



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,
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Dyfed-Powys Police and Crime Commissioner,
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**COMISIYNYDD
HEDDLU A THROSEDDU
DYFED-POWYS
POLICE AND CRIME
COMMISSIONER**

Rt Hon Amber Rudd MP
Home Secretary
2 Marsham Street
London
SW1P 4DF

03 April 2017

RE: HMIC PEEL Legitimacy and Leadership Inspection 2016

I welcome these first inspection reports on Legitimacy and Leadership in Dyfed-Powys Police since being elected as Police and Crime Commissioner. Inspection activity took place early on during my term of office and indeed, this report highlights a number of issues that I identified during my first few months in office.

I have already set out my intention in my Police and Crime Plan to strengthen leadership across the Force. The new Chief Constable has also made clear that he will improve standards across the organisation. Over the coming year we will work closely on the strategic development of the organisation to ensure that it is fit-for-purpose and in a strong position to achieve our shared vision.

I believe that there is further work to be done to invest in the workforce to develop their skills, experience and abilities. One of my Plan delivery principles sets out how we will improve succession planning and identify and develop talent to ensure that the right people are in the right posts at the right time.

Work has been ongoing for some time to embed the Code of Ethics across the organisation and to ensure that standards of conduct are adhered to. The Chief Constable and I will champion a positive culture across the organisation to ensure that staff and officers act with fairness, impartiality and lawfully and that they do not discriminate in any way.

During my term of office, I intend to engage with local communities and facilitate open communication with the public. I want the public to have trust and confidence in Dyfed-Powys police. I will work with the Chief Constable to develop communication activities that increase the opportunity for the police to engage with and seek feedback from people about their experiences, or perceptions, of their contact with the police.

The Chief Constable and I are developing a joint Delivery Plan that will set out how we will deliver against my priorities. Areas identified as requiring improvement will inform the development of this Plan and I will continue to work with the Chief Constable to ensure that those areas identified as requiring improvement are being addressed.

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POLICE AND CRIME
COMMISSIONER**

A copy of this response is published on my [website](#).

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Dafydd Llywelyn'.

Dafydd Llywelyn
Police and Crime Commissioner

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