City of London Police. The theme of this year's conference was Police Accountability, Building Trust and Ensuring Fairness and Justice for all.

In 2025, Our internal Ethnic Minority Staff Support Network won at our Force Awards; "Working towards Diversity in the Workplace". An opportunity to highlight the ongoing work the network achieves in promoting diversity across the organisation.

Our Black Workforce Survey Wave 3

Dyfed-Powys Police recognise the importance of the National 'Our Black Workforce Survey' in exploring the lived experiences within policing of Black and Black-heritage Police Officers and Staff. Dyfed-Powys Police have successfully completed all survey iterations and, in Wave 3, achieved a response rate of 67%; our highest to date. It's important to note that the average response rate was 35%. The Survey's findings were discussed at Dyfed-Powys Police's internal PRAP/CJiW Action Group and explored with the Chair and Vice Chair of our Ethnic Minority Staff Support Network (EMSN). Feeback from the Network was reassuring that such behaviours are not key concerns reported by its members. Without the ability, however, to breakdown National findings by force area, we cannot be certain that such concerns do not exist in Dyfed-Powys Police. Nonetheless, we continue to address issues highlighted within the survey such as increasing the awareness of our Ethnic Minority Staff Support Network (EMSN) and relevant Positive Action initiatives.

Internal Communications – Informer

The 2025 Christmas Edition of our internal magazine, known as the Informer Magazine, included a one-page summary of force-wide race-related work. The summary referenced national plan (Criminal Justice Anti-Racism Plan for Wales & Police Race Action Plan), highlighted our internal Race-related Cultural Awareness Training and included some positive feedback and statistics from sessions. Additionally, the summary offers information and details to contact our internal Ethnic Minority Staff Support Network.

Hate Crime Out of Court Resolution Pilot

Dyfed-Powys Police, along with another 17 Police Forces in England and Wales, have been awarded the opportunity to be involved in the national hate crime out of court resolution pilot which is being overseen by the Ministry of Justice, Crown Prosecution service and National Police Chiefs Council. The forces will include the three other Welsh forces along with fourteen forces from England.

In December 2025 a meeting was held with all relevant parties from Gwent, North Wales, and South Wales Police to evaluate the possibility of an all-Wales collaboration to deliver the process, this included possible funding, diversion providers and strategic/legal requirements.

Objective 2 Key Highlights – OPCC

Below, we highlight some of the key initiatives that we have within the Office of the Police and Crime Commissioner that contribute towards this objective.

Checking for Disproportionality in Youth Justice Data

In June, the OPCC undertook an activity to review youth justice data from April 2023-March 2024 through the Youth Justice Board's (YJB) Disproportionality Tool. No over-representation was found within the data held by YJB on the child offending population for the Dyfed-Powys area. The OPCC cross-referenced this through attendance at local youth justice management boards and continued to advocate and monitor for racial equality.

Holding Dyfed-Powys Police to account

The Policing Board is the forum in which the PCC holds the Chief Constable to account for the delivery of policing services across the Dyfed-Powys area. The Policing Board meets on a monthly basis and provides opportunity for timely scrutiny and oversight of Force business. During the reporting period, the PCC asked the Chief Constable the following questions:

- Could the Chief Constable outline what measurable progress Dyfed-Powys Police has made to date against the objectives and commitments set out in the Police Race Action Plan and the Criminal Justice in Wales' Anti-racism Action Plan.

- What steps are being taken to improve diversity within the workforce, particularly around recruitment, retention, and progression of Officers and Staff from underrepresented communities? Are you satisfied that the current diversity of the workforce is representative of our population in Dyfed-Powys?

- Have the Force encountered any specific challenges or barriers in advancing work around the Police Race Action Plan and the Criminal Justice in Wales' Anti-racism Action Plan, and how are you addressing them to ensure that progress is being made?

- Following recent judgement made by the High Court relating to Police Officers attending Pride events. How is the Chief Constable supporting internal and external LGBT+ communities?

The comprehensive responses from the Force, along with our discussions in the meeting can be seen on the OPCC website: https://www.dyfedpowys-pcc.org.uk/en/accountability-and-scrutiny/governance/policing-board/

Victim Services

As outlined in the Commissioning Strategy on the PCC's website, there are numerous processes in place that serve to monitor the value and outcomes delivered by services funded by the Police and Crime Commissioner. To complement this, a desktop audit is completed annually for each service provider. This includes a number of review factors such as timeliness and content of performance and finance reports, Welsh Language provision, complaints procedures, vetting requirements etc. This audit also includes an annual equalities assessment undertaken by each

provider, which provides demographic profile data, outreach work delivered and any actions required to address any identified inequalities in access or provision of service.

Further scrutiny of equality processes and data is covered in more detailed audits undertaken for services where contracts are due to end; this helps to inform recommissioning plans.

Monitoring Performance Objectives

The Police and Crime Commissioner holds the Chief Constable to account for Dyfed-Powys Police's performance against the objectives of the Police and Crime Plan primarily through the quarterly Strategic Performance Board. A comprehensive Performance Framework underpins the Police and Crime Plan, which includes metrics on disproportionality and progress against the Police Race Action Plan (PRAP) and Criminal Justice Board for Wales Plan.

Objective 3

Strengthen our relationships with our communities through proactive community policing and engagement activities.

How are we doing it?

- Develop and monitor meaningful Community Engagement Strategies;
- Establish transparent feedback mechanisms;
- Utilise our Engagement Officers proactively and effectively.

How are we monitoring?

Focus	Update
Record all feedback from community events and ensure updates are fed back to community groups engaged with	A new community engagement service has been launched to support this activity. Dyfed-Powys Connects (Op Connect) is an interactive email messaging system operated by Dyfed-Powys Police. 'Op Connect' requires PC's and PCSOs to "knock on every door", this is to encourage signups and promote community engagement. Op Connect, started in March 2026, and in the first month over 5000 addresses were visited.
Monitor changes in the diversity of our volunteer schemes	During the reporting period, the OPCC and Dyfed-Powys Police undertook a range of targeted engagement activities to strengthen relationships with diverse and ethnic minority communities, with a focus on trust, inclusion and meaningful dialogue. Engagement with the Llanelli Multicultural Network (LMCN) included a multi-agency meeting in August 2025 to openly discuss community concerns, particularly low levels of trust in policing and increased tensions following incidents in Llanelli. The Network expressed a strong willingness to work collaboratively with policing partners. Agreement was reached on the importance of listening to community identified needs and developing well-resourced, outcome focused approaches, rather than one-off events, to support long-term relationship building. Further engagement was undertaken through visits with Centre for African Entrepreneurship (CAE) and discussions with organisations supporting asylum seekers and

	ethnic minority communities, including Ethnic Minority and Youth Support Team Wales (EYST Wales). These visits supported learning about community experiences in Llanelli, explored opportunities to improve representation within volunteer schemes, and strengthened links with trusted community organisations. The OPCC also supported Hate Crime Awareness Week 2025, hosting an online webinar focused on Disability Hate Crime. The session brought together the PCC, Dyfed-Powys Police and Victim Support to raise awareness, address barriers to reporting, and highlight support available to victims, reinforcing the Commissioner's commitment to inclusive and accessible engagement.

Objective 3 Key Highlights – Dyfed-Powys Police

Below, we highlight some of the key initiatives that we have within Dyfed-Powys Police that contribute towards this objective.

Op Connect

Below is a summary of the interactions that patrolling Officers had with seldom heard groups for Year 2 – Operation Ivydene (April 25-Mar 26)

Basic Command Unit (BCU)	Young People	Vulnerable	Ethnic Minority	Other
Carmarthenshire	417	104	73	49
Ceredigion	72	53	26	27
Pembrokeshire	285	120	36	69
Powys	89	84	44	34
Total (Force)	863	361	179	179

Data dashboards

Police powers data dashboards continue to be effective (including quality assurance dashboards), with regular updates being provided to the anti-racism working group in relation to data. Filters are available across many of the dashboard products to look at ethnicity and other protected characteristics. A Stop & Search analysis for financial quarter 3 of 2024/25 was published. The intention is to publish this analysis quarterly, along with an annual report. This will begin to show transparency with community members and will allow members of public to track trends in any data.

We also now have the publication of the Use of Force (UoF) dashboard and accompanying quarterly reports which will be published (Due to the UoF dashboard being published mid quarter we waited until the end of March and are in the process of completing an annual overview of UoF which will be published, a quarterly report will then be scheduled).

Local Mosque

The Positive Action Officer & the Talent Attraction Officer have met with a local mosque to highlight the various recruitment opportunities Dyfed-Powys Police can offer, we are in the process of arranging an event to present the different roles we have in the Police to our communities, we aim to host regular events with the communities as part of the Positive Action Strategy.

Operation Makesafe

Operation Makesafe is a national initiative focused on making sure that the general public and people working in the business sectors are aware of the early warning signs of child exploitation and then know how to report concerns to the Police

Specific point of contacts (SPOC'S) have been appointed in each of the four divisions and campaign leaflets delivered to hotels, B&B's, caravan parks, leisure facilities and licensed premises. The campaigns page on the force's website is updated regularly with weekly meetings with SPOC'S in place.
All Wales protective orders conference led by Dyfed-Powys Police was held in Llanelli in November 2025 with very positive feedback and engagement with other areas.

In September 2025 Operation Lester was launched to highlight national Spiking awareness week. Dyfed-Powys Police has created a trigger plan that includes a new process map that triggers an early detective review and response, points of contact on each basic command unit to ensure the use and supply of forensic consumables (such as early evidence kits) and enhanced response.

Dyfed-Powys Police led the regional support to the **'own the night campaign',** supporting women out in the evenings for running or keeping fit. Two out of three women stop going out at night following their normal routine in the winter months because they do not feel safe. Support is provided by engaging with the running clubs and providing online advice and resources on safety. Also, it is to highlight to men and allies to call out any inappropriate behaviour that they see which is deemed to be harassing or causing women to change their behaviour because of this.

Stop it Now Campaign

Throughout November and December 2025, Dyfed-Powys Police led a campaign with UK-wide child protection charity the Lucy Faithfull Foundation (LFF) to deter online child sexual abuse. In 2024, 11,353 people in Wales sought help from the LFF's Stop It Now campaign's helpline or the online self-help services, concerned about their own or someone else's online sexual behaviour towards children. These included 476 in Dyfed-Powys Police force area. Viewing sexual images of under-18s and sexual conversations with under-16s are illegal, causing huge harm to children, and there are serious consequences, including potential arrest, imprisonment and job loss. But there is confidential help available to stop via the anonymous Stop It Now helpline. We coordinated a radio interview and significant media coverage to ensure awareness.

Objective 3 Key Highlights – OPCC

Below are highlights of some of the key initiatives that are within the Office of the Police and Crime Commissioner that contribute towards this objective.

External Communications

During 2025-26 we have continued to support the work of the Criminal Justice Board for Wales' on its Anti-racism Action Plan. Representatives from the OPCC and Dyfed-Powys Police sit on the Criminal Justice Board for Wales (CJBfW) Communications Working Group, and in 2025-26, the working group continues to work with a media company to develop resources for Criminal Justice partners to use on social media channels and other communications, to promote the Criminal Justice Anti-racism Action Plan. These are bilingual resources, and include graphics that highlight our vision and commitments, all of which were scheduled into our communications activity during 2025-26.

Community Confidence in Local Policing

Public Perception Consultation

During 2025, the Public Perception Consultation survey was launched with the aim to gather public opinion on policing in the Dyfed-Powys area. The survey was first launched during the Royal Welsh Show and has continued to run throughout the year. After the summer events, monthly promotion has continued across all social media channels. Flyers with a QR code linking to the survey are also used at events, such as volunteering fairs.

Analysing Diversity of 2025-26 Consultation Responses

As part of our public consultations, we collect diversity data from all our respondents with the aim of gaining an understanding of which groups are engaged with us, and to identify any groups who we are not engaged with. While engagement continues across a wide range of communities across the Dyfed-Powys Force area, diversity data indicates lower levels of feedback from some underrepresented groups, including ethnic minority and LGBTQ+ communities.

Objective 4

Promote a culture that is inclusive and supportive including those with protected characteristics and which stands up to racist, misogynistic or homophobic behaviour.

How are we doing it?

- Mandatory diversity and inclusion training;
- Review and publish policies that relate to culture;
- Mandatory challenging conversation training for all supervisors;
- Promote internal reporting mechanisms;
- Facilitate listening circles with the workforce, Staff Support Networks, Champions

How are we monitoring?

Focus	Update
Monitor attendance at mandatory training/awareness sessions and include within Development and Assessment Profiles	All Officers and Staff within Dyfed-Powys Police have an objective to 'restore public confidence arising from national issues and the Police Race Action Plan'. The attendance at mandatory training/ awareness sessions relating to diversity and inclusion are monitored and communication is sent out to individuals who have not received specific training.
Record all feedback received from listening circle events and ensure it's shared with senior leaders	"Engagement and Expectation" events have continued internally – an opportunity to remind Officers and Staff of how to be inclusive and supportive including those with protected characteristics. The events also include expectations on standing up to racist, misogynistic or homophobic behaviour
Publish an internal Staff survey, and OPCC will hold Dyfed-Powys Police to account on their response to survey findings	The Investors in People survey results was presented to the PCC in January 2026. The results have been put into an action plan, and a summary was communicated to Staff through the Chief Officer Roadshows. Regular updates are provided at Policing Board. Additionally, the Ethics Committee has been re-established and changed to Culture &Ethics Panel to provide independent advice and support to the Chief Constable and Police and Crime Commissioner of any ethical or cultural issues arising from the

	strategic and operational matters of Dyfed-Powys Police.
OPCC will monitor feedback from complaints review process to identify concerns regarding culture	The OPCC continue to capture ethnicity data through the complaint reviews, although it is not compulsory for complainants to provide the information. The format of the quarterly reports have been amended no longer using the Independent Office for Police Conduct (IOPC) data although an additional collum will be added to report on the number of reviews received from ethnic minorities. This will then be reported to the Professional Standards Department Assurance Board (PSDAB) and published. The review tracker within the OPCC captures themes of complaints and any concerns are added to the Assurance tracker for further monitoring.

Objective 4 Key Highlights – Dyfed-Powys Police

Below, we highlight some of the key initiatives that we have within Dyfed-Powys Police that contribute towards this objective.

Development and Assessment Profile (DAP)

All Officers and Staff had a professional development objective during the last DAP year (2024/25) related to the race action plans and workplace culture. Officers are subject to a Pay Progression Standard (PPS), which is linked to the DAP.

Leadership Programme

On leadership courses, we discuss creating a psychologically safe workplace that is inclusive and the importance of it. We talk about intersectionality and touch on neurodiversity, highlighting considerations and difficulties/challenges individuals who are neurodiverse may face.

We discuss how to tackle and challenge unprofessional behaviour, such as discrimination, misogyny, harassment and bullying and reporting procedures. They also get an input from our Equality, Diversity and Inclusion Manager and Positive Action Officer.

On all of our leadership courses, we show individuals where to access VIVUP and the wellbeing booklet, which contains access to instant online counselling as well as supportive podcasts and self-help booklets.

We also deliver the Inspire programme from the College of Policing to under-represented groups which focuses on confidence building and reflecting on their current skills and abilities and recognising how they can be applied in future career opportunities.

Families Day

The internal force parenting group have re-launched to be more inclusive and are now known as the ‘families group’ who sit within the Gender Equality Staff Support Network. As part of this re-launch, a families event took place at our Police Headquarters, where parents who were on maternity/parental leave along with anyone with caring responsibilities outside of the workplace, in line with our new partnership with ‘Employers for Carers’.

Prostate Specific Antigen (PSA) Testing

Funding has been obtained from Dyfed-Powys Police, The Office of Police and Crime Commissioner, UNISON, The Police Federation, and the Superintendents Association to source Prostate Cancer Home Testing Kits. This initiative continues to be rolled out Force wide – Staff and Officers over the age of 45 with a prostate can access testing for free, eliminating the barriers to accessing tests via the GP/NHS at 50 years of age.

Culture and Ethics Panel

The Culture and Ethics Panel has been introduced to provide a platform for Staff and Officers to put forward concerns/issues they feel are “Just not fair” or “Something isn’t right”, to be discussed by a broad panel of members from across all departments of the force and independent members from outside of policing. The outcomes of these panels and discussions will be fed back to departments and Chief Officers with any recommendations or decisions. The purpose of the new Culture and Ethics group is to compliment the Chief Constables Culture pledge and provide our colleagues with a safe space to talk about any concerns they have. The force now has Culture and Ethics leads across several departments to promote Culture and Ethical discussions and encourage Staff to feel confident to refer matters to the panel, we want Culture and Ethics to become an everyday talking point in the workplace, supporting the Culture pledge to naturally embed within every department, station and code.

Neurodiversity Celebration Week 16 – 23 March 2026

Neurodiversity Celebration Week is a worldwide initiative that challenges stereotypes and misconceptions about neurological differences. Dyfed-Powys Police want to provide access to a range of support and equipment for Staff and Officers. To celebrate the week, we shared a wide range of resources and support with the organisation such as Reasonable Adjustments, Dyslexia Screening, Wellbeing Hub, Ability Staff Support Network and many more.

Objective 4 Key Highlights – OPCC

Below, we highlight some of the key initiatives that we have within the Office of the Police and Crime Commissioner that contribute towards this objective.

Reviewing our trauma-informed processes

We have been carrying out work within our office to understand what our vision and commitment means to us when we're talking about being trauma-informed. We initially held an Away Day with the whole office to ensure that everyone had a baseline understanding of what we wanted to achieve by making the commitment to become a trauma-informed organisation. We then set up a working group to consider how we can implement a trauma-informed approach in our everyday activities with one another, partners and members of the public. As a result, a dedicated lead was identified to ensure that this area of work remained a focus for delivery in line with the Police and Crime Plan. A number of changes in the office have been implemented to meet the initial actions that were set out by the working group, including an Organisational Statement. We have been updating this recently to take into account the public narrative and how we want to tell our story to the public and partners that we work with. It was a really useful exercise to go back to the statement a year after it was written to see whether our own understandings of what being trauma-informed should look like for the office had changed and how we wanted to tell the story of what we are doing to partners and the public.

As well as ensuring that our public-facing services are as trauma-informed as possible, we have also focused on how we can be trauma-informed with one another as colleagues. As a result, we have set up a Reflective Practice buddy scheme internally to ensure that Staff have dedicated time for reflection and to build relationships across the office. This helps to build and maintain emotional resilience and ensures that colleagues have the platform to reach out for support or advice from others.

Promoting an inclusive culture

As part of our commitment to ensuring a diverse and inclusive workplace at the OPCC, all Staff were assigned an objective within their DAP to actively promote a culture that is inclusive and supportive of each other. This organisational wide objective encouraged Staff to reflect on their practices, engage in inclusive behaviours, and contribute to creating a welcoming environment for everyone.

Two Staff members have been awarded Gold Allyship status by the Wales LGBTQ+ Police Network. This is the highest level of recognition given to individuals who actively and visibly support LGBTQ+ inclusion in policing. The Gold award is reserved for those who consistently go above and beyond to challenge discrimination, champion inclusion, and lead by example across their organisation.



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