



Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.

Comisiynydd Heddlu a Throseddu Dyfed-Powys,
Blwch Post 99, Llangynnwr, Caerfyrddin, SA31 2PF

Dyfed-Powys Police and Crime Commissioner,
PO Box 99, Llangunnor, Carmarthen, SA31 2PF

Ffôn: Tel: 01267 226440
Ffacs: Fax: 01267 226448
E-bost: Email: opcc@dyfed-powys.pnn.police.uk



COMISIYNYDD
HEDDLU A THROSEDDU
DYFED-POWYS
POLICE AND CRIME
COMMISSIONER

Rt Hon Theresa May MP
Home Secretary
2 Marsham Street
London
SW1P 4DF

18 February 2016

Dear Home Secretary,

As required within Section 55(5) of the Police Act 1996, I write in response to the inspection undertaken by Her Majesty's Inspectorate of Constabulary, "*PEEL: Police Legitimacy 2015*".

I welcome the findings of this report and am particularly pleased that the force's use of stop and search and Taser use was received positively. However, the report clearly outlines areas for improvement and reinforces the need for the force to do more to develop an open and questioning culture.

HMIC undertook its assessment of the force's culture in the spring of 2015, a time during which the organisation was going through a significant change programme. I am reassured that the force has made progress since the time of the inspection.

As the report noted, the force has established a Code of Ethics Committee. Although criticised by HMIC, I support the Chief Constable's decision to delegate leadership of the committee and to empower staff themselves to drive and embed the Code of Ethics across the organisation. I will monitor the effectiveness of these arrangements closely over the coming months.

I am pleased that HMIC recognised that their case file review showed no evidence of unfairness in dealing with public complaints and misconduct. However, I have discussed the wider concerns raised around the inconsistency of decision-making between officers and staff and am assured that this will be addressed.

HMIC also raised concern about complaint recording decisions in Dyfed-Powys. I am not aware of any actual issues relating to this. The Independent Police Complaints Committee is fully aware of our process which has resulted in much quicker handling of public concerns. I have contacted HMIC to request details of any specific cases where they have concerns and will ask the IPCC to review them if HMIC can provide concrete examples.

Again, I am pleased that HMIC recognises that the force understands and works effectively with local people and organisations. The public tell me they want local officers who know and are known in their area. Good policing depends on those links. However, I have made it clear to the Chief Constable that Dyfed-Powys needs to improve how it captures that local knowledge.

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In summary, this report highlights areas of good practice although does reinforce the need for our plans to go further and faster.

I will continue to work with the Chief Constable to ensure that the recommendations contained within the report are implemented and scrutinised through our monthly Policing Accountability Boards.

A copy of this response is published on my website.

Yours sincerely,

A handwritten signature in black ink that reads "Christopher Salmon". The signature is written in a cursive style with a horizontal line underneath the name.

Christopher Salmon
Police and Crime Commissioner

Cc: HMI Wendy Williams
HM Inspector of Constabulary, Wales and Western Region