

2020/2021

ANNUAL REPORT

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OFFICE OF THE POLICE & CRIME
COMMISSIONER NORTH WALES

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INTRODUCTION

Welcome to my 2020-2021 Annual Report, covering the period April 2020 to March 2021¹

This is my final annual report as Police and Crime Commissioner (PCC) following my decision not to seek re-election in the PCC election due to take place on 6th May 2021.

The UK entered lockdown on 23rd March 2020 as a result of the Coronavirus (Covid-19) pandemic. In my opinion, Covid-19 has presented the greatest challenge North Wales Police has ever faced. It is therefore to their great credit that 2020/21 was another successful year for North Wales Police who continue to deliver an excellent policing service to our communities during challenging times. As this annual report highlights, so much has been achieved during a time of great challenge.

At the outset of this annual report I want to express my sincere thanks and pay tribute to all officers, staff, Special Constables and volunteers of North Wales Police who have responded so positively to these extraordinary circumstances. I also wish to extend my thanks to the communities of North Wales for adhering to the regulations put in place and their support for the Force's response to the crisis.

In addition to the Covid-19 response, this annual report once again provides an update on overall progress against delivery of my Police and Crime Plan strategic priorities. My Plan was informed by a broad range of information that is reflected in five key priority areas:

- **Domestic Abuse**
- **Modern Slavery**
- **Sexual Offences**
- **Serious and Organised Crime**
- **Delivering Safer Neighbourhoods**

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While I give equal weight to all five strategic priorities, the overarching theme of **'reducing the criminal exploitation of vulnerable people'** is once again highlighted throughout this report.

Writing this annual report has given me the opportunity to reflect on my time as Police and Crime Commissioner for the last 5 years. As I prepare to leave office I am very proud of the achievements of the last 5 years, of which there are many. And I am grateful to so many people that have helped me during this time and ensured it was such a successful period for North Wales Police, the Office of the Police and Crime Commissioner and our partners. I wish them all continued success in future.

¹Events of note that have occurred between 1st April 2021 and the time of writing may also be included in this report.

WORKING IN EFFECTIVE PARTNERSHIP

Many of the challenges I face as PCC are ones that the police cannot tackle in isolation and require innovative and effective partnership working to truly make a difference.

I have a **small team of dedicated staff** that work alongside me and the Force to ensure that the Police and Crime Plan is delivered and that all my statutory duties are met. The team consists of two statutory officers, namely the Chief Executive Officer and Chief Finance Officer, and support staff specialising in research, policy, governance, finance, commissioning and communication. Many duties that are carried out are not routinely reported on, for example responding to HMIC reports, Freedom of Information Requests, arranging police appeal tribunals, facilitating conferences, recruiting and maintaining an Audit Committee as well as recruiting Independent Assessors and Custody Visitors. Full details of the staffing structure can be found on my [website](#).

For the full reporting period this year, North Wales Police and partner agencies have been responding to the COVID 19 pandemic. Assistant Chief Constable (ACC) Sacha Hatchett as Chair of the Local Resilience Forum in more normal times took the Chair of the Strategic Coordination Group to respond to COVID 19 from the very start. The Strategic Coordination Group is made up of senior executives from lead agencies including Health, Local Authorities, North Wales Fire and Rescue Service and the Welsh Ambulance Service Trust amongst others. North Wales Police has also played a key role nationally in Wales with Chief Superintendent Nigel Harrison Chairing the All

Wales Gold meeting for policing and engaging with partners and key stakeholders across the country to ensure a coordinated response.

At a tactical level, in excess of 30 agencies were involved in the coordinated response to the pandemic with the Tactical Coordination group also chaired by a Chief Inspector from North Wales Police. In a challenging year officers and staff responded admirably in difficult circumstances to support partner agencies in ensuring the public were able to both understand, and comply with the regulations which shifted constantly during the course of the year.

In addition to front line resources responding to incidents day to day, senior officers and staff from NWP were involved in all aspects of the response, with some key examples being; coordinating enforcement activity with partners, leading on media engagement, supporting the voluntary sector through the Community Resilience Group, coordinating PPE provision across agencies and supporting health as the lead responder to the emergency.

And we must not forget our volunteers, it is not just full time officers and staff who have played key roles, with our special constabulary dedicating thousands of hours this year, providing a visible and reassuring presence in our communities and enforcing restrictions where breaches have occurred.

The pandemic has been an experience unprecedented in our lifetimes. I am assured by the Chief Constable that North Wales Police will look to learn lessons from the experiences of the last 12 months to continue to improve the effectiveness, efficiency and legitimacy of North Wales Police as we emerge from COVID 19 restrictions. These lessons will feature significantly in their efforts to become a more agile and flexible organisation which continues to improve the services it offers to the public through provision of enhanced information technology capabilities allowing staff to work from a broader range of locations.

Domestic Violence and Sexual Abuse remain key priorities within my Plan. The work of the Independent Sexual Violence Advisors (ISVA) and Independent Domestic Violence Advisors (IDVA) remains key to ensuring the victims of these abhorrent crimes receive the support they deserve throughout the criminal justice system.

Prior to April 2020, the IDVA² service in North Wales was provided by a number of different specialist service providers and this led to inconsistencies of provision, including operating processes and times within which the service could be accessed. In 2019 the North Wales VAWDASV Strategic Board commissioned a more consistent and cohesive service whilst still maintaining local expertise. The new service commenced on 1st April 2020 and is offered across six local authority areas, provided by Gorwel in Gwynedd and Ynys Môn and Domestic Abuse Safety Unit (DASU) North Wales in Wrexham, Flintshire, Denbighshire and Conwy. The service operates on a 24/7 basis, with the IDVAs working on a regional rota basis to cover evenings and weekends. This rota has been developed with North Wales Police to ensure that all Domestic Abuse Officers are aware of which IDVA is operating when. This enables a smooth and consistent service for the victim, regardless of their geographical location. Twelve months

into the new contract I am delighted with the service now provided to victims and particularly grateful for the positive response of both agencies to the Covid-19 pandemic which minimised the impact on victims and survivors across North Wales.

Prior to 2020 that service, and our approach to tackling Domestic Violence and Sexual Abuse more widely, was managed through the Violence Against Women, Domestic Abuse and Sexual Violence Strategic Board (VAWDASV) and chaired by my Chief Executive.



Changes were made to the North Wales strategic partnership landscape in 2020 which directly impact upon VAWDASV. The North Wales Locality Reviews undertaken by the Home Office Violence and Vulnerability Unit in 2019 found that regional partnership structures were unclear and a rationalisation of current structures was recommended. I am pleased that North Wales Police were heavily involved in this important partnership work with the Deputy Chief Constable leading this through with Councillor Hugh Jones on behalf of the wider partnership. Following discussions and a series of workshops four strategic boards were identified to replace the nine that were in place:

- **Safer North Wales Partnership Board**
- **Area Planning Board**
- **Justice Board**
- **Vulnerability and Exploitation Board**

² IDVAs work to address the safety of all people at high risk of domestic violence and abuse from intimate partners, ex-partners and family members to secure their safety and the safety of their children. The service works with men and women.

The Vulnerability and Exploitation Board held its first meeting remotely in September 2020 and replaced the VAWDASV Board and the regional Modern Slavery Board. At the time of writing the first North Wales Vulnerability and Exploitation Strategy is about to be finalised and published. My Chief Executive chairs the board and whilst it is a very challenging and broad agenda it also provides excellent opportunities for closer co-operation and collaboration in future to further protect the most vulnerable members of our society.

Project Medusa is an ongoing operation led by Merseyside Police set up to tackle **County Lines drug dealing** and child criminal exploitation. The operations within Project Medusa require multi-force collaboration and North Wales have been working closely with Merseyside police and other police forces to benefit from the different disruption tactics.

There have been a number of successful operations within North Wales which have resulted in a significant number of arrests, seizures of cash and drugs, and importantly the safeguarding of children and other vulnerable people through our multi agency approach. The communities of North Wales have benefitted from a number of successful partnership initiatives around cuckooing and substance misuse, to assist in addressing the vulnerabilities within our community as a result of County Lines drug supply. This collaborative work will continue to develop to maximise the safety of our communities.

The **Joint Audit Committee** is a committee made up of four independent members and a key component of the corporate governance of the Police and Crime Commissioner (PCC) and Chief Constable (CC) for North Wales. The purpose of the Joint Audit Committee is to provide independent advice and assurance to me and the Chief Constable on the adequacy of the governance and risk management frameworks, the internal control environment, and financial reporting, thereby helping to ensure efficient and effective assurance arrangements are in place. To this end the Committee is enabled and required to have oversight of, and to provide independent review of, the effectiveness of the Office of the Police and Crime Commissioner's (OPCC) and Force's governance, ethics, risk management and control frameworks, the financial reporting and annual governance

process, and internal and external audit. I am grateful for the continued work and support of the Committee and the assurances given. Two members of the Committee recently left after serving their term and I am grateful for their support and hard work over the last three years. Three new members were recently recruited meaning the Committee is back to its full complement of five members and I am sure their experience and knowledge will be of great value to the OPCC and the Force in the years ahead.

The **Professional Standards Scrutiny Board (PSSB)** monitor and scrutinise the manner in which complaints and misconduct allegations are dealt with by North Wales Police in order that I can be satisfied that the arrangements and processes in place are appropriate and effective. During 2020/21 the **PSSB** was chaired by my Chief Executive.

In last year's Annual Report I informed you of the impending **reforms to police complaints** and how I was working with North Wales Police to ensure a smooth and effective implementation of these changes. Police and Crime Commissioner's responsibilities in relation to police complaints were increased from 1 February 2020. My duties now include being the Relevant Review Body for some police complaints and also a duty to ensure that the Chief Constable has an effective and efficient complaints process in place. The Review process of police complaints was a large addition to the workload and responsibilities of the Commissioner's office therefore consideration was given as to whether the office structure had the capacity and skills to absorb the work. Consideration was given to a member of staff absorbing this role as part of their duties, but staff employed by the Police and Crime Commissioner do not have the operational policing knowledge required to carry out the role therefore this was not a viable option. We also considered employing staff to carry out the work for North Wales or on an all Wales basis but as we were unable to predict the level of reviews we would receive we did not know how many individuals we would need to appoint. It was therefore prudent to ask an independent consultant to carry out the work for the initial period.

Both Gwent and Dyfed Powys Police and Crime Commissioners reached the same conclusion as North Wales in that the outsourcing of the Reviews on an initial basis would likely be the most



financially viable option and would also allow an understanding of the level of demand and work output prior to any permanent decisions being made. As such, the three areas commenced a joint tender process to outsource complaint reviews; this joint tender process was led by the Dyfed Powys OPCC. The contract was awarded to Sancus.

Between 1 February 2020 to 31 March 2021 a total number of 45 applications have been received by my office to review the outcome of police complaints. The new regulations relating to police complaints only provides the Relevant Review Body with one element to consider and that is whether the outcome of the police complaint was reasonable and proportionate. If the result of the Review deems that the outcome provided by the Force was reasonable and proportionate the Review is not upheld. If there is any element of the Review that is deemed to be not reasonable or proportionate, the Review is upheld.

Of those 45 Reviews, 5 were assessed as Invalid, 7 Reviews were Upheld and 29 were not Upheld, 4 cases are currently outstanding. Of the 40 valid applications for a Review that were received 38 were referred to Sancus to assess 7 were dealt with in-house. The review process has created additional work for the Chief Executive as delegated relevant review body and for the Executive Officer who manages and provides quality assurance to the work, their costs have not been measured but absorbed into their duties. The appointment of independent consultants to carry out the investigative element of Reviews is considered to deliver value for money, the service is provided is of a high standard and has been imperative to the OPCC to ensure I meet my statutory duties.

One of the ways in which I seek to ensure an effective and efficient Criminal Justice System in North Wales is by chairing the **Local Criminal Justice Board**, which is made up of the key partner agencies who work in the criminal justice system – e.g. the police, Crown Prosecution Service (CPS), courts (HMCTS), prisons, probation services, etc.

The Board's overarching vision is

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To provide a multi-agency forum for the exchange of information, to provide leadership and governance, and to identify and overcome obstacles and blockages in order to deliver a more efficient and effective Criminal Justice Service in North Wales that puts the needs of victims and vulnerable people (including drug users) at its centre”.

The Criminal Justice System has been significantly impacted by the COVID-19 crisis and there remains a significant backlog of cases waiting to be heard at the criminal courts in North Wales. However, this backlog has been significantly reduced as a result of the effective partnership which exists amongst all criminal justice agencies in North Wales.

On the 23rd March 2020, HMCTS suspended all courts, hearings and trials over the next few months with the exception of remand cases. North Wales Police's Witness Care Unit liaised closely with CPS colleagues and began to de-warn all witnesses in trials listed between 23rd March and the 30th April. There were approximately 250 cases listed for trial in this period. There were also sentence hearings, cases listed for mention and other hearings requiring witness updates.

All first hearing cases were then delayed until after the 15th June. Spine Courts were introduced to deal with remand hearings. By the end of March, it was established that Mold would be the only spine court for our area to deal with remand hearings and other urgent court matters.

By May 2020 there were 1200 cases in the criminal justice system in North Wales waiting for a first hearing in the courts. However, the Witness Care Unit's estimate caseload by March 2021 stood at 745, compared to when the caseload peaked at 1267 in July 2020.

In addition to the backlog there were a number of criminal justice issues, as a result of the pandemic, which needed to be resolved in partnership. Some of these issues included the following:

- The Health Board unable to process any requests for medical evidence;
- Difficulties conducting remand hearings by video link due to the lack of the necessary technology;
- Difficulties identifying alternative court accommodation;
- When hearings and trials restarted some victims and witnesses had to wait for long periods of time outside court buildings due to social distancing rules;
- More defendants pleading not guilty;

North Wales Criminal Justice performance remains strong in spite of the ongoing challenges, a reflection of commitment across the service. Receipts to Finalisation ratio ('R' rate) is less than 1, which indicates that CPS are disposing more cases than they are receiving.

Throughout the year representatives from my office have been meeting frequently with the Association of Police and Crime Commissioners, the Ministry of Justice, the National Criminal Justice Board, and the All Wales Criminal Justice Group in order to discuss issues such as reopening the courts and the challenge of keeping Victims & Witnesses engaged as court times continue to be extended.

During the early days of the pandemic I called for an impact assessment of what the backlog meant to victims and witnesses nationally and for comprehensive data which would enable us to assess the extent of the backlog issue.

I worked with partners, both in North Wales and on an all Wales basis to develop plans to ensure

that the Criminal Justice System both locally and nationally was able to recover from the impact of the COVID-19 crisis. It was agreed early on that steps should be taken to focus on recovery planning for the local criminal justice system as a way of mitigating some of the emerging strategic risks.

We also engaged with partners to ensure that new protocols such as the new Charging Protocol, the new Police Custody Interview protocol, the Early Prisoner Release Scheme and the new Custody Time Limit protocol, was effectively implemented in North Wales and nationally.

An All Wales Female Offending Blueprint COVID-19 Response Plan was also produced with support from partners at the All Wales Women in Justice Board, on which members of my team sit. The purpose of this Plan was to support the COVID-19 operational response to Welsh women and to provide a single strategic view of critical issues and emerging priorities relating to women in the criminal justice system during COVID-19. The Plan was initially implemented through a fortnightly Female Offending Blueprint meeting and supported through the All Wales Women in Justice Board.

A new Victims Code of Practice came into effect on the 1 April 2021. Throughout the year, members of my team have been working with partners both locally and nationally to ensure that victims in North Wales are afforded the rights listed in the 12 new entitlements, and that we have mechanisms in place to monitor compliance with the new Code.

The appropriate use of Out of Court Disposals has been more important than ever over the past year, in order to ensure that victims are afforded timely justice, and that the backlog in court cases is kept to a minimum. As such, the work of the North Wales multi-agency Out of Court Disposal Panel to monitor North Wales Police's use of the disposals available to it, as an alternative to a prosecution, has been vital in order to ensure that victims' are afforded a high quality services, and that occurrences are disposed of appropriately. Members of my team sit on the Scrutiny Panel and a highlight report is produced to report the findings/organisational learning from the Scrutiny Panel Meetings to North Wales Police's Strategic Operational Board, chaired by the Assistant Chief Constable, and to the Local Criminal Justice Board.

I continue to provide funding towards the North Wales **Families Affected by Imprisonment Project**.

The purpose of this multi-agency project is to improve understanding of the current situation faced by children and families affected by imprisonment in North Wales, identify those children and increase access to support. My team attend the project's bi-monthly Steering Group meetings and assure me that the Project is making great progress. We are so much closer now to getting the identification and systematic support for these children and families from North Wales both in custody and community and this progress has been achieved through a truly collaborative and innovative approach.

The Probation Service's Local Authority notification tool is instrumental in identifying children affected by parental imprisonment, together with the identification referral process within the prison estate and the completion of the Anglesey Pathfinder work.

Ashley Rogers took over as Chair of **Police And Community Trust (PACT)** just in time to see the country go into lockdown and the challenges that the pandemic has brought to our communities. Plainly this also brought about many challenges to PACT and the board of trustees of which I am a member, not least of which was the introduction of virtual meetings and the prevailing technology.

Whilst a number of their usual activities had to be curtailed or cancelled in 2020 – including the Justice in a Day schools programme and High Sheriffs Awards - during 2020/21 PACT has continued to support local community groups and Neighbourhood Policing Teams throughout these difficult times, and indeed the PACT Project Manager has also been involved in supporting communities as a member of the Local Resilience Forum Volunteer Group working with County Voluntary Councils and a variety of community groups .

2020/21 also saw PACT deliver the eighth round of funding of 'Your Community Your Choice'. Launched in 2013 this continues to be a hugely popular fund which this year saw £60,000 being made available to local community initiatives. Once again, this was funded equally between my Commissioner's Fund and monies recovered from criminals under the Proceeds of Crime Act. Following on from the previous year's theme of 'Building Resilient Communities' we developed this to 'Strengthening Resilient Communities' with a focus on support

and recovery during and after lockdown. 'Your Community Your Choice' again attracted a high quality of applications. 48 applications were received of which 43 went forward for the public vote. This year saw a record number of public votes being cast – **over 32,000** - resulting in 21 community organisations receiving their cheques in February 2021. These included Friends of Wern Mynach in Barmouth; Brymbo Cricket Club; Kind Bay Initiative in Colwyn Bay; Hope Restored in Llandudno; Llanferres Playing field Association; Deeside Tae Kwon Do; Denbigh in Bloom; and Holyhead Youth Club.



PACT continues to manage the Police Property Act Fund on behalf of the OPCC with the PACT Small Grant Fund and Main Grant continuing to be a mainstay of our funding together with the High Sheriffs Crimebeat Youth Fund. Despite the pandemic PACT was able to support over 80 projects in 2020/21 as well as undertake other work described in this report.

During 2020/21 PACT commissioned Wrexham Glyndwr University to undertake research with almost 300 PACT grant recipients to assess the value and impact of our grants. The findings of this independent research are overwhelmingly positive, with 94% of projects reporting improved community relations following PACT support; 98% of projects positively impacting on policing priorities and 92% of respondents believing the wider community had benefitted from the intervention they had delivered through the charity. Additionally 75% of respondents said their projects would either not have happened, or would have happened on a smaller scale, without PACT.

The report clearly underlines the value that PACT funding can bring to our communities and officers, either as a stand-alone funder or, as in many cases, a valuable partnership funding arrangement. The findings of this research have been invaluable in the development of our current strategy recently agreed by trustees as we move into 2021/22.

Under the Police Reform Act 2002 and Police Reform and Social Responsibility Act 2011 all Police and Crime Commissioners have a statutory duty to establish and maintain an **Independent Custody Visiting Scheme**. The Independent Custody Visiting Scheme in North Wales enables appointed representatives of the local community to observe, comment and report on the conditions under which persons are detained at custody suites. 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.

Due to the pandemic custody visitors were unable to attend the custody suites for the majority of this reporting period, but although physical visits could not be done the custody visitors continued to provide a welfare check with detainees via telephone.

To ensure resilience to the personnel of the Scheme, the Police and Crime Commissioner advertised, recruited and trained new custody visitors to join the Scheme during Lockdown. Twelve additional custody visitors have joined the Scheme and commenced visiting the suites in North Wales from March 2021.

The custody suites have been risk assessed in relation to Covid-19 to ensure safe visits and detention of all partners visiting custody, staff and officers and detainees.

Following on from the launch of the **North Wales Youth Commission** Report last year, I have been working to get statutory partners involved. When the report was produced, the Youth Commission made recommendations for North Wales Police, the Police and Crime Commissioner and also for my wider statutory partners across North Wales. I have taken the recommendations to the Safer North Wales Board with a request that partners consider how they are meeting the recommendations. I am currently coordinating their responses. When it comes to representing young people across the public sector, it is vital that we work together

in partnership, because the issues that impact young people rarely are the concern of just a single organisation. There are always cross-cutting issues that require a collaborative response.



Single Online Home (SOH) provides a nationally consistent, locally branded services, brought together in a single 'digital police station'. Single Online Home has successfully been implemented and services across Wales are now active and transition from legacy force websites is complete. Functionality was delivered over six weeks commencing with Road Traffic Incidents on 28th October, Crime Reporting on 4th November, Information Request Services E.g. Freedom of Information 11th November and final services around Firearms Licensing on the 2nd December with full force website transition achieved from the 8th December 2020. Use since commencement is increasing with success noted around Firearms Licensing applications which are now a much more streamlined and improved user experience for the public. Usage data to validate benefits and sustained evidence of channel shift will be gathered and reviewed at individual force level over time.

In relation to **Child Centred Policing**, significant progress is being made regarding the provision for safe places/custody with Welsh Government. A new board has been established with representatives including Police and Crime Commissioners office, custody services, public protection and youth justice service managers

North Wales Police is the Host Force for the **Forensic Collision Investigation Network (FCIN)**. The National Police Chiefs Lead for Forensic Collision Investigation is ACC Sacha Hatchett (NWP) who is also the Senior Responsible Officer for the Network. Many people have worked to make the concept of a FCI network approach for policing a reality. It has been done quickly, efficiently and effectively in order to meet a challenging accreditation timeline set by the Forensic Regulator.

North Wales Police aims to ensure the **forensic service** provision for the public of North Wales provides long term sustainability, taking into account best practice, accreditation requirements and operational resilience. NWP is working collaboratively with the North West Region to mitigate risks associated with the fragile national forensic marketplace. The region has developed operating models that will in-source into Police led regional facilities two high risk areas of forensic analysis.

- The analysis of Drug Identification based in Lancashire Police.
- The analysis of non-complex toxicology for Sec 5. Road Traffic offences based in Merseyside Police.

Additionally North Wales Police continues to support the ethos of the Transforming Forensic Programme; the Digital Forensic Unit is a network force for the programme supporting national work on automation technology that will support classification of images in child sexual exploitation investigations.

MAKING A DIFFERENCE

I am extremely proud of the work and achievements of my office, North Wales Police and our partners during 2020/21. I have listed below examples of just a few achievements with the overall aim of making North Wales the safest place in the UK.



Checkpoint Cymru

The Checkpoint team has continued to deliver a quality service to those who have been diverted away from the Criminal Justice System. Despite a series of lockdowns, the team have adapted well to remote working and conducting assessments and interventions both over the phone and on a face to face basis where appropriate and safe to do so. The recovery plan is underway and the Navigators are now seeing all new cases on an appointment basis at Police premises where deemed safe and all Covid guidance is followed. There continues to be a balance of remote working and seeing people in person.

In the early part of the pandemic we saw an increase in drug possession referrals and the team were busy delivering the Drug Education Programme on a one to one basis remotely. It is hoped with the easing of restrictions, and appropriate venues / settings sourced, that we can deliver the DEP to a small group of people moving forward.

Checkpoint has had a stable period during this challenging time and the referrals remain steady in the main with more complex cases now starting to emerge. Since its inception in December 2019 there have been over 700 referrals to the scheme. All credit to the team for working in difficult times and continuing to deliver against the goals of the programme.

Most offences referred were drug offences, followed closely by Public Order, assault, criminal damage and shoplifting.

HR Covid Helpdesk

The helpdesk was quickly established when Covid-19 struck in March 2020. The following services were been provided over the last year:

- 7 day a week resource
- First point of call for anyone who had symptoms or needed advice on Covid
- Central recording point so the Force could monitor who was isolating etc.
- Supporting the co-ordination of resources so that people who were shielding could still support with meaningful work
- Test, Track & Trace Support including the rollout of lateral flow testing
- Accommodation for those people with families who are shielding
- Covid Risk Assessments reviewed by Occupational Health Unit including people who may need to be redeployed based on their risk
- BAME Covid Risk Assessments
- Welfare Support for those who receive a positive Covid test (as required)
- Amended Time & Attendance principles to give people more flexibility
- Supporting with record keeping of who is Working From Home (led by Business Managers)
- Welfare & Wellbeing Support which included launching an external website so people could access the materials at home
- Death In Service Process should anybody pass away as a result of Covid-19
- Monitoring development of Long Covid
- Amended Recruitment ways of working in line with Op Talla guidance relating to fitness tests, medicals etc



Launch Of New Welfare Matrix

North Wales Police identified a possible risk of vicarious trauma which officers and staff may face due to the roles that they do. The Welfare team undertook research to look at what the National Police Wellbeing Service, The College Of Policing and Oscar Kilo guidelines were for having a robust psychological risk assessment screening programme.

Approval was given, via the Health & Wellbeing Board, to develop a matrix which would identify and support police officers and staff who may be at risk of, or who are experiencing, work relating or work impacting mental health and/or trauma exposures. Based on the research a programme is being trialled which will increase the welfare screening offer from 369 screens in 2019/2020 to over 2000 in 2020/2021. If, through the screening, an individual's work may be having a negative psychological impact then there are a number of interventions the Force can now offer including access to therapies such as CBT, counselling and dedicated programmes at Police Treatment Centres.

Launch of North Wales Police Direct Entry Detective Programme

The helpdesk was quickly established when In September 2019 North Wales Police welcomed our first intake of Direct Entry Detectives through a collaboration with Police Now and after completing their first year in initial training and completing some uniformed placements they are now in their

first CID postings. The feedback on the programme was positive so following the success of that the Force decided in 2020 that it would expand on this entry route to support the development of a Detective pipeline but bring the programme in house and work in collaboration with South Wales Police and Bangor University to develop our own programme.

In early 2021 the recruitment window for the programme opened with over 200 applications being received in 24 hours. The Force are now working through the final stages of recruitment and finalising the programme ready to welcome the new intake in late summer.

Operation Encompass

I am delighted that all Local Authorities are now engaging with Operation Encompass. Whenever officers attend a domestic incident the child/ children's school is notified the following morning that an incident occurred at the child's home. No further information is given but this enables teachers to support the relevant pupils. Feedback is positive, and referrals are still being sent during the lockdown with teachers contacting the children via school apps, online or phone. Wrexham has also piloted an extension to the scheme which would enable a notification when a child has been involved in any police contact, and not solely a Domestic Abuse incident.

MARAC

A MARAC (Multi Agency Risk Assessment Conference) pilot was completed in Flintshire whereby virtual weekly meetings were introduced. As daily/ weekly discussions encourage early intervention opportunities, fewer cases are now being escalated to the monthly MARAC compared to previously. The 'Daily MARAC' process is now live across the force. Engagement at the meetings is positive, and demand within the monthly MARACs manageable. A dedicated Inspector responsible for all MARACs is now in place ensuring consistency across all local authorities.

Strategic Equality Plan

The Joint Strategic Equality Plan between the Force and my office was published in April 2019 and can be accessed on the OPCC website. In order to deliver on the objectives set out in the Equality Plan the Force has undertaken to adopt the National Police Chief's Council (NPCC) Equality, Diversity and Inclusion Toolkits.

The past year has been particularly challenging for policing with the impact following the murder of George Floyd impacting right across the world. Equality, Diversity and Inclusion has become more important than ever for the police service with more emphasis on recruitment and community relations.

The Joint Annual Report on the Equality Plan will be published in the summer of 2021 where there will be more detail on the year's achievements.

Citizens in Policing

Citizens in Policing is a reference used to encompass all volunteers within the Police service nationally which includes Special Constabulary, Police Support Volunteers and Volunteer Police Cadets (13yr-17yr olds).

Deputy Chief Constable Richard Debicki continues as the National Special Constabulary Lead and as the Wales Regional lead for Citizens in Policing. As chair of the National Special Constabulary Working group, Richard is overseeing a national team implementing some landmark changes to the way that the Special Constabulary operates; notably, work is underway that, when complete, will see Special Constables represented by the Police Federation of England and Wales (PFEW); the first time in the nearly 190 year history of the Specials that such provisions will be in place. Representation by the PFEW will go some way to bringing parity with regular colleagues, but will also allow Special Constables, in due course, to be equipped with TASER and to deploy on mutual aid outside of their home force, thereby raising the profile of the Special Constabulary and enhancing the opportunities available to them. There continues to be a steady flow of Special Constables joining the ranks of the regular force and for this reason, time and effort is being spent in increasing the numbers of quality candidates joining the Special Constabulary.

From the very outset of our Covid-19 response in early 2020 the force ensured that volunteers, particularly the Special Constabulary, were at the forefront of the planning process within NWP. Special Constabulary Chief Officer Mark Owen was an active member of the NWP Covid-19 Gold Group and had parity with all other service leads in terms of decision making within that Group. He was nominated by NWP and recently recognised in the Queen's New Year's honours being awarded an M.B.E.



Some of the duties our Special Constabulary performed have included,

- High visibility local patrols on foot and in vehicles to engage with and reassuring our communities
- Overt Police Support Unit (PSU) type directed patrols in police mini buses at popular holiday destinations around North Wales to Engage, Encourage and Educate and also, where appropriate to Enforce, in relation to Covid-19 regulations. We had considerable influx of visitors to our tourist areas which at the time was contrary to the regulations in place.
- Directed patrols alongside Neighbourhood Policing Teams
- Whilst the PSU type directed patrols have not be utilised as often since Dec 20th Tier 4 restriction more emphasis has been given to patrols by SC's in local policing districts. Thereby giving additionality to the LPS by undertaking directed Covid 19 patrols at areas known to attract visitors.

In addition to the activities of our Special Constabulary, our Citizens in Policing staff played a key role within the Local Resilience Forum establishing and coordinating a multi-agency response involving volunteers and volunteer organisations from across our area. All 6 Local Authorities, other emergency services and the Local Health Board joined up with third sector organisations to mobilise volunteers and maximise those volunteers support to our communities. A Community Resilience Group was created that had representatives that managed volunteers from across our area and wider, some of our Police Support Volunteers were part of this group, which also included some national / international level organisations such as the British Red Cross. By taking this joined up and coordinated approach organisational differences that may have previously existed were parked to one side and a genuine environment of working together for the good of our communities prevailed. Spontaneous volunteers were signposted to the organisation that was most suitable for their skills and capacity and this enabled them to quickly become operational. A directory of the skills, capability and contact details for volunteer organisations was compiled and shared widely thus negating the need for organisations to trawl for volunteers to match their need.

Due to Covid19 restrictions on face to face meetings our Volunteer Police Cadets continued virtually by utilising online video conferencing, thereby allowing our contact with them to continue, various individuals have presented sessions in this way, including the NWP Chief Constable, Superintendent Civil Nuclear Police, Royal Navy, Army, North Wales Fire, to name but a few.

Storm Christoph

Storm Christoph brought heavy rain to parts of the UK from 19th January 2021, increasing river levels in parts of North Wales and the North West of England.

The storm resulted in significant flooding in the Lower Dee Valley area, in particular at Bangor-on-Dee and the Holt/Farndon areas. On the night of the storm, an operation was launched to evacuate up to 300 households in the village of Bangor-on-Dee. This was a fast-paced and extensive multi-agency operation. Local and force resources rose to the significant challenge and

worked in horrendous conditions to progress the evacuation and keep that community safe.

Operation Fedora

On the 26th February over 100 Police Officers including Financial Investigators were involved in executing twelve warrants in the East and West areas of North Wales. All fifteen defendants have been charged with Conspiracy to supply class A drugs. After sentencing North Wales Police will be conducting a confiscation investigation which has already involved the restraint of a house, funds in a bank account, an amount of cash, a vehicle and other assets.

Rural Crime Team

The Rural Crime Team consists of 7 constables, 2 PCSOs and a manager. The primary focus for the team remains

- Engagement with rural communities
- Tackling wildlife and environmental crime
- Enhancing crime prevention and security in rural locations

Future Farms Cymru will be launched shortly, the aim of which is to encourage the uptake of security technology (both traditional security and more innovative technology such as low-power wireless sensors) with a view of preventing crime and supporting police investigations. The project will also help address the issue of mental health in the farming community.

New UK Livestock Act: The team have worked hard to introduce new legislation which has been agreed through parliament. New measures to crack down on livestock worrying are to be introduced in England and Wales through the Kept Animals Bill introduced to Parliament on Tuesday 8 June. Improved powers will enable the police to respond to livestock worrying incidents more effectively - making it easier for them to collect evidence and in the most serious cases, seize and detain dogs to reduce the risk of further incidents.

Rural policing has changed dramatically over the years and the dedicated team are using the latest technology to prevent and detect crimes in our countryside. Whether it's using a drone to search or survey large areas, forensic

analysis of suspicious animal deaths or the use of motion detectors in remote locations, the team strive to safeguard our rural communities

On 31st January 2020 3 males were convicted for Conspiracy to steal farm machinery across NWP / Cheshire and West Mercia. The thefts were committed between October 2017 and November 2018 where the value of the plant machinery stolen was over £100k. They each received a sentence of between 2 years and 3 months. A Proceeds of Crime Investigation has now commenced.

Workforce representation team

The Workforce Representation Team have been in operation since 13th January 2020. During this time they have made major inroads towards making North Wales Police more representative of the communities it serves. Targeted attraction and engagement work has taken place across the force area in collaboration with the District Areas. Online recruitment and Positive Action Events have been hosted online.

Positive Action Support Sessions have been developed for those applying to join North Wales Police who are from under-represented groups as well as for those already in the organisation applying for promotion. Myth busting has taken place on social media around positive action and why it's important as a tool to level up the playing field for those applicants from under-represented groups to aid our work in creating a more diverse workforce.



We have seen our workforce representation for Black Asian and Minority Ethnic Police officers increase from 0.92% in January 2020 to 1.18% January 2021, an increase of 5 officers. We have also seen an increase in officers from other White Ethnic Groups from 0.59% in January 2020 to 0.81% increase of 5 officers and the Force remains on track with recruiting officers as part of the Police Uplift Programme.

The team have also worked on supporting those from under-represented groups once they are in the organisation, and have developed a Buddy Scheme for new recruits which gives them an added layer of support which is run jointly with the Black and Asian Police Association.

A Multi Faith Chaplaincy Team has also been launched, this consists of 5 chaplains who are all volunteers who give up their free time to offer help and support to all North Wales Police employees. Their main role is provide pastoral and spiritual support to those who seek assistance irrespective of their personal backgrounds or belief.

Diversity, Equality and Inclusion

Chief Constable Foulkes is the National Police Chiefs Council (NPCC) Lead for Diversity, Equality and Inclusion (D.E.I.) and is truly an area that crosses across many of the areas of Policing I have focused on including the Policing Priorities I set.

The pandemic once again has highlighted how some minority communities are affected more than others and how there is continued disproportionality within our society.

Tensions nationally whether around the EU exit, climate change or Coronavirus legislation have all made policing more challenging. The murder of George Floyd despite being in the United States brought fresh attention on policing world-wide, particularly on disproportionality in policing, how it engages with and how it can build trust among minority communities.

Being a truly representative and inclusive Police force is key to improving those relationships. I know that the Chief Constable is focused on instilling that culture in to policing which is far more than simply being diverse "on paper" in terms of recruitment.

The lived experiences of women and their safety is now rightly being given attention nationally, sadly again following some high profile cases of extreme violence. The safety of women and girls was reflected within my priorities, particularly around Domestic Violence, Sexual Abuse and Delivering Safe Neighbourhoods. I am pleased that the Chief Constable in his role as the DEI lead is working with CC Rachel Swann of Derbyshire (Lead for gender) to produce the National Violence Against Women and Girls Strategy for UK Policing. The work streams and action plans of which will report directly back to him as the Chair of the DEI committee.

Oscar Kilo Award

The Oscar Kilo Awards recognise the amazing work that has been done, and continues to be done, to provide wellbeing support across UK policing. North Wales Police were the runners up in the Protecting the Workforce Category for the Prostate Screening programme put in place. Figures show that more than 2,500 men are diagnosed with prostate cancer every year in Wales, around 600 die annually while around 21,000 men are living with or have survived prostate cancer in Wales. The PSA programme started at the end of 2019, supported by the Graham Fulford Charitable Trust, after funding was secured from the Chief Constable to make blood sampling available for all male staff over the age of 40. The Welfare Team have run a number of days of testing where they go out to different parts of the Force and take blood from people which is then sent off to be analysed. So far over 653 tests have taken place and we are aware of 4 men, who via follow up, have been diagnosed with prostate cancer who didn't have any symptoms. Those men are now receiving treatment and being supported.

Justice Services

The restructure and rebranding of Justice Services has been undertaken to ensure that it continues to be a modern, fit for purpose department and is able to meet increased demand across the Criminal Justice System. The new structure has been a vital step in maintaining excellent service across the Force's own Justice Services Department and the broader Criminal Justice System. Changes include implementation of the new Victims Code and the revised Attorney General's Guidance. The impact of the backlogs with HM Courts and

Tribunal Service (currently around 700 cases) has affected various departments across Justice Services with last minute re-listing and de-listing and changes to national standards. There has been a 40% increase in workloads in Witness Care.

The re-structure has also ensured there is resilience to manage unprecedented increases in workloads and challenges across Justice Services both prior and post the pandemic. Justice Services manages over 1000 transactions a day and the use of technology is vital. To deliver effective and efficient services the new structure will ensure the Force continues to benefit from the most up to date information technology available including Robotics, Artificial Intelligence and National Police ICT changes.



Corporate Communications

In line with North Wales Police digital first approach over the past year (Jan 2020-21) the force have significantly increased video output, size of the audience and engagement across all social media platforms.

- 3.4m engagement (338% increase)
- 30,000 posts (150% increase)
- 141m reach on Facebook (152.2% increase)
- 450,000 followers (140% increase)
- 10 hours of video uploaded (400% increase)

The focus over the past year has naturally been Covid messages, both internally and externally, with a greater emphasis on partnership working. During the first lockdown communications leads from the Local Resilience Forum partners met on a daily basis to share and amplify messages across the region. This has continued with at least one meeting a week with colleagues from Welsh Government now regularly attending.

Welsh Language

As Police and Crime Commissioner for North Wales, like every other public body in Wales, I am required to comply with Welsh Language Standards issued by the Welsh Language Commissioner. Officers from my team have ensured that the pandemic, and the fact that the majority of the team have been working from home throughout the year, has not hindered our ability to provide a fully bilingual service and that the Welsh language isn't treated any less favourably than English.

Also, I have continued to monitor the Welsh Language service provided by the Force via the Welsh Language Group, chaired at Chief Officer level by the Deputy Chief Constable, which meets quarterly, and is attended by a member of my team. This Group considers new recruits' Welsh language capability, existing staff and officers' competency by location, and highlight reports from various departments against our joint Welsh Language Strategy.

As an organisation my Office was involved in the Welsh Language Commissioner's 'Diwrnod Hawliau' campaign at the beginning of December 2020. As in 2019 we took advantage of the opportunity to promote our Welsh language services via social media, reaching substantial audiences. Part of this campaign included highlighting opportunities for members of the public to use the Welsh language when dealing with my Office and North Wales Police.



DELIVERING THE ROLE OF THE POLICE AND CRIME COMMISSIONER

My core responsibilities as Police and Crime Commissioner are to:

1. Secure the maintenance of an efficient and effective police force for North Wales
2. Hold the Chief Constable to account for the exercise of his functions
3. Bring together community safety and criminal justice partners
4. Co-operate with the other police and crime commissioners and to formulate and implement strategies across police force areas

01 Efficient and effective police force

The effectiveness and efficiency of the Force is inspected annually by Her Majesty Inspectorate of Constabulary and Fire Rescue Services (HMICFRS) in the PEEL assessment.

Due to the COVID-19 pandemic, HMICFRS initially suspended all inspection work requiring contributions from police forces and fire and rescue services, to enable them to focus on their vital work at that time and respond to the unprecedented challenge. The suspension meant that there was limited progress on outstanding recommendations however this was reflected across all 43 forces and was the correct approach to take.

HMIC published their report 'Policing in the pandemic - The police response to the coronavirus pandemic during 2020'. I was pleased that the report reflected the commitment, dedication and adaptability shown by police officers and police staff working in exceptionally difficult circumstances.

Throughout the pandemic North Wales Police's approach was always to engage with our communities and use enforcement measures only for clear unequivocal breaches of legislation and I fully supported that approach.



HMIC acknowledged in their inspection that many forces expressed frequent frustration at the lack of notice they were given about some changes in the law and guidance and the difficulties in providing timely and clear operational guidance to frontline officers. Fortunately, this was not the situation in Wales because the police liaison unit (PLU) provided the strategic link between the four police forces in Wales, the four police and crime commissioners and the Welsh Government and HMIC noted that "Overall, the well-established relationships between Welsh forces and the Welsh Government were collaborative and effective." The devolved Welsh Government meant that Welsh forces generally felt properly consulted on draft legislation and the devolution of responsibility for health was a factor in the effectiveness of these relationships.

The inspection also rightly noted the impact on the wellbeing of police officers and staff and particularly;

“

For some members of the workforce, their day-to-day role puts them at higher risk of contracting the virus. This can be, for example, from being spat at during close contact with a member of the public they are detaining or arresting.

It is unfortunate then; the government did not support frontline officers by considering them to be a priority for vaccination. However, thanks to the tireless work of Assistant Chief Constable Nigel Harrison and Police Constable Andy Collis, North Wales Police managed to utilise spare vaccines to great effect across the organisation with over 1000 members of our staff vaccinated that would otherwise have been waiting, this not only had a positive impact on the wellbeing of staff at a critical time it also meant that valuable vaccines would not be wasted.

There are growing concerns about workforce wellbeing and fatigue as the service continues to deliver business as usual alongside its Covid related work. Many officers and staff are suffering burnout and given that the large majority of staff have been working harder, for longer, and without taking adequate time off, their health and wellbeing needs to be supported. The Superintendent's survey highlighted similar themes, particularly concerns about the impact on the mental health of police officers and staff.

02 Holding the Chief Constable to account

The principal method by which I hold the Chief Constable to account continues to be through the Strategic Executive Board which I Chair and of which the Chief Constable and his senior officers are members.

This Board meets regularly and has continued to meet remotely over the last 12 months. I receive reports on several aspects of the Chief Constable's functions including crime statistics for the period immediately preceding the meeting, the monthly performance summary (containing local performance information), finance reports, results of surveys of officers and staff, and public satisfaction. I have also asked for regular updates on the Use of Force, detention of children in police custody, Human Resources and sustainable development to be considered at this Board.

Further scrutiny of the Force is made at my Professional Standards Scrutiny Board, Multi-Agency Scrutiny Panel, Joint Governance Board, Independent Custody Visitors Panel and dip sampling exercises of Professional Standards complaint investigations and calls to the 101 system. I have provided more information on my scrutiny role and the support I have in place on my website.

Control Room Scrutiny - 101 Dip Sampling



The 101 dip sampling is carried out on a quarterly basis with 20 calls being reviewed on a randomly picked day within the previous quarter. This system has now been in place for a year and is working well. We have identified areas of improvement such as the use of a bilingual greeting at the start of any calls. Following feedback the Force has provided additional guidance and there has been an improvement.

There have also been excellent examples of good public service identified during the dip samples with individuals going above and beyond their roles and demonstrating compassion and patience during difficult calls. All feedback is given to the call handlers and their supervisors.

Covid-19 Response Plan

The emergency situation created by COVID-19 meant that business could not be as usual. In order to respond to the emergency and fulfil my statutory responsibilities, my focus as PCC and the Office of the Police and Crime Commissioner (OPCC) was set out in a Response Plan that was published on my website. The response plan set out my priorities as follows:

1. Ensuring the Chief Constable has sufficient resources to respond to the emergency;
2. Ensuring, on behalf of our communities, that the police respond in ways that are necessary, sufficient, proportionate and ethical (holding to account);
3. Facilitating effective partnership working among agencies and groups working in community safety and criminal justice;
4. Commissioning services, particularly for victims of crime, and providing grants for policing and harm reduction purposes;
5. Ensuring that the long term health of North Wales Police is protected by monitoring the organisation's recovery planning and activity beyond the Covid-19 emergency.



Throughout this period my senior team and I received regular briefings from the Chief Officers regarding the COVID-19 situation and policing matters generally. These briefings covered the daily demands on the Force, staffing abstraction levels and other matters of concern. The briefings also provided an opportunity to input issues from the OPCC which required consideration by the Force – e.g. information from the public, partners, PCC-commissioned service providers, 'business as usual' performance monitoring; issues relating to the OPCC's staffing resilience and business continuity arrangements, etc.

03

Bringing together community safety and criminal justice partners

It is clear to me that in order to deliver the strategic priorities set out in my Plan, the support of our partners is imperative – the police cannot deal with vulnerability and exploitation in isolation.

My office and I are a member of the following regional and All Wales committees and boards:-

- Criminal Justice in Wales
- Safer North Wales Partnership Board
- Area Planning Board
- Regional Leadership Board
- Vulnerability and Exploitation Board
- Early Action Together (Adverse Childhood Experiences) National Board
- Policing in Wales Group
- Policing Partnership Board for Wales
- North West Joint Oversight Committee

I have a duty to ensure that the "criminal justice bodies which exercise functions as criminal justice bodies in that police area", provide an efficient and effective criminal justice system. In order to fulfil these duties I Chair the North Wales Criminal Justice Board (NWCJB). The NWCJB meets every quarter and is administered by my office.

Membership of the NWCJB includes the Chief Constable, Head of the Justice Services Department, and representatives from the Crown Prosecution Service, Her Majesty's Court & Tribunal Service, HM Prison and Probation Service, HMP Berwyn, Wales Community Rehabilitation Company and Youth Justice Services.

The Board's overarching vision is "To provide a multi-agency forum for the exchange of information, to provide leadership and governance, and to identify and overcome obstacles and blockages in order to deliver a more efficient and effective Criminal Justice Service in North Wales that puts the needs of victims and vulnerable people (including drug users) at its centre".

Co-operate with the other Police and Crime Commissioners

Co-operating with the other Police and Crime Commissioners to formulate and implement strategies across police force areas is an important function and contributes towards delivering the Strategic Policing Requirement. I have endeavoured to fulfil this function by regular meetings with my fellow Commissioners and their Chief Constables in Wales and the North West of England.

The collaboration work between North Wales Police and the police forces of the North West of England is of particular importance to the policing of North Wales as the geographical proximity means that we have shared priorities for tackling serious and organised crime, as well as providing operational cooperation for the police service. I continue to be impressed by the results delivered by the Regional Organised Crime Unit (Titan). It is an outstanding example of collaborative working delivering tangible outcomes that keeps the communities of North Wales safe.

Significant progress has been made during this reporting period on numerous collaboration projects taking place between the four Welsh forces, the North West and national projects. Particular progress to note includes:-

The West Coast Collaboration (WCC) was agreed in 2012. The aim of the WCC was to enable Merseyside, Cheshire, and North Wales Police to achieve business collaboration where opportunities for savings or improved effectiveness could be identified. However, it was recognised that before business collaboration could be progressed, all three forces needed to share the same records management IT system called Niche. So far the WCC has achieved:

- Transition to one Niche IT system shared by all three forces to run processes such as crime management and custody. This was a world first from the perspective that all three forces merged data into one set owned by all three forces.
- The Niche Service Management Teams have now successfully been merged into one Team shared by all three forces.

- An automation Board has been set up to oversee a collaborative approach to automating processes initially within Niche. An agreement has already been reached for all three forces to share the cost of implementing a robot to automatically merge duplicate addresses in Niche. Further work is now being progressed within the Criminal justice business area.
- A review has commenced within the Criminal justice post charge process to identify opportunities for collaboration. There is a particular focus on opportunities to share the cost of robotic automation.
- An agreement has been reached for Dyfed Powys to join the shared Niche Platform. Work is progressing towards making this a reality late in 2021 or early 2022.



A number of other pieces of work are being progressed over the next two years through the WCC. The main ones are:

- Transition to the Niche Forensics Module to manage forensic evidence within Niche instead of using an external interfaced database.
- Transition to the Niche Missing From Home Module. We currently use a completely independent database to manage missing people enquires.
- Moving to an updated version of Niche called the Universal Application that is far more intuitive and user friendly.
- Implementation into Niche the needs of the National Digital Case File product.
- To move Niche to a cloud based service managed solution from the current local server based approach managed by Merseyside.

North Wales Police have now transitioned away from reliance on the longstanding shared Automatic Number Plate Recognition infrastructure with Cheshire. In doing so it has complied with the national requirement for ANPR data to be submitted to both the new Cloud Hosted National ANPR Service and the legacy NADC platform.

Under the leadership of the Home Office, the Emergency Service Mobile Communications Programme (ESMCP) has been tasked with replacing Airwave with a new technologically futureproofed communications product called the Emergency Service Network (ESN). The latest Programme plan is for transition to ESN to be staged by region starting during 2024 and finishing late in 2026. The Welsh Region will be one of the last to transition.

The approach to delivering ESN in Wales is structured around a collaboration involving all emergency services. The collaboration is ensuring that work is being shared where there is common interest, and that support is available across Wales for each individual service to meet their specific local needs. A very important aspect of the Welsh Region Collaboration is that governance is achieved and supported through a Joint Emergency Service Group (JESG) chaired by NPCC. North Wales Police chair the North Wales Coverage Group; represent the Welsh Region at the National Police Bronze and at the National device forum.



A YEAR OF ENGAGEMENT

I represent all of our communities across North Wales in ensuring their policing service is as efficient and effective as it can be. I therefore place great importance on getting out of the office and meeting the public at every opportunity. I cannot gather information without attending events, meetings, conferences and meeting members of North Wales' vibrant and diverse communities.

For obvious reasons, opportunities for engagement have been extremely limited over the last 12 months where we have seen a greater focus on on-line engagement events.



APRIL - SEPTEMBER 2020



Association of Police and Crime Chief Executives (APACE) Meeting

Violence against women and girls domestic abuse and sexual violence (VAWDASV) All Wales Regional Advisers and Chairs Meeting

PCC Workshop to discuss Dynamic Framework joint commissioning opportunities with Probation Service

APACE

VAWDASV Strategic Board

Tri-Force Collaboration Board Meeting

APCC General Meeting

APRIL 2020

MAY 2020

North West Joint Oversight Committee

North West PCC Regional Meeting

Policing in Wales Meeting

Policing Partnership Board for Wales

VAWDASV Strategic Board

APACE Annual General Meeting

JUNE 2020

Virtual Police And Community Trust (PACT) Meeting – online

Attended a Drone Demonstration – Colwyn Bay

VAWDASV Future Planning and Sustainability

Cross Party Group for North Wales in the Senedd

Reform Webinar

Tri-Force Collaboration Board

APCC General Meeting

Early Action Together Meeting

Criminal Justice Steering Group

Early Action Together Partnership Advisory Board

JULY 2020



Sexual Assault Referral Centre – Colwyn Bay

All Wales Criminal Justice Steering Group

AUGUST 2020

Welsh Government Oversight Working Group

APACE Meeting

Early Action Together Advisory Panel

North West Joint Oversight Committee Meeting

Policing Partnership Board for Wales

Criminal Justice Steering Group

Safer Communities Board for Wales

APACE/PACCTS Seminar 2020

SEPTEMBER 2020

A YEAR OF ENGAGEMENT

OCTOBER - MARCH 2021



Photo with Sign, Sight and Sound – Colwyn Bay (Conwy)

Opening BAWSO event online (Wrexham)

Conwy Crime & Disorder Overview and Scrutiny Committee – online (Conwy)

Cross Party Group on Policing

Welsh Government / Police Liaison Unit Training Day

Meeting with Jack Sergeant MS – online (Deeside)

Third Sector Engagement Event – online (All)

White Ribbon Event – Connah's Quay (Flintshire)

Lost Voices Lost Lives Conference

National Assembly for Wales Cross Party Group

Tri-Force Niche Strategic Oversight Committee

All Wales VAWDASV Regional Coordinators and Chairs Meeting

West Coast Collaboration Board

Early Action Together Advisory Panel

PACT Trust Meeting – online (All)

Policing Partnership Board for Wales

Policing in Wales meeting

APACE Meeting

North West PCC Meeting

North West Joint Oversight Committee

Criminal Justice in Wales Board

Criminal Justice Steering Group

Checkpoint Cymru Scrutiny Board

Strategic Partnership Board Chairs meeting

Vulnerability and Exploitation Board

Safer North Wales Partnership Board

All Wales Criminal Justice Steering Group



PACT Meeting – (All)

Llanbeblig Church, Caernarfon (Your Community Your Choice)

Clwyd Amateur Boxing Club, Rhyl (Denbighshire)

Equality, Diversity and Inclusion Training

APACE Meeting

All Wales Commissioners and Executive Teams meeting

Drug & Violence Webinar

Early Action Together Advisory Panel

Criminal Justice Steering Group



Brymbo Cricket Club, (Wrexham)

Llanferres Playing fields, Llanferres (Flintshire)

Guest Speaker for Glyndwr University Students, (Wrexham)

St David's Hospice, Llandudno, (Conwy)

DASU, Rhyl (Denbighshire)

Firearms Familiarisation Session

OCTOBER 2020

NOVEMBER 2020

DECEMBER 2020

JANUARY 2021

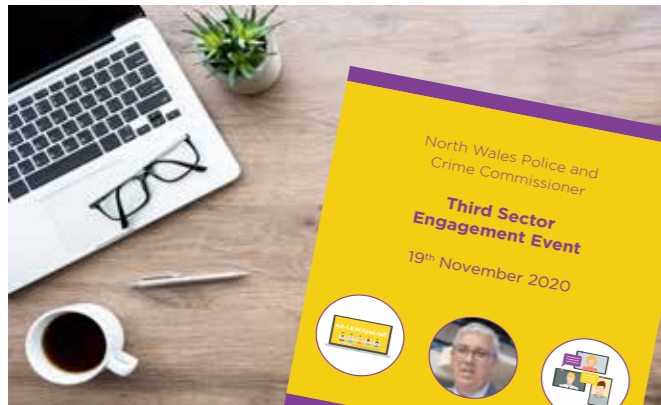
FEBRUARY 2021

MARCH 2021

Third Sector Engagement Event

On the 19th November 2020 I hosted my first online Third Sector Engagement Event to engage collectively with organisations from the voluntary and community services sector. Due to the ongoing coronavirus pandemic the event was slightly different than usual and was hosted as a Zoom Conference with representatives from the third sector viewing the event virtually and engaging through the Q&A section.

The main purpose of the event was to engage with stakeholders and seek their feedback on my policing priorities and to provide an overview of how the Office of the Police and Crime Commissioner has supported services throughout the Covid 19 Pandemic. The event was held online with 49 attendees, representing 29 local and regional organisations and received overwhelmingly positive feedback.



Lost Voices, Lost Lives

On 2nd November 2020 I hosted the 'Lost Voices, Lost Lives' online conference. The aim of the conference was to raise awareness and gain support for the implementation of a Heroin Assisted Treatment pilot in North Wales.

Heroin Assisted Treatment, or HAT, is a medical treatment for people with a long term dependency on Heroin who have failed to respond to any other drug treatment. Entrenched Heroin dependency is a key cause of acquisitive crime and has devastating consequences for the addict, their families and the community as well as creating ongoing demand on policing, health and the criminal justice system. By changing the focus of our response to drug addiction we can prevent harm and reduce crime.

The speakers at the conference provided a vast overview of the advantages of Heroin Assisted Treatment, personal experiences and the science behind the programme. The speakers included:

- Tracey Breheny -Deputy Director of Mental Health, Substance Misuse and Vulnerable Groups, Welsh Government
- Professor Sir John Strang -Director of the National Addiction Centre and Head of the Addictions Department at King's College London
- Daniel Ahmed – Clinical Partner, Foundations a specialist GP practice providing support for drug users.
- George Charlton – Founder of the George Charlton Training and Consultancy –specialising in delivering innovative and dynamic drug and alcohol harm prevention programmes.

The conference was attended by more than 130 people from a range of different services. Attendees heard about the benefits of HAT which include the reduction of crime and repeat offending, fewer short term sentences, reduced anti-social behaviour and drug paraphernalia, better treatment outcomes for hard to reach users and the disruption to organised crime gangs.

I remain committed to saving lives, improving health and enhancing future prospects by ensuring that drug addiction is considered as a public health issue and not a criminal justice problem.

POLICE AND CRIME PLAN STRATEGIC PRIORITIES - 2020/21 PROGRESS REPORT:

As Police and Crime Commissioner, I am responsible for the strategic direction of policing in North Wales. That strategic direction is set out in my Police and Crime Plan. The Chief Constable is responsible for all operational matters and the delivery of my Plan.

This section of the annual report will focus on the progress made during 2020/21 against my strategic priorities set out in my Plan.

My police and crime objectives have been developed in response to the areas of greatest threat, risk and harm facing the communities of North Wales. They have also been informed by an extensive consultation process. I do not agree with having too many priorities, by its very nature everything cannot be a priority.

I have identified five priority areas for North Wales Police.

- **Domestic Abuse**
- **Sexual Abuse (including child sexual exploitation)**
- **Modern Slavery**
- **Organised Crime**
- **Delivering Safer Neighbourhoods**

In addition, in 2018/19 I introduced an overarching aim of 'reducing the criminal exploitation of vulnerable people'. The Chief Constable's Delivery Plan sets out the specific actions North Wales Police will take in delivering these priorities. Of note is the importance of partnership working in tackling them. All priority areas present issues beyond policing and an effective response can only be delivered in effective partnership.

Domestic Abuse

Domestic Abuse has remained a key priority within my Police and Crime Plan throughout my term in office. When I scrutinise the Force's performance where Domestic Abuse is concerned my officers and I concentrate on the following questions:

- Do we understand domestic abuse reporting levels and crime outcomes?
- Are North Wales Police investigating domestic abuse effectively?
- Does the service offered to domestic abuse victims meet their needs?

However, the impact and issues arising from cases of domestic abuse are often much wider than policing alone, and an effective response can only be delivered in partnership. With this in mind the newly merged North Wales Vulnerability and Exploitation Board recently agreed a number of partnership objectives, specifically in relation to Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV):

- Increase awareness and challenge attitudes of violence against women, domestic abuse and sexual violence across the North Wales population.
- Increased awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong.
- Increased focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety.
- Make early intervention and prevention a priority.
- Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors.
- Provide victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services across North Wales.

There were concerns nationally during the initial Covid-19 Lockdown in the spring of 2020 that although the number of reported Domestic Abuse cases went down initially evidence nationally suggested that such abuse could be under reported and that such abuse had in fact increased due to victims being trapped for long periods of time at home with perpetrators. With this in mind my team and I worked closely with officers from North Wales Police and our other partners to ensure that victims were aware that support was available to them 24/7 throughout the pandemic and that the lockdown should not prevent people from reporting such crimes, and from accessing support.

Although the number of domestic abuse cases went down initially we saw an increase in June and July as the lockdown restrictions were lifted. In order to assess the accuracy of the figures audit work was completed around Domestic Abuse Crime recording and daily dip sampling of Domestic Abuse occurrences was undertaken to review whether incidents were being accurately recorded.

Given that I am responsible for commissioning the North Wales Regional Independent Domestic Violence Advisor (IDVA) Service my team and our partners have worked hard during this challenging year to ensure that the IDVA on call rota was still very much in operation. At the beginning of this year the IDVA Regional Service extended its operation from five days to seven days a week and support is now available 24 hours a day as a result of funding from my office. As experts warned that long term social distancing could prompt a spike in domestic violence, the timing of the IDVA service extension could not have been more crucial.

Both service providers, Gorwel in the Western Division and DASU in the Central and Eastern Division, were able to maintain an effective and consistent service throughout the year. This was by no means an easy feat and I am extremely grateful to both organisations and their staff for the dedication they have shown during this difficult period.

All of our commissioned services, including Domestic Abuse services, were asked to provide my officers with weekly updates at the beginning of the year regarding their Covid 19 continuity plans. These updates kept me and other funders informed of any issues relating to staffing capacity, demand and waiting lists. Subsequently, further funding was

allocated from the Ministry of Justice and the Welsh Government for the VAWDASV Commissioning Team to undertake a number of commissioning meetings remotely to support new and existing services relating to domestic violence and sexual violence.

As a result of the challenges posed by the pandemic the Ministry of Justice and the Welsh Government made additional funding available to VAWDASV services. DASU and Gorwel were awarded this additional funding in order to support their work in refuges across North Wales. All of this additional commissioning work had to be completed in a very short period of time and ensured that service delivery was maintained for the benefit of domestic abuse victims. This was just one example excellent partnership working, for the benefit of the wider community, during this particularly challenging time.

Throughout the pandemic, officers from North Wales Police's Protecting Vulnerable People Unit (PVP) have had daily contact with the Domestic Abuse Helpline to discuss the capacity of refuges across North Wales and the availability of support. They also hold weekly discussions with Gorwel and DASU to review the capacity and capability of support services across North Wales. Such approaches have ensured that the lockdown has not had a detrimental impact on service delivery to victims.

Detective Inspectors from all three areas in the region have continued to meet frequently with probation managers to discuss nominals of highest risk of harm, including Domestic Abuse perpetrators, who they have continued to monitor throughout the pandemic in the course of their normal duties. Joint visits with the National Probation Service are still conducted where this is seen as adding value in an effort to prevent further offending.

I am delighted that all Local Authorities are now engaging with Operation Encompass. Whenever officers attend a domestic incident the child/children's school is notified the following morning that an incident occurred at the child's home. No further information is given but this enables teachers to support the relevant pupils. Feedback is positive, and referrals are still being sent during the lockdown with teachers contacting the children via school apps, online or phone. Wrexham has

also piloted an extension to the scheme which would enable a notification when a child has been involved in any police contact, and not solely a Domestic Abuse incident.

A MARAC pilot was completed in Flintshire whereby virtual weekly meetings were introduced. As daily/weekly discussions encourage early intervention opportunities, fewer cases are now being escalated to the monthly MARAC compared to previously. The 'Daily MARAC' process is now live across the force. Engagement at the meetings is positive, and demand within the monthly MARACs manageable. A dedicated Inspector responsible for all MARACs is now in place ensuring consistency across all local authorities.

Whilst a drop in demand during the first lockdown (March-June 2020) was particularly noticeable with respect to violence (with and without injury), burglary, robbery and vehicle crime. In contrast, by September 2020 Stalking and Harassment continued to rise despite the lockdown restrictions, and was 30% higher than the same period last year. It is however worth noting here that one of the drivers for this significant increase is a recording change which came into effect in April 2020 and which resulted in coercive/controlling behaviour shifting from being classed as assault without injury to its own category under stalking & harassment. I understand that this change in recording accounts for some of the additional stalking/harassment crimes per week (and an equivalent reduction since April 2020 in violence without injury crimes). Put simply, the changes which came into effect in April 2020 stated that all cases where a course of conduct is reported between a victim and their former partner must be recorded as stalking (unless the Force Crime Registrar is satisfied that the matter amounts to harassment). This means that any course of conduct between previous partners must now, in the first instance, be recorded as stalking.

My team and I have been working closely with North Wales Police and our partners throughout the year to better understand the reason for this increase and the force has been concentrating on increasing Force wide understanding of, and training around, the use of Stalking Protection Orders.

In September 2020 satisfaction rates for domestic victims compared favourably to non-domestic victims. The following Domestic Abuse Victim

Survey data showed that (of the 474 people that responded to the survey) that:

- 89.8% were satisfied with the initial contact
- 90.2% were satisfied with the initial police action
- 92.3% were satisfied with the Domestic Abuse Officer contact
- 66.9% were satisfied with follow up
- 84.8% were satisfied overall

The domestic abuse victim surveys were suspended in April 2020 (as a result of COVID19 restrictions) and re-commenced in August.

A Survivors Advising Services (SAS) Group has been established - formally known as SEEDS. This group provides an opportunity for police to work with other agencies and victims to receive feedback on service provisions from first contact to conviction/acquittal. To date three meetings have been held.

Discussions have recommenced regarding delivery of the 'DA Matters' training in conjunction with Safelives, with an anticipated launch date in summer 2021, as training schedules recover from Covid-19.

The Coronavirus Act 2020 expanded the availability of video and audio link in court proceedings. Consequently video link facilities have been identified across the region, which will enable Domestic Abuse victims to give their evidence virtually at court. We have worked closely with partners to develop the process to follow when arranging to use a remote link facility. It is vital that witnesses are supported throughout the process and that remote sites are fully tested before trials. Funding has been made available by Welsh Government to purchase the equipment required to support implementation of these facilities.

Sexual Abuse

RASASC North Wales, which I provide core funding to, has been awarded the Lime Culture Independent Accreditation Programme Quality Mark for achieving the Quality Standards for Services Supporting Male Victims/Survivors of Sexual Violence.

The centre, which offers therapy and support to anyone of any gender aged over three whose lives have been affected by child sexual abuse, rape, sexual abuse or any form of sexual violence, provides a service across all of the six counties of North Wales (Gwynedd, Flintshire, Ynys Mon, Conwy, Wrexham and Denbighshire).

Last year, the service saw its highest-ever number of referrals at 628 – including 78 men who made up 14% of the total. I am very proud of the efforts of RASASC NW and the huge difference counsellors make to victims' lives. The Quality Mark accreditation is testament to the expertise, determination and skill of the RASASC team and is further reassurance to victims and survivors of the quality counselling services being offered, particularly in respect of male sexual violence.

Between 15% and 25% of RASASC's referrals are male clients, but we know that's not a true reflection of what is happening in Wales. We are not reaching every male survivor and opportunities like this to raise awareness and publicity really help.

Recorded Sexual Offences saw a decline on commencement of lockdown, and has been stable at a lower level since. However, I have been aware that despite reductions in sexual offences, North Wales has high levels of sexual offending when compared with other Forces.

I have been aware of this issue for a number of years but during the Force's monthly Operational Performance Meetings in mid-2019, a review of the position was actioned to gain greater understanding as to the causes. As a result of this review an extensive statistical report was provided to the November 2019 monthly performance meeting which highlighted that the overall driver for increases in recorded sexual offences was investment in investigating sexual offences, and changes in recording practice. As a result of this report two further pieces of analysis were commissioned, the first which confirmed the findings of the initial report at a more detailed

level, and the second which confirmed there were no patterns of crime or organised activity that would indicate any specific issues were affecting North Wales, whether geographical, victim type or offending type, that would require a different operational response.

I am assured that changes in referral processes, tightening up of third party reporting and the introduction of a new risk assessment tool (THRIVE) in North Wales has led to increases in recorded sexual offences. I believe that it is worth bearing in mind that the Crime Survey in England & Wales shows that across England and Wales rapes and sexual assaults are hugely under-reported (83% of victims surveyed didn't report the crime to the police) and that recorded crime figures are generally not representative of the true prevalence of sexual offences, and that any force able to improve reporting levels will see a significant impact on recorded crime. The survey, as it is, indicates that there has been no significant change (across England and Wales) in the prevalence of rape and sexual assault for adults since 2005.

Highlights from the HMICFRS joint thematic inspection with CPS for Rape in October 2020 include:

- **Initial response to rape is prompt and effective.**
- **Amethyst team, skills and knowledge is recognised.**
- **Any delays caused by 3rd party material (such as medical and forensics) are acknowledged as being out of the control of the team.**
- **Relationships between CPS and NWP are effective (not seen in all forces).**



Modern Slavery

I continue to monitor the national, regional and local picture with regard to modern slavery.

Nationally, I am sighted on the work of many agencies including the Home Office, the Modern Slavery and Organised Immigration Crime Programme (MSOICP), the National Crime Agency, the Independent Anti-Slavery Commissioner and the National Anti-Slavery and Human Trafficking Network. Partnership working continues to be fundamental to the North Wales approach to modern slavery.

Following a strategic review of North Wales' regional collaborative boards, the North Wales Regional Modern Slavery Group has now merged with the Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV) strategic group to become the "North Wales Vulnerability and Exploitation Board". The issues dealt with under this agenda are wide ranging and challenging.

A North Wales Vulnerability and Exploitation Strategy has been developed by the new Board along with a delivery plan which will be used to hold all partners to account on the vulnerability and exploitation agenda. The overarching aim of the Board is to ensure there is an effective partnership approach to tackling modern slavery, violence against women and other forms of exploitation.

The Chief Executive Officer of the OPCC chairs the Board. I am pleased with initial progress and feel assured that the various aspects of vulnerability and exploitation will be highlighted, tackled and monitored through the work of the Board.

Performance

I continue to work with the Force in regard to their performance in tackling modern slavery. I have been pleased to see their innovation when it comes to using powers available under the Modern Slavery Act 2015. A further Slavery Trafficking Risk Order was issued this year, giving a total of three within the past 18 months. In addition the Force undertook proceedings for a breach of an STRO. I am pleased to see the Force making best use of powers under the Modern Slavery Act.



This year I have also been pleased to source additional funding from the MSOICP for a police operation to help identify vulnerable victims of sexual exploitation. This is a year-long project, the full results of which will be known in April 2022.

During the past year, despite a national lockdown and impact of the global pandemic, the number of referrals made by North Wales Police into the NRM remains remarkably consistent. (The NRM is the national mechanism for recording modern slavery). In 2019 there were 97 NRMs, for 2020 there are 94. Reporting has mainly been in relation to criminal exploitation with in excess of 56 % relating to this crime type.

This year there has been an increase in the number of referrals relating to sexual exploitation with 15 relating specifically to sexual exploitation (compared to 5 last year) and a further 9 relating to sexual exploitation combined with other exploitation forms.

It is notable that despite the pandemic there have generally been the same reporting levels in relation to modern slavery. It is therefore fair to assume that reporting levels for the coming year are likely to increase.

The Force has actioned a review to understand whether all Modern Slavery prosecution opportunities are being sought.

Serious and Organised Crime

County Lines and Looked After Children

Since the National Crime Agency's first county lines threat assessment was published in 2015, the police, local authorities, politicians, charities and academics have had to move at great pace to develop an understanding of county lines. To prevent the exploitation of vulnerable children practitioners and policymakers need to know how lines operate – the business model, the methods of grooming and exploitation, and the violence which is built into them. Crest Advisory are crime and justice specialists - equal parts research, strategy and communication - working across the crime and criminal justice sectors. In early 2020 Crest began a research project, funded by the Hadley Trust, which sought to make a contribution to the evidence base by focusing on one significant group of children and young people caught up in county lines: children in care and young people in semi-independent, unregulated accommodation. Crest contacted me at the outset to ask for support with the project. Crest wanted to research the criminal exploitation of looked after children in two police force areas, north Wales and Merseyside because the majority of county lines active in north Wales originate from the Merseyside area. My office and North Wales Police colleagues became the primary pathway for data collection and information for the research project; we provided our unequivocal support in the belief that explaining how children in care and young people in semi-independent accommodation are exploited at both ends of the line will help policymakers and practitioners to safeguard vulnerable children. In November 2020, following months of work, Crest Advisory published their report on 'County Lines and Looked After Children'. The report's key findings are that looked after children are disproportionately represented in county lines networks – but they are not being systematically identified by police or local authorities. The report sets out three broad principles for reform and six key recommendations which should guide HM Government's response to tackling county lines because it affects all children and young people. Preventing the exploitation of

children and young people through county lines drug dealing is a significant part of my priorities as Police and Crime Commissioner. It is imperative we continue to work with partners to reduce the manipulation and abuse of children and young people, pointing the way towards keeping all children safer in the community.

Drugs

Naloxone is a drug that can reverse the effects of opioids, such as Heroin, Methadone, Opium, Codeine, Morphine and Buprenorphine. Naloxone can save someone's life if it is used quickly after they've overdosed on opioids. Medical professionals have been using Naloxone in emergencies for many years.

I am committed to being proactive in our approach to tackling problem drug use in our communities through harm reduction, as well as dispelling myths whilst upholding our ethos of keeping people safe in our local areas.

A great deal of careful consideration was given to whether our officers should carry Naloxone as an additional piece of life saving equipment. After consultation with a range of partners a six-month trial started in Flintshire on 5th March 2020 with twelve officers trained to administer Naloxone via a nasal spray.

The trial was a huge success with two lives being saved as a result. At the time of writing I am delighted that the full rollout of Naloxone across the force region will start shortly.



Delivering Safer Neighbourhoods

Hate Crime

Over the past year there has been an overall increase in reported hate crime of 21.3%. Hate crime reports reached 1059 this year compared to 873 last year. The increased reporting was focussed in the early/middle part of the year with a sharp increase during the initial lockdown period. Reports slowly stabilised through the latter part of the year. All protected characteristics have seen a rise in reporting – most notably has been disability related hate crime which has almost doubled, albeit that actual numbers remain relatively low. During the lockdown periods there were also some spikes in Welsh/English hate crime and incidents in the Western Division often neighbourhood disputes relating to second/holiday homes.

The Force is carrying out further work to understand the nature of neighbourhood disputes which can lead into hate incidents and is considering the role of restorative justice in this regard. Furthermore additional measures have been introduced to help improve quality of service and increase victim satisfaction.

Prevention hubs

I am delighted with the forces positive approach to Prevention and the introduction of the Prevention Hub, co-ordinating prevention activity across 3 teams based in the Eastern, Central and Western areas of the force.

The Prevention Hub will bring together a number of staff and different teams including:



- Citizen In Policing Team
- Rural Crime Team
- Community Safety Teams
- Problem Solving Co-ordinators
- Missing Person Co-ordinators
- Mental Health Co-ordinator
- Integrate Offender Management Teams
- Youth Justice Officers
- Checkpoint Team
- Partnership Analysts

Building on the success of the Early Action Together Programme, the Prevention Hub will continue to work with our staff, partners and communities to identify individuals who may be vulnerable to crime, intervene early, break the generational cycle of crime and ultimately improve lives. It will also work to divert individuals away from the Criminal Justice System and the small proportion of offenders who commit the majority of crime to address the root causes of their criminal behaviour and stop their re-offending patterns.

The Prevention Hub will be introducing the ambitious new Neighbourhood Alert system which includes two-way community messaging and will be used to keep our communities and their local teams in close contact and help to address community concerns and local priorities.

Early Intervention and Trauma Informed Approach

Digital resources have now been finalised and launched in January 2021. This includes a one hour E-Learning module for ACE and Trauma informed approaches and three 15 minute 'Bitesize' resources. Early Help Resource cards have been distributed to assist Call Handlers with signposting early help provision across the Region. Early Help Co-ordinators have continued to support District Inspectors and engagement with key partners to help embed approach with operational staff.

Road Safety

The level of positive drug swipes have continued to increase and have surpassed the figures seen in the previous year of 2019. The current number of positive breath test' above the legal limit' during the course of the Christmas campaign sees reduction this year in line with the changes seen with the pandemic and the hospitality industry. However the level of positive drug arrest remains at the same levels to the previous year campaign. There is a positive correlation between the stops carried out by the Roads Policing Unit and Intercept team for a 'failed drug swipe' with the OCG / County Lines nominals. Work is currently being progressed to target these nominals through the tasking process and a new tiered process.

Serious/fatal road collisions figures continue to be stable. The huge influx of visitors to the area in recent weeks has seen an almost inevitable increase in the number of serious collisions including fatalities. North Wales Police continue to tackle the 'Fatal Five' using intelligence and information led operations including Operation Darwen which tackles motorcycle collisions in urban & rural areas, whilst ongoing proactive enforcement successfully tackles high speed. The number of fatal collisions this year has seen a small increase [18 to 19]. It is difficult to make any true comparison to the previous year of 2019 due to the changes seen as a result of the Pandemic.

Olivia's Story

In June 2019 North Wales Police dealt with a fatal collision involving three vehicles, two of the vehicles occupied were driven by young people in the age group 17 to 25 years. The driver of one vehicle was a 17 year old male and had only recently passed his test. The driver was due to have a black box fitted to the vehicle and used the opportunity to race the vehicle. The driver of the vehicle lost control and struck a vehicle travelling in the opposite direction. Olivia was 17 year old female passenger in this vehicle and was killed; a number of other individuals were also airlifted to Stoke as a result of this collision. Discussions have taken place with Olivia's parents around developing a Road Safety input which we will be delivered in schools. Olivia's family are fully supportive around preventing such

a collision occurring again as part of Olivia's legacy. North Wales Police have worked to secure funding from a number of partner and production plans are progressing.

North Wales Police Drone Unit Performance and Operations update:

I have supported the Force in the introduction of a dedicated drone team. Operational since 1st April 2021 the team are based in Llay and Llandegai ensuring maximum coverage across the force area using their dedicated response vehicles and easy access to the arterial road infrastructure.

In just the first two months the drone unit responded to over 300 calls for service, 214 of which were dynamic incidents, the remainder being pre-planned requests. The unit has been directly responsible for saving a life having located a high risk missing person who had jumped from a cliff and received life threatening injuries. The team have used their equipment to locate a number of high risk missing people and outstanding criminals who have made off from officers. The have also had great success in pre-planned deployments, one of which resulted in the discovery of a £1.5 million cannabis grow. Furthermore, the team have supported Mountain Rescue operations significantly reducing the time and resources required to locate and reach a casualty, and given invaluable support to North Wales Fire and Rescue Service by providing an aerial view of a wild fire, identifying potential risks to life and property.



SUMMARY OF OUTCOMES

Performance is measured by comparing 2020/21 against the previous year (unless stated) in order to identify any areas of concern, which also assists me in carrying out my scrutiny of the Chief Constable and holding him to account in the delivery of my Plan.

Domestic Abuse

Main points

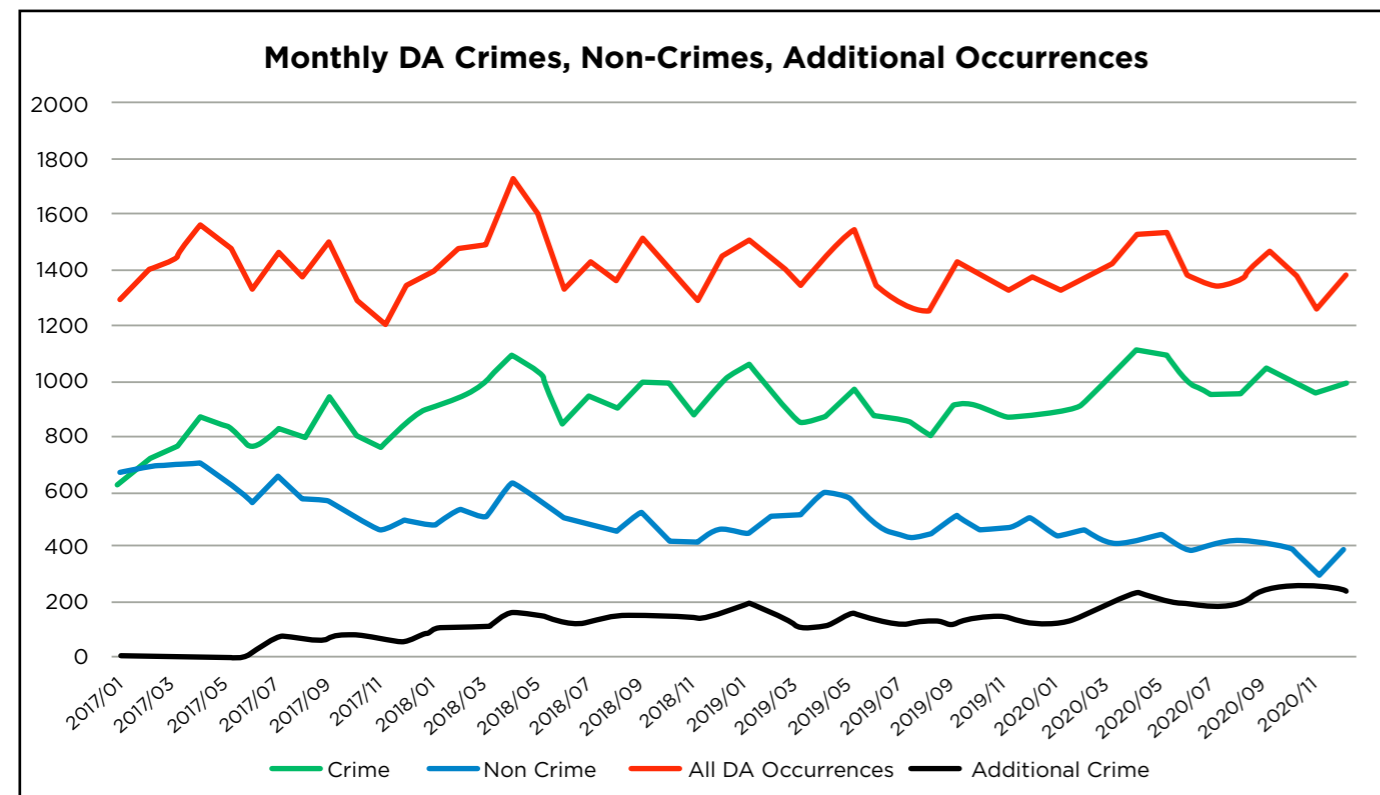
- Overall Domestic Abuse occurrences have remained stable year on year; however, Domestic Abuse crime has increased in this period whilst non-crime occurrences have continued to decrease. The rise in Domestic Abuse crime has been driven by a significant increase in additional offences being recorded, 49.9% higher in the current year compared to 2019/20. Primary Domestic Abuse occurrences have also increased in the current year by 3.5%.
- *Both primary Domestic Abuse occurrences and additional offences saw increases from the beginning of 2020/21. More recently, primary offences have stabilised whilst additional offences have continued to rise. Additional offences in the current year now make up 20% of all Domestic Abuse crimes, an increase from 15% in the previous year.
- All areas have recorded year on year increases in domestic abuse offences, with the largest percentage increases seen in Eastern and Central.

- The majority of crime categories have seen lower volumes or no change in the last 12 months, with stalking/harassment, violence without injury and non-victim based crime the notable exceptions, aggregating to an overall increase in domestic abuse crime.
- The 1-8 outcome rate has seen a decline in the current year, with the majority of months since the summer of 2020 seeing outcome rates below the annual average.
- Victim satisfaction amongst domestic abuse victims compares favourably against other crime types, particularly with the initial actions taken and the overall experience. Data from the surveys completed this year, whilst national lockdowns have not been in force, highlight no significant changes in overall satisfaction. No surveys have been completed since the last report as interviews have been suspended during the latest COVID19 lockdown.
- There has been a recent increase in repeat offenders and victimisation – previously, both had been showing a year on year decrease; however, both victims and offenders are now up annually following increases over the last quarter of 2020/21.

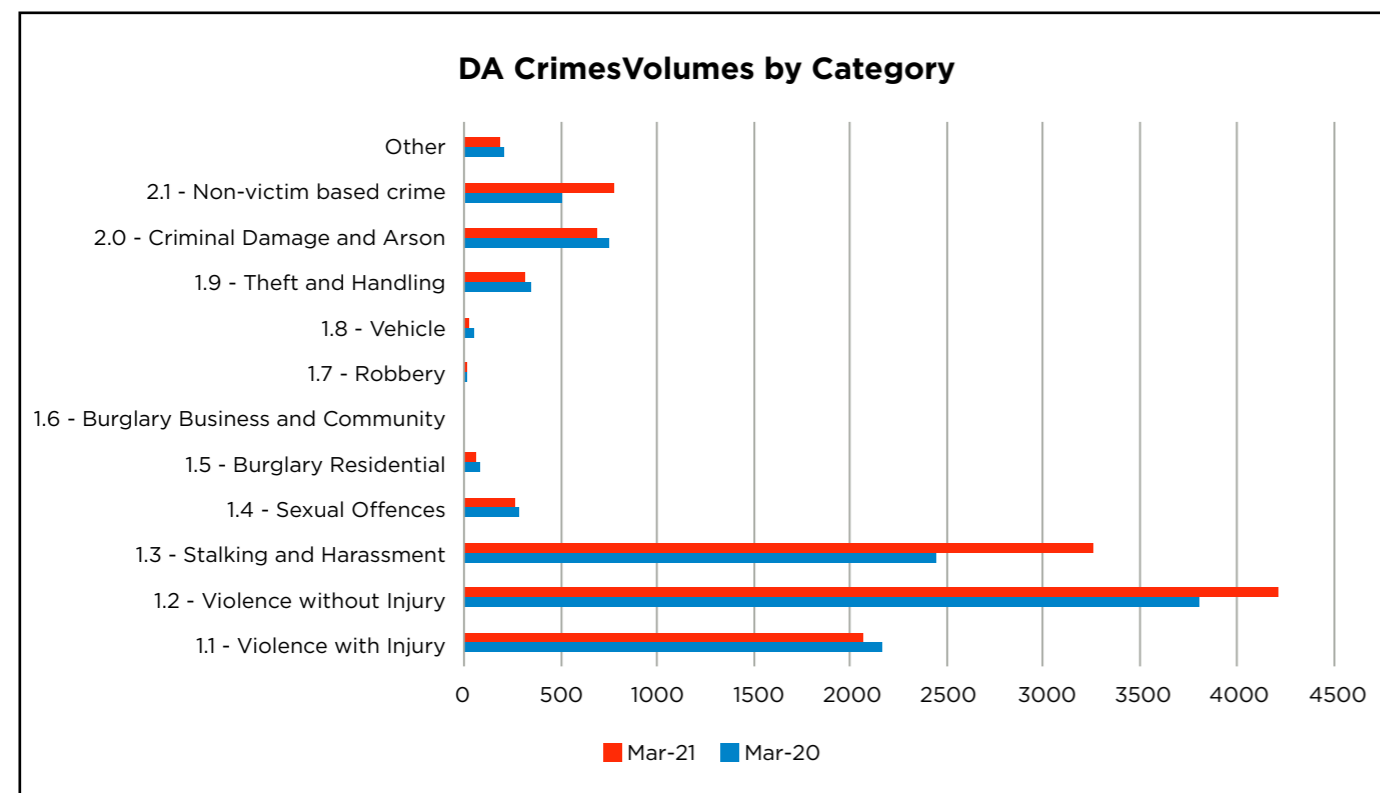
*What are primary offences and additional offences?

When a crime is reported, the call taker may identify that further offences have recently taken place, or that whilst one event is being reported it is actually multiple crimes. In addition, during the investigation further historical offences may come to light which will be recorded as additional crimes. So as the result of one crime report, which could be termed the primary or main crime reported, multiple further additional crimes can be recorded as a result. Despite being termed additional crimes they are no less a crime than the first offences reported and are investigated to the same level as if they were reported separately. Forces are assessed by HMIC on how effectively these additional crimes are recorded as part of crime data integrity audits, as it is possible for Forces to miss recording these additional crimes unless there are rigorous processes in place.

Monthly Domestic Abuse Occurrences



Domestic Abuse Crime Volumes by Crime Group



Domestic Abuse Crime 1-8 Outcome Rates

Division	Area	Reported YTD	Reported YTD	% Change	Outcome 1-8 Rate YTD	Outcome 1-8 Rate LYTD	pp Change
Western	YM	938	883	6.2%	11.7%	9.4%	2.3
	GN	939	920	2.1%	10.4%	16.2%	-5.8
	GS	626	554	13.0%	10.7%	14.6%	-3.9
Central	WC	1,669	1,404	18.9%	6.3%	8.4%	-2.1
	DC	1,928	1,840	4.8%	7.6%	6.2%	1.4
	CR	660	582	13.4%	6.4%	8.8%	-2.4
Eastern	FN	1,474	1,315	12.1%	9.2%	10.4%	-1.2
	FS	1,002	801	25.1%	8.3%	8.4%	-0.1
	WR	1,411	1,256	12.3%	11.1%	10.5%	0.5
	WX	1,102	1,044	5.6%	9.3%	10.4%	-1.1
Total		11,749	10,599	10.9%	8.9%	9.8%	-0.9

The 1-8 outcome rate at force has generally been below average since July 2020, with the majority of months falling below the annual mean since the summer. The rate in the March improved in comparison to recent months, with the monthly rate rising above average for the first time since October.

Domestic Abuse Repeat Victimization

Domestic Abuse repeat victimisation has increased in the year to date, driven by rises in the last quarter of 2020/21.

In the last quarter, there has been an uplift in the number of repeat victims. All divisions have now recorded a year on year increase. Western repeat victims has increased 17.9% year on year, with all areas recording higher volumes, particularly Gwynedd South (+61.8%). Central has seen a 9.9% increase in repeat victims, driven by greater numbers in West Conwy and Denbigh Coastal. Eastern has recorded the smallest year on year increase (4.0%). The Flintshire areas have both recorded higher volumes of repeat victims, particularly Flintshire South (21.3%). Repeat victimisation has, however reduced in Wrexham over the last 12 months.

Repeat Domestic Abuse Victims by Area and Division

Area	12 mths to wk 2020/52	12 mths to wk 2019/52	Year on year change
Ynys Mon	181	160	13.1%
Gwynedd North	202	190	6.3%
Gwynedd South	110	68	61.8%
Western Total	493	418	17.9%
West Conwy Coastal	443	381	16.3%
Denbighshire Coastal	539	498	8.2%
Conwy & Denbigh Rural	164	164	0.0%
Central Total	1,146	1,043	9.9%
Flintshire North	319	282	13.1%
Flintshire South	211	174	21.3%
Wrexham Rural	291	313	-7.0%
Wrexham Town	227	239	-5.0%
Eastern Total	1,048	1,008	4.0%
Force Total	2,687	2,469	8.8%

Does the service offered to victims meet their needs?

****Domestic Abuse satisfaction surveys were suspended following the commencement of the latest COVID19 lockdown in December. No further surveys have been completed since the last report****

Satisfaction rates for domestic victims continues to compare favourably compared to non-domestic victims.

Survey data as at January 2021. Of the 285 people that have taken part in the survey in the previous 12 months:

- 91.4% were satisfied with the initial contact (0.4% higher than in the previous 12 months).
- 93.4% were satisfied with the initial police action (3.0% higher than in the previous 12 months).
- 92.3% were satisfied with the Domestic Abuse Officer contact (1.0% lower than in the previous 12 months).
- 71.7% were satisfied with follow up (5.1% higher than in the previous 12 months).
- 87.0% were satisfied overall (1.9% higher than in the previous 12 months).

Sexual Abuse

Main points

Recorded Sexual Offences saw a fall on commencement of lockdown, but now appear to be returning to previous levels

Overview of Sexual Offences by area, 12 months to Mar-21

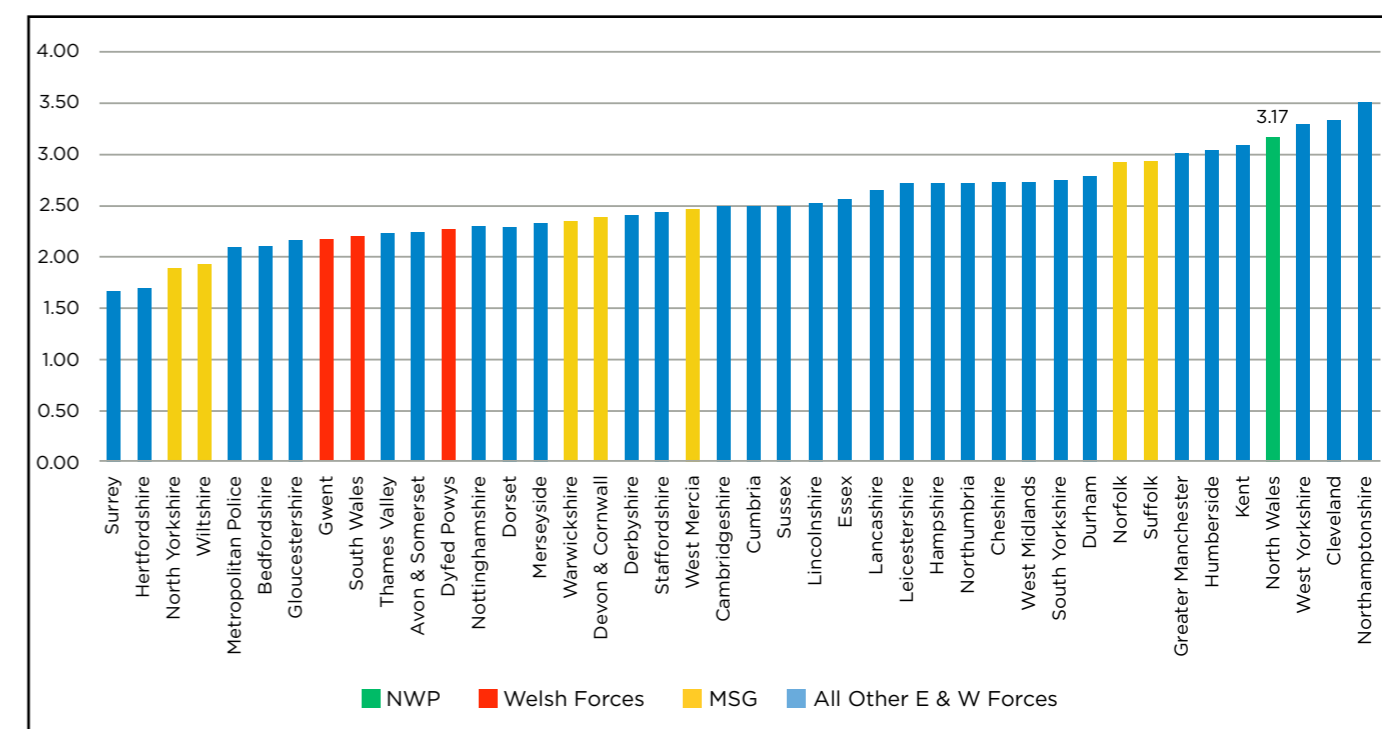
Division	Area	Reported YTD	Reported LYTD	% Change	Outcome 1-8 Rate YTD	Outcome 1-8 Rate LYTD	pp Change
Western	YM	191	190	0.5%	9.9%	6.8%	3.1
	GN	192	279	-31.2%	10.9%	10.0%	0.9
	GS	130	210	-38.1%	14.6%	18.6%	-4.0
Central	WC	312	316	-1.3%	10.9%	11.4%	-0.5
	DC	275	404	-31.9%	8.0%	7.7%	0.3
	CR	134	160	-16.3%	13.4%	9.4%	4.1
Eastern	FN	259	290	-10.7%	21.6%	9.3%	12.3
	FS	150	140	7.1%	8.0%	7.1%	0.9
	WR	223	255	-12.5%	11.7%	7.1%	4.6
	WX	175	231	-24.2%	10.3%	7.8%	2.5
Total		2,041	2,475	-17.5%	12.0%	9.5%	2.5

- Recorded Sexual Offences saw a decline on commencement of lockdown, but now appear to be returning to previous levels
- A reduction has been experienced in most areas
- Child Sexual Exploitation (CSE) intel submissions and CSE occurrences have decreased, year-on-year
- Positive outcome rate for sexual offences is currently above the national average

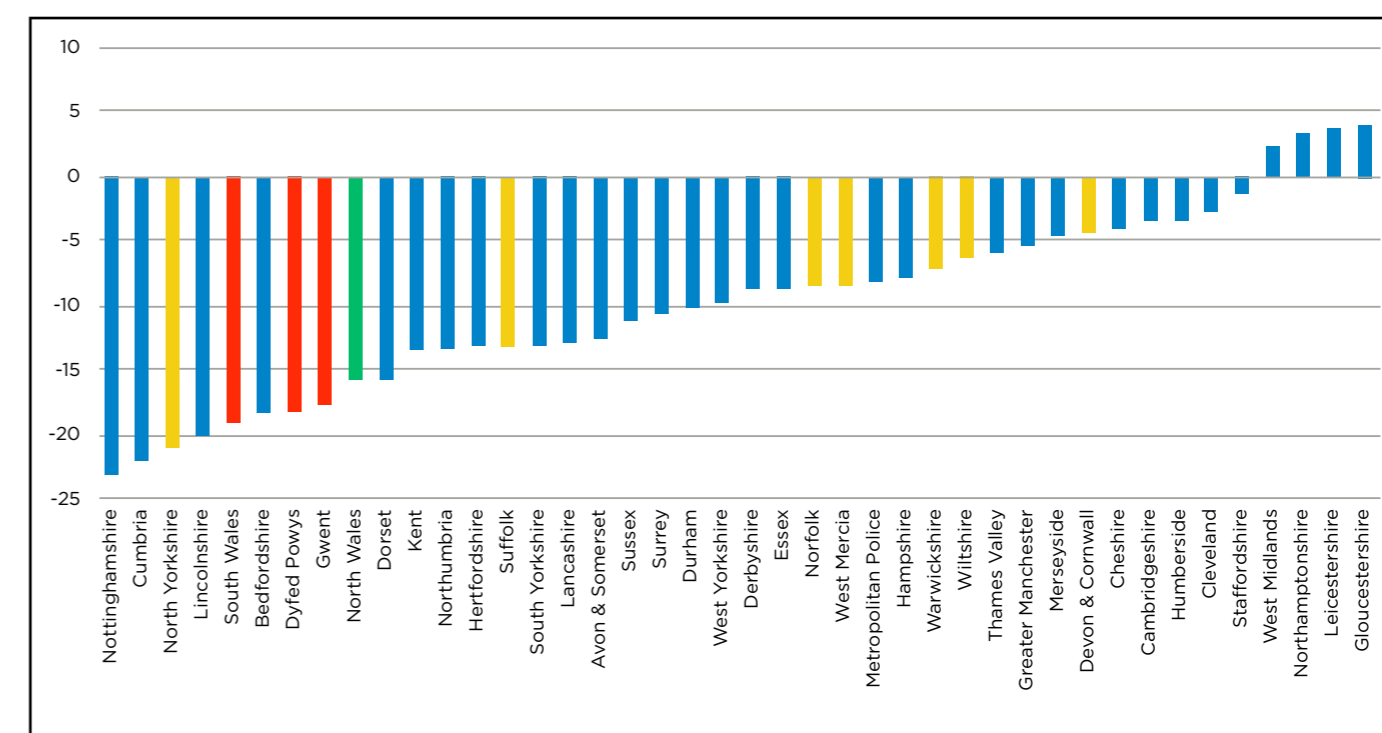
Nationally, the Force continues to record the highest number of Other Sexual Offences

The Force currently ranks 39th of the 42 Forces of England & Wales, in terms of recording the highest number of Sexual Offences per 1000 population, compared to 25th for all crime. In spite of this, NWP ranks 9th of all Forces in terms of year-on-year reduction. The data refer to the year to December 2020.

Sexual Offences – 12 months to January 2021, by Police Force*



Sexual Offences Year-on-year change – 12 months to January 2021, by Police Force*



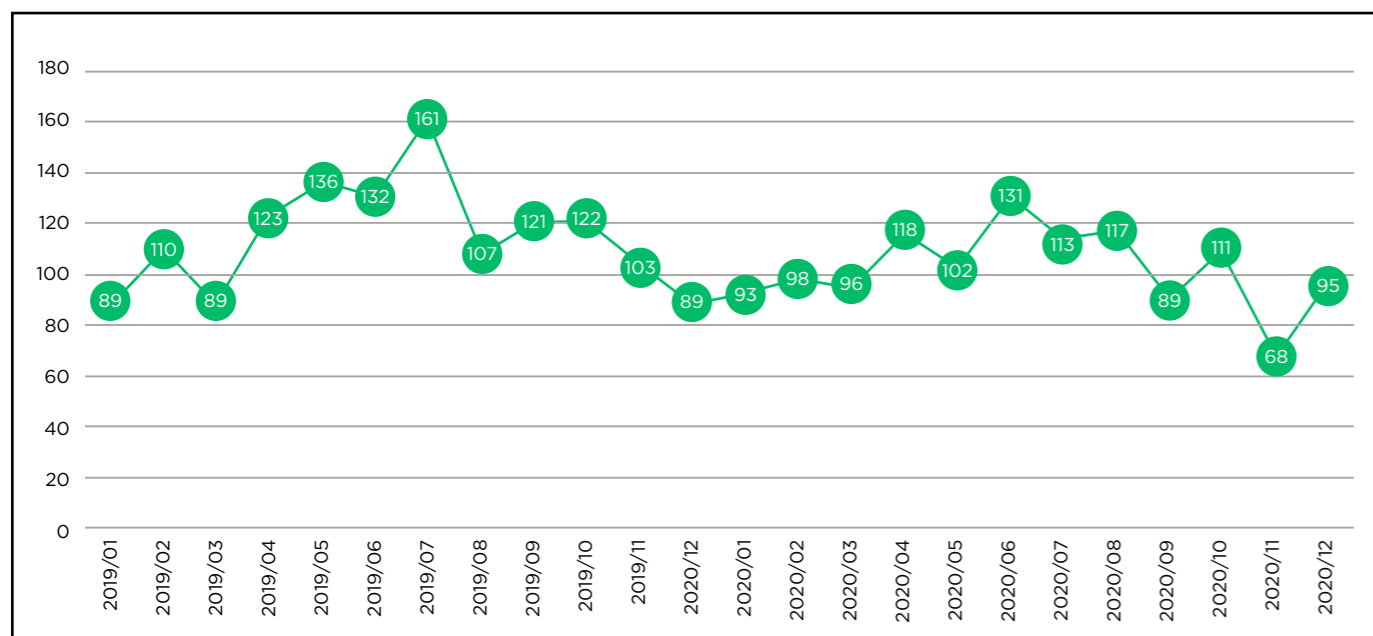
Recorded Other Sexual Offences are the contributors to this position; for Rape offences, NWP is 17th in terms of per 1000 population, and 7th in terms of year-on-year reductions. For Other Sexual Offences, NWP ranks 42nd for recorded offences per 1000 population, and 11th for year-on-year reductions.

Are we effectively safeguarding victims?

CSE intel submissions and CSE occurrences have decreased, year-on-year.

There has been a year-on-year fall in the numbers of CSE Intel submissions. For this year-to-date (April 2020 to March 2021), 1231 submissions have been made, compared to 1382 last year (a 10.9% reduction). The monthly number of submissions has been steady, and increasing, during the last few months, dipping in February but picking up again in March.

Monthly CSE Intel Submissions



The number of CSE Occurrences has decreased slightly, from 57 for the last year-to-date (Apr-Mar), to 48 this year-to-date (a 15.8% fall).

Modern Slavery

- Recorded Modern Slavery crime is not necessarily reflective of the volume of individuals identified as being victims or perpetrators of MDS offences
- Crimes are, in the main, classified as Slavery / Servitude offences
- The Occurrences are spread across the Force, with the higher concentration shifted to West Conwy
- The number of Modern Slavery occurrences is decreasing, year-on-year
- Victims with MDS flags tend to be of White Ethnicity, Male and Adult
- Suspects with MDS flags tend to be of White Ethnicity, Male and Adult
- The use of Slavery and Trafficking Orders is gaining traction
- The median investigation timeline is increasing, year-on-year

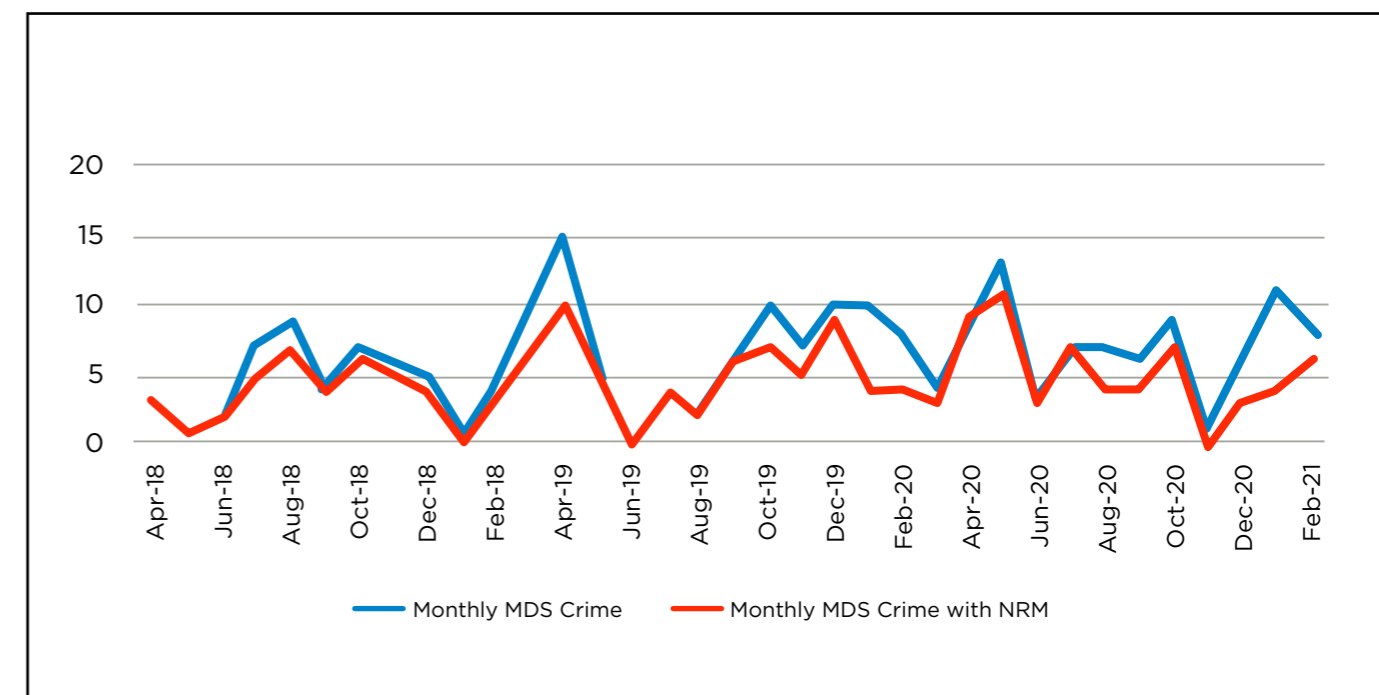
Recorded MDS crime is not necessarily reflective of the volume of individuals identified as being victims or perpetrators of MDS offences

During the current 12 months, 84 crimes have been classified as Modern Slavery offences, displaying a 2.3% decrease on the previous 12 months.

Modern Slavery Offences recorded

HO Classification	Current 12 Months	Previous 12 Months	Change %
Arrange or facilitate the travel of another person with a view to exploitation	2	5	-60.0%
Commit Offence other than kidnapping or false imprisonment with intention of arranging travel with a view to exploitation	1	0	-
Fail to comply with requirement to provide name and address under Modern Slavery Act 2015 Sec 30 (2) (b) and 30 (3)	1	0	-
Hold person in slavery or servitude	68	75	-9.3%
Require person to perform forced or compulsory labour	12	6	100.0%
Total	84	86	-2.3%

Monthly Modern Slavery Crime & NRMs



For the current 12 months, 97 occurrences of Modern Slavery have been recorded. This is a reduction of 34.5% compared to the previous 12 months. The number of victims has also decreased from 123 during the previous 12 months, to 87 in the current 12 months; a fall of 29.2%. There has also been a decrease in the number of Suspects recorded, from 42 to 37 (11.9% fall).

However, the number of individuals with a MDS flag (recorded as Victims or Suspects) far exceeds the number of occurrences or crimes recorded as Modern Slavery. For the current 12 months, 202 individuals have been identified as potential Victims, and 231 as potential Suspects.

Crimes are, in the main, classified as Slavery / Servitude offences at 81% of all Modern Slavery offences. However, when we consider the individuals who have been recorded as Victims, and a MDS flag has been applied to those individuals, 598 crimes have been committed against them during the last 12 months. Of these, 65.6% are recorded as VAP, and 10% are recorded as Sexual Offences.

Organised Crime

Such is the nature of organised crime that quantitative measurement is less applicable for this priority area. However, there is significant evidence that throughout 2020/21, despite the challenges presented by Covid-19, North Wales Police have continued to effectively target and disrupt the activities of organised crime groups across the region.

Increased investment in proactive resources over the past two years and close working with both Merseyside Police and the Regional Organised Crime Unit (ROCU) has resulted in significant arrests and positive outcomes. Detailed below are just some of the positive interventions and successes the force has had of late which brought some national government recognition from the Home Secretary and the Policing Minister.

- **Operation Tide** – Drug offences across North Wales and Merseyside. 18 offenders arrested, 146 years in prison.
- **Operation Apricate** - Supply of drugs into South Gwynedd from Merseyside. A joint operation between North Wales and Merseyside Police. 15 warrants executed with 10 offenders arrested. Currently in the court process.
- **Operation Blue Lancelot** – Wrexham Organised Crime Group supplying drugs in Caia Park. 23 suspects arrested and charged with conspiracy to supply class A. To date 17 pleaded or found guilty and a further trial due to commence on the 21st June.

- **Operation Blue Mammoth** – Multi-agency Safeguarding Operation involving children being exploited to supply controlled drugs in the Central force area. Children now subject of appropriate intervention and support from partnership with supply network disrupted. An application for a Slavery Trafficking Risk Order is in the court system.
- **Operation Blue Cobalt** – Drug supply across the force area. 22 arrests made and over £60K in cash seized. All main offenders remanded. In the court process.
- **Operation Blue Fedora** – A local OCG supplying Class A drugs in the Wrexham area. 13 arrests made and all pleaded guilty – 50 years in prison
- **Operation Lily Wen Fach** – Drug supply in the Rhyl area (County Lines). Mixture of local and Merseyside offenders. 21 arrests, 8 offenders remanded all others remain in the custody process.
- **Operation Kyanite** – Drug supply offences from the Merseyside into the Wrexham area. 13 arrests made, 3kg of class A seized along with more than £50k in cash – currently in the court process.
- **Operation Boltrope** – County lines operation run by Merseyside nominals supplying drugs into the Deeside area. 4 arrests made, 15 years in prison.

Delivering Safer Neighbourhoods

All measures for delivering safer neighbourhoods remain positive and stable in the long term.

Measure	Source	2019/20	2018/19	Year on year change	Trend	Short term assessment	Long term assessment
O1: % who feel safe in their local area	Public confidence survey	86%	85.1%	0.9 pp	n/a	n/a	n/a
Measure	Source	12 mths to Mar 20	12 mths to Mar 19		5 year Trend	Short term assessment	Long term assessment
O2: Risk of personal crime	Crime Survey in England & Wales	2.7%	1.4%	1.4 pp		within expected range	Improving
O3: Risk of household crime	Crime Survey in England & Wales	5.8%	4.9%	0.9 pp		within expected range	Improving
Measure	Source	12 mths to Nov 20	12 mths to Nov 19	Year on year change	2 year Trend	Short term assessment	Long term assessment
O4: Recorded all crime	RMS via BI Launchpad	56,217	60,868	-7.6%		within expected range	
Measure	Source	12 mths to wk 20/35	12 mths to wk 19/35	Year on year change	6 month Trend	Short term assessment	Long term assessment
O5: Repeat offenders of all crime	RMS via BI Launchpad	1,176	1,173	0.3%		within expected range	Stable
O6: Repeat victims of all crime	RMS via BI Launchpad	5,247	4,876	7.6%		within expected range	Stable

Community Engagement

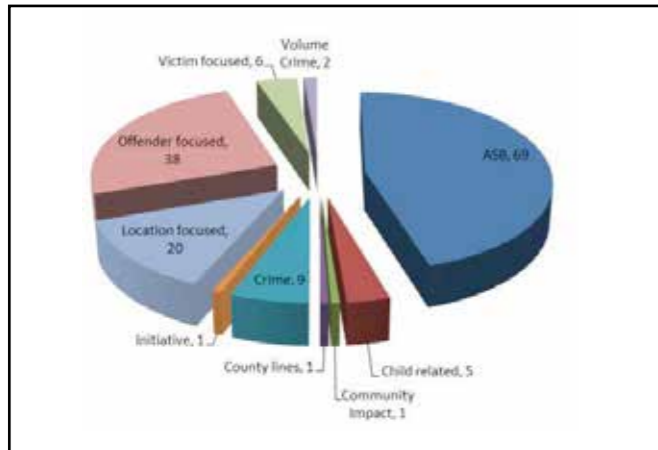
Community Engagement continues across each of the Districts including the use of virtual engagement due to Covid including:

- **BAME Engagement Events** – Districts have worked with the Workforce Representation Team to hold a range of engagement events with BAME communities across the region.
- **Mold Market** – Every other Wednesday staff from the District and Community Safety Team have a stall to engage with communities and offer advice and prevention services.
- **Travelling Community** – work is being undertaken with the traveller liaison officer, community cohesion co-ordinator and NPT staff to establish an Education Hub at one of the Travellers site together with a number of other projects to help improve engagement with the travelling community.



- **Young People** - An innovative programme of joint patrols between youth engagement officers and North Wales Police is due to commence across Anglesey. This work seeks to ensure meaningful engagement with young people and to help identify opportunities to divert young people away from ASB and low level criminality.
- **'Your Community Your Voice'** - Districts have been supporting and promoting the 'Your Community Your Voice' grant opportunities providing an excellent opportunity to engage with a wide range of community groups.

Problem Solving



The chart shows the type of Problem Solving Plans which have been created over the last year. The following are a few examples:

- Vulnerable person and drug user whose address was being cuckooed and taken over by an OCG. As part of plan MDS legislation, NRM procedures and partnership approach with BCHUB were used. Individual was safeguarded, re-housed and referred to detox programme to assist with alcohol use and SMS assisted with stabilising medication.
- Problem Orientated Policing (POP) plan instigated following a number of high value frauds involving hotels and business premises across the region. The team have worked with UK NPCC lead and financial institutions resulting in a national change to processes which will help prevent further victims.
- POP Plan in relation to an individual causing high levels of demand relating to ASB, public order, low level violence and drug dealing. Multi-agency plan with NPT, IOM and leaving care team led to a reduction from 16 incidents in two month period to no further incidents.

Quality of Service

12 months to October 2020

- The victim survey results cover the first lockdown period and firebreak and show no significant impact on the quality of service delivered during that period
- A deep review of a full year of hate crime surveys and related crimes has been undertaken and results are being considered by the quality of service group
- Hate crime victim satisfaction continues to be an area of focus although levels have stabilized and are improving in some areas

Measure	12 months to Nov 20	12 months to Nov 19	Change %
Ease of contact	89.90%	91.80%	-1.9
Action taken	73.00%	72.50%	0.5
Follow up	63.20%	66.80%	-3.6
Treatment	89.90%	90.10%	-0.2
Whole Experience	78.50%	79.10%	-0.7

FUNDING AND FINANCE

Police Budget

As Police and Crime Commissioner, I am responsible for setting the budget provided to the Chief Constable for the delivery of policing in North Wales. A net budget of £161.220m was allocated to the Chief Constable for 2020/21. The remaining £2.556m was used for my Commissioner's Fund (which funds initiatives such as community safety, drug intervention and youth justice) and also for the costs of my office. The Chief Finance Officer for the OPCC works closely but independently with the North Wales Police Director of Finance and Resources to ensure effective financial management and planning and the discharge of the Section 151 function.

Whilst central government grants, determined by the Home Office, accounted for 48% of funding, 52% was funded by local taxpayers. The only increases in government grants in 2020/21 and 2021/22 relate to specific one-off grants related to dealing with the Covid pandemic, and funding for the national programme to increase police officer numbers by 20,000 over three years (Operation Uplift). Taking inflation into account, the underlying position of flat cash grant settlement amounts to a real terms cut.

The Statements of Accounts are available on my website. The 2020/21 financial year was challenging, with a further £2.358m cuts delivered. Together with cuts of £2.902m to be delivered in 2021/22, and taking into account inflation and other pressures, in real terms the policing budget in North Wales is currently £38m less than in 2010/11.

Despite the more positive outlook since 2015, the position remains challenging, and at the time of writing there is significant uncertainty over funding for 2022/23 and beyond.

The Office of the Police and Crime Commissioner

The annual budget for 2020/21 was set at £936,267, with the commissioning budget an additional £1,619,919. In addition, the Office administered

Victims' Services Grant of £816,354 and is the accountable body for VAWDASV grant of £465,312. The Office is also the accountable body for the Drug Intervention Programme, receiving £478,140 from HM Prison and Probation Service annually towards the cost.

During the year, the Office received additional funding for commissioned services affected by the Covid-19 pandemic. This included £316,774 from the Ministry of Justice and £308,000 for VAWDASV. The Commissioner was also successful in receiving Safer Streets funding for Wrexham and Rhyl, with a combined value of £1,067,000.

Estates Strategy

The implementation of the Estate Strategy 2018-2028 is continuing and underutilised buildings will eventually be decommissioned. The roll out of internet enabled devices to Police Officers and the increase in agile working across the Force, facilitated by the Force's ambitious digital transformation programme chaired by the Director of Finance and Resources provides further opportunities to use the estate more efficiently and in different ways. The move to more agile working and more people being able to work from home has been accelerated as a result of the Covid-19 pandemic, with around 800 individuals now working from home on a regular basis, many of whom will continue to do so, even when social distancing is no longer required. The space freed up in this way will help to provide accommodation for the additional officers resulting from Operation Uplift.

There continues to be investment in the estate. The police station in Pwllheli is undergoing significant modernisation works to ensure its suitability for modern policing. There are also proposals to provide a new police station in Holyhead to replace the aging building in the town centre.



The Financial Outlook

Although there has been more certainty in recent years, the current political situation means it is difficult to predict funding for 2022/23 and later years. The grant received in 2019/20 and 2020/21 to partially offset the additional cost of police pensions is to be received again in 2021/22; however, the ongoing position has still not been decided.

The replacement for Airwave (emergency service radio system) is expected to be a cost to North Wales of approximately £9m, of which £8.2m is included in the capital programme in the MTFP in 2022/23. In order to reduce the future borrowing requirement for this national scheme, the budget for 2021/22 includes a contribution of £0.75m to the capital reserve.

The COVID-19 pandemic has had a significant impact on our working arrangements. Initially funding was allocated just for commissioned services. However, during the year funding was confirmed to reimburse the costs of PPE, and in March 2021 further funding was confirmed for general costs due to the pandemic. Although the total amount of Covid grants is less than the associated costs, this additional funding is nevertheless welcome.

COMMISSIONING

The Crime and Disorder Fund 2020-21

The funding distribution for the year as shared by organisation is detailed below;

Recipient	Purpose	Grant
DASU North Wales Ltd	IDVA - Wrexham & Flintshire IDVA - Denbighshire & Conwy	£13,744.63 £38,519.44
North Wales Women's Centre	Women's PathfinderSupport	£178,248.50
Checkpoint Cymru	Diversion Activities	£343,086.50
Dechrau Newydd	Diversion Activities	£504,167.27
Conwy & Denbighshire Youth Offending Team	Youth Work Strategic Plan	£23,273.00 £20,384.00
Gwynedd & Anglesey Youth Justice Services	Youth Work Strategic Plan	£27,350.00 £16,464.00
Wrexham Youth Offending Team	Youth Work Strategic Plan	£22,510.00 £19,695.00
Flintshire Youth Offending Team	Youth Work Strategic Plan	£22,835.00 £15,029.00
Crimestoppers	Regional Manager Post	£15,000
Victim Support	Modern Slavery Support Officer Fraud Case Worker	£38,376.00 £21,670.25
Choose 2 Change	Domestic Violence Perpetrator Intervention	£6,150.00
Home - Start	Rapid Response Project in support of adverse childhood experiences (ACE's)	£8,483.00
Brake	Road Safety	£2,500.00
Total		£1,337,485.59

Dechrau Newydd

During 2019 the Office of the Police and Crime Commissioner along with HMPPS tendered for a new Drug Intervention Programme contract. Kaleidoscope were successful in the tender process and were awarded the contract which commenced

in April 2020 with the aim to engage substance using offenders and support them to reduce re-offending, improve health and social functioning, engage with multi agency support and make sustainable lifestyle changes.

Custody suites, courts, probation offices and prisons offer key opportunities to identify, inform and engage substance using offenders. These can be challenging environments to deliver treatment services within, especially when engaging with individuals who may be particularly anxious, mistrustful and vulnerable. The overarching aim

of the service is to provide seamless integrated support to drug and alcohol using offenders.

This work is part of my integrated approach to supporting clients through a variety of referral pathways such as Checkpoint Cymru and the Women's Pathfinder together with health partners.

The Victim Services Fund 2020/2021

In addition to the Community Safety Fund, I receive a grant from the Ministry of Justice each year to commission services in support of victims. During 2020/21 I have commissioned the following services;

- The Victims' Help Centre
- Independent Domestic Violence Advisors
- Independent Sexual Violence Advisors

Each of the below services have improved the care and support afforded to victims of crime across North Wales.

Recipient	Purpose	Grant
DASU North Wales Ltd	IDVA - Wrexham & Flintshire IDVA - Denbighshire & Conwy MOJ Covid 19 Funding	£148,620.62 £48,151.63 £115,948.00
Grwp Cynefin	IDVA - Gwynedd & Mon MOJ Covid 19 Funding	£84,886.00 £73,534.80
RASASC	Child Sexual Abuse MOJ Covid 19 Funding	£39,000.00 £29,750.00
SARC	Child Sexual Abuse ISVA - Regional ISVA - Rape Support Funding	£17,000.00 £103,000.00 £33,296.00
Victim Support	Victim Help Centre MOJ Covid 19 Funding	£368,857.00 £4,762.08
Aberconwy Domestic Abuse	MOJ Covid 19 Funding	£15,960.60
Clwyd Alyn Women's Aid	MOJ Covid 19 Funding	£28,697.40
Hafan Cymru	MOJ Covid 19 Funding	£3,530.00
North Wales Women's Centre	MOJ Covid 19 Funding	£14,842.00
Stepping Stones	MOJ Covid 19 Funding	£29,750.00
Total		£1,159,586.13

VAWDASV Funding 20/21

Recipient	Purpose	Grant
Aberconwy Domestic Abuse	Covid 19 Funding Target Hardening Ask and Act	£2,450.00 £2,500.00 £1,875.00
Authentic Voices	Needs Based Revenue	£5,005.00
BAWSO	Covid 19 Funding CYP Support Worker Needs Based Revenue Target Hardening	£5,100.00 £3,100.00 £25,991.00 £2,500.00
Choose 2 Change	Perpetrator	£58,194.00
Clwyd Alyn Women's Aid	Covid 19 Funding Needs Based Revenue Target Hardening	£2,300.00 £1,119.00 £2,500.00
DASU North Wales Ltd	IDVA - Wrexham & Flintshire IDVA - Denbighshire & Conwy CYP Support Worker Covid 19 Funding Disbursed Accommodation Needs Based Revenue Video Conferencing Target Hardening	£38,000.00 £87,981.18 £10,086.00 £16,600.00 £135,182.00 £92,251.00 £12,000.00 £12,500.00
Flintshire County Council	Regional Team Needs Based Revenue Communications Funding	£167,674.00 £1,250.00 £5,000.00
Grwp Cynefin	IDVA - Gwynedd & Mon Covid 19 Funding CYP Support Worker Disbursed Accommodation Video Conferencing One Stop Shop Need Based Revenue Target Hardening	£58,462.00 £10,017.00 £3,582.00 £169,000.00 £51,000.00 £22,824.14 £52,427.00 £10,000.00
Hafan Cymru	Needs Based Revenue Ask and Act	£37,200.00 £250.00
Intervention Consultancy	Perpetrator Needs Based Revenue	£15,000.00 £12,000.00

Recipient	Purpose	Grant
RASASC	Covid 19 Funding Needs Based Revenue	£3,750.00 £30,000.00
Safe Lives	Needs Based Revenue	£6,500.00
SARC	ISVA - Regional	£31,000.00
Victim Support	Needs Based Revenue	£7,335.00
Stepping Stones	Covid 19 Funding Needs Based Revenue	£3,750.00 £24,725.00
Total		£1,239,980.32

Early Intervention Fund

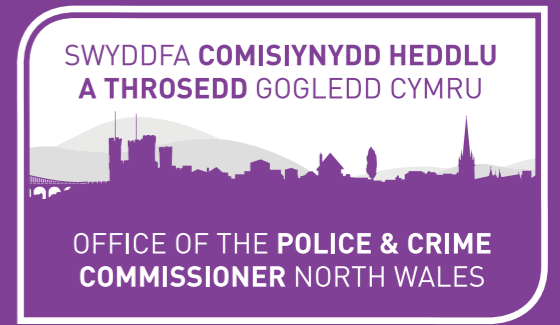
Recipient	Purpose
Home - Start (Wrexham) ACE Lead Worker	Total Cost of Project - £60,188.00 PCC Year 1 - £24,188.50 PCC Year 2 - £24,914.00 PCC Year 3 - £25,661.00
Hafal (Regional) Young People Mental Health Programme	Total Cost of Project - £227,100.00 PCC Year 1 - £30,000.00 PCC Year 2 - £30,000.00 PCC Year 3 - £30,000.00
Grŵp Cynefin (Gwynedd & Anglesey) Children and Young People Support Worker	Total Cost of Project - £84,168.68 PCC Year 1 - £14,907.50 PCC Year 2 - £15,724.94 PCC Year 3 - £16,582.78
North Wales Women's Centre (Rhyl) ACE's Intervention Project	Total Cost of Project - £415,946.00 PCC Year 1 - £15,900.00 PCC Year 2 - £33,490.00 PCC Year 3 - £33,490.00
Total	PCC Total year 1 - £84,995.50 PCC Total Year 2 - £104,128.94 PCC Total Year 3 - £105,733.78 Total Cost - £294,898.22

Safer Streets

- In Early 2020 The Home Office invited bids for money from their Safer Streets Fund to help make communities safer and reduce crimes like theft, burglary and anti-social behaviour.
- Partner agencies including my office, local authorities, North Wales Police and Clwyd Alyn collectively made two bids for improvements in the west end of Rhyl and Queensway in Wrexham.
- I was delighted that both bids were successful and we were allocated £550,000 and £517,000 respectively to make physical improvements and to help build on the community spirit that already exists in those areas.
- The physical improvements included ANPR, enhanced street lighting, upgrades to some alley gates, increased CCTV coverage, environmental improvements, to enhance the look and feel of the areas, and community volunteers to work on maintaining the appearance of the neighbourhood and the safety of its residents.
- The funding has also been used to deliver local crime prevention advice to residents, establish Neighbourhood Watch schemes and invest in a new Neighbourhood Alert system.



- As the project draws to a close the majority of the work has been completed with the finishing touches due to be concluded in the next couple of weeks. Despite difficulties presented by working on the project through the pandemic the project has been a huge success; partners have worked together well pulling together to deliver significant improvements to the Rhyl and Caia Park areas in a very short timescale.
- A second Safer Streets fund has been launched by the Home Office and partners have submitted bids for areas in Gwynedd and Conwy. The announcement of the successful bids is expected in early July.



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