Dyddiad /Date: 30/07/2021

**Adroddiad ynghylch Gwrandawiad Cadarnhau Panel Heddlu a Throseddu Dyfed-Powys ar gyfer rôl Prif Gwnstabl Heddlu Dyfed-Powys.**

1. **Crynodeb Gweithredol**
   1. Mae'r ddogfen hon yn cynnwys adroddiad ac argymhellion Panel Heddlu a Throseddu Dyfed-Powys (y cyfeirir ato o hyn ymlaen fel 'y Panel') mewn perthynas â'r bwriad i benodi Mr. Richard Lewis i rôl Prif Gwnstabl Heddlu Dyfed-Powys, ac fe'i cyflwynir i'r Comisiynydd yn unol â gofynion Paragraff 4, Atodlen 8 o Ddeddf Diwygio'r Heddlu a Chyfrifoldeb Cymdeithasol 2011.
   2. Mae'r adroddiad yn argymell y dylid penodi Mr. Richard Lewis yn Brif Gwnstabl Heddlu Dyfed-Powys.
   3. Hoffai'r Panel ddiolch Mr Lewis am ddod i'r gwrandawiad cadarnhau ar 30 Gorffennaf 2021.
2. **Pwerau Panel Heddlu a Throseddu Dyfed-Powys**
   1. Mae gan y Panel y swyddogaethau a roddwyd gan Atodlen 8 i Ran 1 o Ddeddf Diwygio'r Heddlu a Chyfrifoldeb Cymdeithasol 2011 (Penodi Prif Gwnstabliaid). Mae hyn yn ei alluogi i wneud y canlynol:

* Ar ôl cael ei hysbysu am y penodiad arfaethedig, adolygu hynny o fewn tair wythnos drwy gynnal Gwrandawiad Cadarnhau. Mae 'gwrandawiad cadarnhau' yn gyfarfod o'r Panel, a gynhelir yn gyhoeddus, lle gofynnir i'r ymgeisydd fod yn bresennol er mwyn ateb cwestiynau sy'n ymwneud â'r penodiad;
* Rhoi adroddiad i'r Comisiynydd ynghylch yr uwch-benodiad arfaethedig;
* Rhoi argymhelliad i Gomisiynydd yr Heddlu a Throseddu ynghylch a ddylid penodi'r ymgeisydd ai peidio;
* Cyhoeddi'r adroddiad i'r comisiynydd a wnaed yn unol â'r paragraff hwn.
  1. Mae gan y Panel bŵer i roi feto ar y penodiad arfaethedig. Byddai feto'n golygu bod y Panel, drwy'r mwyafrif gofynnol, wedi penderfynu na ddylid penodi'r ymgeisydd yn Brif Gwnstabl. Os yw'r Panel yn penderfynu gwneud hynny, bydd yn gwneud fel a ganlyn:
* Cynnwys datganiad yn yr adroddiad yn cadarnhau bod y Panel wedi rhoi feto ar y penodiad;
* Rhoi rheswm dros roi feto ar y penodiad (yn unol â phrotocol y Gwrandawiad Cadarnhau);
* Rhoi tystiolaeth o weithrediadau'r Gwrandawiad Cadarnhau i ategu'r rheswm dros roi feto ar y penodiad (yn unol â phrotocol y Gwrandawiad Cadarnhau).
  1. Os yw'r Panel yn rhoi feto ar y penodiad, bydd y camau canlynol yn cael eu cymryd:
* Gall Comisiynydd yr Heddlu a Throseddu dderbyn neu wrthod argymhelliad y Panel ynghylch a ddylid penodi'r ymgeisydd ai peidio.
* Mae'n rhaid i Gomisiynydd yr Heddlu a Throseddu roi gwybod i'r Panel pa un a yw'n derbyn neu'n gwrthod yr argymhelliad.
  1. Os yw'r Panel yn rhoi feto ar y penodiad, bydd y camau canlynol yn cael eu cymryd:
* Mae'n rhaid i Gomisiynydd yr Heddlu a Throseddu beidio â phenodi'r ymgeisydd yn Brif Gwnstabl.

1. **Y Gwrandawiad Cadarnhau ar gyfer rôl Prif Gwnstabl Heddlu Dyfed-Powys**
   1. Cafodd y Panel wybod yn ysgrifenedig gan Gomisiynydd yr Heddlu a Throseddu Dyfed-Powys (y cyfeirir ato o hyn ymlaen fel 'y Comisiynydd') ar 23 Gorffennaf 2021 ynghylch y penodiad arfaethedig ar gyfer rôl Prif Gwnstabl Heddlu Dyfed-Powys.
   2. Cynhaliwyd y Gwrandawiad Cadarnhau am 2pm ar 30 Gorffennaf 2021, yn Neuadd y Sir, Caerfyrddin. Cynhaliwyd y Gwrandawiad yn gyhoeddus.
   3. Gofynnodd y Panel gwestiynau i'r ymgeisydd ynghylch ei fedrusrwydd proffesiynol a'i annibyniaeth bersonol, yr oedd yr atebion iddynt wedi galluogi'r Aelodau i gloriannu a oedd yr ymgeisydd yn addas i'r rôl.
   4. Rhoddodd y Panel sylw i allu'r ymgeisydd i ymgymryd â'r rôl drwy arfarnu'r dogfennau atodol a ddarparwyd gan y Comisiynydd a thrwy ofyn cwestiynau. Gofynnodd y Panel y cwestiynau canlynol:

**Gwasanaethu'r Cyhoedd**

1. A allwch ddangos sut rydych wedi cynnwys cymunedau a phartneriaid lleol mewn plismona yn ei ystyr ehangaf, ac, yn benodol, sut rydych wedi deall a diwallu anghenion y gymuned leol?

**Proffesiynoldeb**

1. Sut ydych wedi gallu codi safonau proffesiynoldeb yn y gweithlu? Beth yw eich blaenoriaethau o ran datblygu safonau proffesiynol?

**Arweinyddiaeth**

1. Rhowch enghraifft i mi o sut rydych wedi goresgyn gwrthwynebiad i newid o fewn y sefydliad? Sut byddech yn penderfynu beth yw strategaeth arweinyddiaeth effeithiol a sut ydych wedi ysbrydoli'r rheiny sydd dan eich awdurdod?
2. Yn strategol, bydd yn rhaid i wasanaeth yr heddlu gydbwyso gwahanol flaenoriaethau ar lefel genedlaethol, ranbarthol a lleol. Amlinellwch i'r panel eich ymwybyddiaeth o'r materion hyn a sut ydych wedi blaenoriaethu eich ymagwedd strategol ar gyfer pob un ohonynt.

**Y Casgliadau a'r Argymhelliad**

Ar sail y wybodaeth yr oedd y Comisiynydd wedi ei darparu ynghyd â'r trafodaethau a gynhaliwyd yn y Gwrandawiad Cadarnhau, cytunodd y Panel yn unfrydol ar yr argymhelliad canlynol mewn perthynas â phenodi'r ymgeisydd a ffefrir ar gyfer rôl Prif Gwnstabl Heddlu Dyfed-Powys:

**PENDERFYNWYD:**

**Penodi'r ymgeisydd arfaethedig, sef Mr. Richard Lewis, yn Brif Gwnstabl Heddlu Dyfed-Powys.**

Gorffennaf 2021.

**Report of the Dyfed Powys Police and Crime Panel Confirmation Hearing for the role of Chief Constable of Dyfed Powys Police Force.**

1. **Executive Summary**
   1. This document constitutes the report and recommendations of the Dyfed Powys Police and Crime Panel (hereafter referred to as ‘the Panel’) in respect of the proposed appointment of Mr. Richard Lewis to the role of Chief Constable of Dyfed Powys Police Force, and is submitted to the Commissioner in accordance with the requirements of Paragraph 4, Schedule 8 of the Police Reform and Social Responsibility Act 2011.
   2. The report recommends that Mr. Richard Lewis should be appointed to the role of Chief Constable of Dyfed Powys Police Force.
   3. The Panel would like to thank Mr Lewis for his attendance at the confirmation hearing on 30th July 2021.
2. **Powers of the Dyfed Powys Police and Crime Panel**
   1. The Panel have the functions conferred by Schedule 8 Part 1 of the Police Reform and Social Responsibility Act 2011 (Appointment of Chief Constables). This enables them to:

* Review the proposed appointment, by holding a Confirmation Hearing within three weeks of notification being given. A ‘confirmation hearing’ is a meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment;
* Make a report to the Commissioner on the proposed senior appointment;
* Include a recommendation to the Police and crime commissioner as to whether or not the candidate should be appointed;
* Publish the report to the commissioner made under this paragraph.
  1. The Panel have the power to veto the proposed appointment. A veto would mean that the Panel, by the required majority, have decided that the candidate should not be appointed as Chief Constable. If it takes this course of action, the Panel:
* Will include a statement within their report confirming that the Panel have vetoed the appointment;
* Will provide a reason for the veto of the appointment (as per the Confirmation Hearing protocol);
* Will provide evidence from the proceedings of the Confirmation Hearing in support of the reason for vetoing the appointment (as per the Confirmation Hearing protocol).
  1. Should the Panel not veto the appointment, the following steps shall be taken:
* The Police and Crime Commissioner may accept or reject the Panel’s recommendation as to whether or not the candidate should be appointed.
* The Police and Crime Commissioner must notify the Panel of the decision whether to accept or reject the recommendation.
  1. Should the Panel veto the appointment, the following steps shall be taken:
* The police and crime commissioner must not appoint that candidate as Chief Constable.

1. **Confirmation Hearing for the role of Chief Constable of Dyfed Powys Police Force**
   1. The Panel received written notification from the Dyfed Powys Police and Crime Commissioner (hereafter referred to as ‘the Commissioner’) of the proposed appointment to the role of Chief Constable of Dyfed Powys Police Force on 23rd July 2021.
   2. The Confirmation Hearing was held at 2pm on the 30th July 2021, in County Hall, Carmarthen. The Hearing was held in public.
   3. The Panel asked questions of the candidate which related to his professional competence and personal independence, the answers to which enabled the Members to evaluate their suitability for the role.
   4. The Panel explored the candidate’s ability to undertake the role through an appraisal of the supporting documents provided by the Commissioner, and through questioning. The Panel asked the following questions:

**Serving the Public**

1. Can you demonstrate how you have engaged local communities and partners in policing in its widest sense and specifically how you have understood and met local community needs?

**Professionalism**

1. How have you been able to raise standards of professionalism in the workforce? What are your priorities in terms of developing professional standards?

**Leadership**

1. Give me an example of how you have overcome resistance to change within an organisation? How would you determine what is an effective leadership strategy and how have you inspired those under your command?
2. Strategically the police service will have to balance potentially competing priorities at a national, regional and local level. Could you outline to the panel your awareness of these issues and how you have prioritised, your strategic approach to each.

**Conclusions and Recommendation**

On the basis of the information provided by the Commissioner and the discussions held in the Confirmation Hearing, the Panel unanimously agreed the following recommendation in relation to the appointment of the preferred candidate to the role of Chief Constable of Dyfed Powys Police Force:

**RESOLVED:**

**That the proposed candidate, Mr. Richard Lewis is recommended to be appointed to the position of Chief Constable of Dyfed Powys Police.**

July 2021.