

**Cross Party Group on Policing,**  
**Virtual Teams Meeting, Tuesday 9<sup>th</sup> November at 12:30**

**1. Present**

**Senedd Cymru – Welsh Parliament**

Helen Cunningham – Office of John Griffiths MS  
Alun Davies - Member of the Senedd (MS) (Labour)  
Delyth Jewell - Member of the Senedd (MS) (Plaid Cymru)  
Natasha Asghar – Member of the Senedd (MS) (Conservative)  
Sioned Williams - Member of the Senedd (MS) (Plaid Cymru)  
Dr Lee Gonzalez – Support Officer for Joel James, Member of the Senedd  
Dr Eleri Cabbage – Office of Lynne Neagle, Member of the Senedd  
Bill Thomas – Office of Joyce Watson, Member of the Senedd  
Charlotte Knight – Office of Jayne Bryant, Member of the Senedd  
Paul Smith – Chief of Staff, Welsh Conservatives  
Andrew Bettridge - Senior Communications Officer, Office of John Griffiths AM

**Police and Crime Commissioners and Staff**

Dafydd Llywelyn – Police and Crime Commissioner for Dyfed Powys and Chair of Policing in Wales  
Jeff Cuthbert – Police and Crime Commissioner for Gwent  
Andy Dunbobbin - Police and Crime Commissioner for North Wales  
Wayne Jones – Deputy Police and Crime Commissioner for North Wales  
Eleri Thomas – Deputy Police and Crime Commissioner for Gwent  
Emma Wools – Deputy Police and Crime Commissioner for South Wales  
Sian Curley - Chief Executive Police and Crime Commissioner for Gwent  
Cerith Thomas – Association of Police and Crime Commissioners Wales Advisor

**Chief Constables and Staff**

Pam Kelly – Chief Constable, Gwent Police, and Chair of the Welsh Chief Officer Group  
Claire Parmenter, T/Chief Constable, Dyfed Powys Police  
Paul Morris – Head of Police Liaison Unit  
Gethin Jones – Police Liaison Unit  
Robin Fuller – Staff Officer for CC Pam Kelly  
Lynda Young – Police Liaison Unit, Group Secretary

**Invited attendees**

Gary Haggaty – Deputy Director – Community Safety Division, Welsh Government

## **2. Helen Cunningham, Acting Chair**

The Chair welcomed everyone to the meeting explaining that she was currently standing in for John Griffiths who was unable to chair the meeting on this occasion.

The Chair introduced Dafydd Llywelyn, the Police and Crime Commissioner for Dyfed Powys and Pam Kelly the Chief Constable for Gwent Police, explaining the meeting was to give Members of Senedd the opportunity to discuss a safer Wales for Women and Girls.

## **3. Dafydd Llywelyn – Police and Crime Commissioner for Dyfed Powys**

Dafydd Llywelyn thanked the Chair and welcomed everyone to the meeting highlighting the Cross Party Group in Policing has been established for a few years and he is delighted to see how the group has evolved. Stressing the importance of significant benefits to Members of the Senedd to attend to understand some of the agendas the police are dealing with.

Dafydd Llywelyn stated a joint presentation would be made by Pam Kelly as the current Chair of the Welsh Chief Officers Group and himself as the current Chair of the Policing in Wales Group.

Dafydd Llywelyn explained he would be talking around the perspective and impact from the Police and Crime Commissioners viewpoint on safer Wales for Women and Girls.

He noted that Policing in Wales was working collaboratively and linking in regularly with Welsh Government within the structures that have been built. He highlighted his own personal view that they are not sitting on firm statutory footings, however this may change should there be further devolution, which would be welcomed by all four Police and Crime Commissioners.

PCC Llywelyn explained that Police and Crime Commissioners work within the Criminal Justice Board in Wales and have wider links with Welsh Government within the Policing Partnership Board for Wales. He is the current Chair of Policing in Wales on which the four Police and Crime Commissioners and four Chief Constables sit, working together to tackle issues. Also regular meetings are held with the Minister for Social Justice, Police and Crime Commissioners really welcoming this interaction along with regular contact with Members of the Senedd and Welsh Government.

PCC Llywelyn made special mention on the work in this area of Eleri Thomas and Emma Wools who are both Deputy Police and Crime Commissioners in Gwent and South Wales Police as well as Alison Perry, his Director of Commissioning in Dyfed Powys.

He highlighted the headline figure of the combined investment across Wales by the Police and Crime Commissioners of £4.6m within domestic violence and wider abuse services including sexual violence services.

All Police and Crime Commissioners, commission services directly from specialist services to help prevent crime and provide support services for victims to cope and recover from crime, all of which are free and confidential. Specialist services are commissioned for victims of domestic violence, abuse and sexual violence in all of the four Police and Crime Commissioners areas across Wales and that includes advocacy and support via local (IDVA) Independent Domestic Violence Advisers as well as (IDSVAs) Independent Domestic & Sexual Violence Advocates which provide services for standard, medium and high risk victims, and includes counselling services as well as services for children and young people.

Schools and Education settings are now very familiar with Operation Encompass where Police disclosures are made to schools at the earliest opportunity so that schools are made aware of the young people that have potentially been traumatised as a result of domestic violence.

Historically all Police and Crime Commissioners have funded a number of pilot projects, for example Perpetrator Services in order to get to the root cause of offending. This has helped to change some of the landscape on commissioning services and strengthening the relationships with the Criminal Justice Services and non-governmental organisations in Wales.

Some examples are the Family Intervention Programme and Drive Project work with high-harm perpetrators of domestic abuse. Additional funding has been received direct from the Home Office to help support these services. However, PCC Llywelyn raised concerns around grant funding and processes needed to obtain funding.

A Stalking Clinic was tested in Dyfed Powys which has now matured into a Regional suite for perpetrator interventions, jointly funded by partners. Having online support programmes, individual and group face to face interventions supporting the perpetrators. Further investments from the Home Office, the Police and Crime Commissioner's Office in Dyfed Powys are looking to strengthen perpetrator services including focus on more preventative and educational interventions for those at risk so it isn't just about the victim services it is also tackling the perpetrator's behaviour.

There are currently pilots running across Wales where (IDSVAs) Independent Domestic & Sexual Violence Advocate are accompanying operational Police Officers to help with early access opportunities.

South Wales Police and the Police and Crime Commissioner for South Wales are currently piloting Pathways to Live Fear Free, offering support to victims who want to press charges or be referred to local services. Change That Lasts is currently funded by the Police and Crime Commissioner for South Wales again with a focus on prevention and community engagement and development. This highlights the importance of evaluation to understand what works, share best practise and collaborate across the four forces in Wales.

The four Local Criminal Justice Boards are chaired by the Police and Crime Commissioners which is an important role the Police and Crime Commissioners hold and they have adopted priorities under the banner of Criminal Justice in Wales.

Offering victim support services, looking at the offender management, early intervention and prevention work, alongside race and inequality, violence against women and girls runs as a golden thread throughout the entire delivery plan. This is reflected at both the national and local levels within forces and has been for a number of years. Police Chiefs and Commissioners fully support the work Welsh Government are doing to prioritise and promote this agenda.

In terms of wider collaboration, Police and Crime Commissioners are heavily involved in reshaping and remodelling Serious Sexual Assault Services across Wales, looking to provide services in a timely manner but also from an appropriate geographical location.

Policing in Wales have put together a task force for the issues of violence against women and girls, which is currently chaired by Emma Wools Deputy Police and Crime Commissioner in South Wales, demonstrating the prominent and leading position the Police and Crime Commissioners have in relation to this agenda across Wales.

Police and Crime Commissioners are working alongside Welsh Government on the delivery of the Violence Against Women, Domestic Abuse and Sexual Violence strategy and blueprint but also at a local level.

Dafydd Llywelyn concluded by saying that what is important from a Police and Crime Commissioner's perspective is each Police and Crime Commissioner being seen as the victim's champions locally, and ensuring victims are at the heart of our organisation's activity.

#### **4. Pam Kelly – Chief Constable for Gwent Police**

Chief Constable Kelly welcomed everyone to the meeting. She highlighted the following headline statistics:

- Women are more likely to experience violence in terms of frequency and severity simply because they are women.
- 1.6 million Women a year report domestic abuse across England and Wales
- 90% of cases linked to rape and sexual assault victims are women

CC Kelly stressed that we have all got an awful lot of work to do to make sure that future generations of women are safe in our communities.

The focus is now falling on the following areas to give a clear picture of what violence against women and girls actually is.

Define (VAWDASV) - Violence against Women, Domestic Abuse and Sexual Violence

National context – What is going on across Wales? Clearly setting out the Welsh context as we are doing a lot of work and are currently ahead of the curve here in Wales

Public confidence

Police action, internal culture – What Police forces in Wales have done and are continuing to do.

Our collective responsibility as public servants in Wales and role models within our communities not just trying to make a difference but needing to make a difference.

CC Kelly posed the question, what is violence against women and girls?

- Sexual Violence
- Sexual Harassment
- Sexual Exploitation
- Domestic abuse
- FGM
- Forced marriage
- Honour Based Crimes

These represent some of the common themes reported to policing. However, some of this violence and the existing culture stems from what happens in our communities in terms of misogyny and thinking, people's homes, within our media, and of course what we do as public servants in terms of flushing out such behaviours.

She highlighted that T/Chief Constable Claire Parmenter is the National Lead on Neighbourhood Policing, Chief Constable Carl Foulkes is the National Lead in Equality Diversity and Inclusion, and that she is the National Lead on Workforce and Coordination, and Culture and Representation in Policing. So from a Welsh perspective we are pushing the UK policing agenda.

The Sarah Everard case has shocked everyone, that a serving Policing Officer using his badge, power and position to take a young woman off the street and kill her. When we look at this and the case the Metropolitan Police are picking through around how people are vetted, how we deal with intelligence in our communities about police officers, without question forces have responded to this and not just today but for years in Wales, trying to identify people who cause havoc in our communities whether in public services or not.

There is a strategy that has been in place for more than 5 years, this strategy encompasses what the NPCC (National Police Chiefs Council) are starting work on. This is about safety in public spaces, the Criminal Justice System on how we record incidents and crimes and how in the future this might include recording misogyny as a crime along with behaviours in our communities, work places and how we engage all of this in our partnerships. CC Kelly Emphasised this is about education, what happens in our schools and how we demonstrate these values across the whole of public service.

There is a need for speedy justice for victims of crime, a task force around criminal justice having been established in Wales and across each of the 4 forces leading on these very important areas. CC Kelly argued that we have to challenge ourselves and partner agencies such as CPS (Crown Prosecution Service) as to why it is taking so long for rape, sexual assault and domestic abuse cases to get to court, and how forces have been working tirelessly to speed up that criminal justice processes during the covid crisis. However, in reality justice isn't devolved to Wales and justice

isn't as speedy as Police forces would like for victims of rape, sexual assault and domestic abuse and we need the help of colleagues across all partners agencies including MPs and MSs, so victims are not waiting 6 to 12 months to get to court. .

The prevention work we do with Police Community Support Officers and Schools Liaison Officers within schools is absolutely essential. How we then respond to diversion schemes to divert people away from this behaviour is a key issue as is how we support victims within the justice system and help them heal. Having funding available in order to give the best services such as the Sexual assault referral centres and Child Centred Policing and understanding vulnerability, all of this links into the violence against women and girls strategy.

CC Kelly stressed that forces understand the impact the Sarah Everard case has had on the public confidence in policing and today is an opportunity to give Senedd Members some reassurance. Professional Standards Departments in forces are constantly monitoring, seeking intelligence, targeting, bringing to justice and misconduct hearings people who have breached standards across all of the 4 forces. However this will mean MSs will see more cases in the headlines in terms of abuse of power and or abuse of power for sexual purposes, because the intention is to flush out anyone who puts our community at risk or breaches standards or professional behaviour.

CC Kelly noted this is not only happening in Police forces but in other professions and is seen across our society. The 4 Welsh Chief Constables are committed to a robust approach to anti-corruption and dealing with the abuse of position for sexual purposes, adding that this message and commitment needs to go across all public services in Wales and that there was not time to just talk about it, but to covertly and proactively target those people where there is intelligence to suggest that they have breached standards of behaviour or committed an offence. It has to be our collective responsibility to be proactively and challenge this behavior.

CC Kelly pointed to the White Ribbon event in November making a plea for strong male role models to be the voice in Wales and speak out. Women and girls want to see role models being passionate about the violence against women and girls agenda.

The Chief Constables in Wales want people to come forward and report domestic abuse, rape and sexual assault. They are influencing and working with colleagues in the Crown Prosecution Service and others so justice is obtained for victims.

Welsh Government fund the Wales Schools Police Programme on which T/Chief Constable Claire Parmenter leads. The Schools Liaison Officers go into every school in Wales and citizenship, relationships, healthy relationships are all part of the curriculum.

Local Authorities, Health Boards and others working with the Police and Crime Commissioners' Offices need to lead on some of this work in support of Policing in Wales. This needs to be a priority for all in terms of our commitment our funding and determination to make sure that we make things happen.

Pam Kelly introduced Emma Wools, Deputy Police and Crime Commissioner for South Wales and Eleri Thomas Deputy Police and Crime Commissioner for Gwent to discuss some of the work they have been doing around the violence against women girl's agenda

#### **5. Emma Wools – Deputy Police and Crime Commissioner for South Wales**

Emma Wools stated she wished to reinforce a couple of points already made.

We all take ownership as public services, that this is a societal and cultural issue so partnership is the only way we can tackle this issue from the point of education, educating both boys and girls in terms of attitudes to one another and appropriate behaviours, right through to investing in the response to high risk perpetrators.

Police and Crime Commissioners across Wales have invested in tackling violence against women and girls for many years but it is important we go further and faster which is what we are responding to right now.

DPCC Wools built on CC Kelly's previous comments around the establishment of a task force, in response to the public debate around violence against women and girls. This draws together the significant activity generated across policing and public services, driven by the need for one forum to get a full picture of and coordinate the responses and maintain pace in terms of the delivery of solutions in tackling violence against women and girls.

She and DPCC Eleri Thomas jointly chair the task force which brings together all 4 forces as well as partners including Welsh Government, Public Health Wales and some of our key Criminal Justice stakeholders to be able to consider how we problem solve and tackle this issue together

In the longer term, forces and Commissioners have for some time been working alongside Welsh Government in terms of the development and delivery of their commitment to produce their next 5 year strategy, tackling violence against women and girls. Policing in Wales is committed to leadership once that strategy is defined and set out and together with partners policing will take ownership and responsibility on the commitment and objectives set out and in doing so develop a blueprint approach to the way in which we are going to deliver our responses right from prevention to offender management and tackling high risk perpetrators.

This will be a collaborative commitment and will involve leadership and co-production and being able to engage with our non-governmental organisations and partners as well as victims survivors voices. They are going to be central to the way we design and respond in terms of our solutions going forward and we are in the process of developing models and building on best practice that is already in place across Wales in terms of how we engage with women, girls and men as we tackle this issue.

#### **6. Eleri Thomas – Deputy Police and Crime Commissioner for Gwent**

DPCC Thomas confirmed the significant investment into services for both for victims and perpetrators across Wales. She added that the leadership, pace and

momentum that forces are bringing to this issue demonstrates our determination to achieve a step change in our approach to violence against women and girls.

DPCC Thomas highlighted the website “Everyone’s Invited” looking at the experience of pupils and learners across England and Wales in relation to conduct and sexualised behaviour in schools, colleges and other educational establishments. Jane Bryant MS has asked that the children and young people’s committee of the Senedd look into issues within education.

DPCC Thomas stressed that we need to think about not just domestic violence happening in people’s homes, but in public spaces and how we start to have the conversation about safer streets and safer public spaces and most importantly our role as public services and employers in supporting our staff.

In relation to the abuse of trust and in our role as policing leaders, DPCC Thomas confirmed that MSs have an absolute commitment that Policing in Wales is determined to take forward this with complete conviction.

## **7. Questions and discussion**

Helen Cunningham, Acting Chair thanked speakers and opened the floor to questions

### **Alun Davies - Member of the Senedd (MS) (Labour)**

Alun Davies MS thanked the speakers for the powerful presentation and highlighted the benefit to circulate this information to Members of the Senedd who have been unable to make the meeting.

He posed a question on how we could change the culture, asking how we could achieve that coming together as politicians and leaders to create that wave of culture change

He further noted that DPCC Thomas had given a presentation at the Gwent Criminal Justice Board around Women in the Criminal Justice system and although different to the discussions today, stated it would be good to explore those issues on how women are treated in the Criminal Justice system stressing there are some good examples in Scotland where we could seek some innovative ways of moving forward.

He added that confidence comes from substance; it isn’t just about PR or making promotional videos. With the right substance, only then will public confidence be rebuilt. He highlighted a BBC interview with two young women after the Sarah Everard case and those young women said they had complete confidence in the police because Police were in their schools, within their community they knew them their families and who they were, emphasising the importance of police within our communities.



### **Dafydd Llywelyn – Police and Crime Commissioner for Dyfed Powys**

PCC Llywelyn Thanked Alun Davies for his questions and agreed with his view point stating the four Welsh Police and Crime Commissioners and Police Chiefs already work together so let's work together on this agenda

On the issues of culture and public confidence he stated that we are unique in that we have a one public service ethos in Wales which transcends across into policing, even though policing is non-devolved this doesn't mean Policing can't play its part in public services boards and other fora.

The challenge for policing is linked to public confidence and how we prove the policing culture aspect. Again policing is unique in Wales where basically four Police and Crimes Commissioners are working together with the four Chief Constables and can achieve some great things over the next couple of years.

### **Claire Parmenter – T/Chief Constable for Dyfed Powys Police**

T/CC Parmenter emphasised the importance of neighbourhood policing within Wales and asked for the Welsh Government for their continued support of both Police Community Support Officers and School Liaison Officers across Wales who all contribute significantly to the prevention, the culture, the reassurance and visibility around all violence against women and girls issues. This reinforced how important local policing is within our communities.

### **Jeff Cuthbert – Police and Crime Commissioner for Gwent**

The way in which Policing collaborates across the board and not only the four Police and Crime Commissioners via Policing in Wales is vital, but also with public services via the Policing Partnership Board which is proving extremely effective. PCC Cuthbert noted that in effect we do operate here in Wales as if we were devolved even though we understand the formalities and receive our core police funding from the Home Office.

He stressed the importance of public services and elected politicians in Wales approaching Policing directly when there is an issue to deal with because not only can Policing respond but they are able to respond in a collective way across Wales so it is crucial Policing is part of the infrastructure. He added that Police and Crime Commissioner colleagues in England are quite envious of the level of collaboration Welsh Policing have with other public services and we can all feel the benefit of this.

### **Dafydd Llywelyn – Police and Crime Commissioner for Dyfed Powys**

Noted Alun Davies' suggestion in relation to proving a briefing note following this cross party group and this is one he would support as this would be useful for Members of the Senedd who have not been able to attend to get something out of these sessions as well. PCC Llywelyn was happy as the current chair of Policing in Wales group to take forward this action.

**Action: PCC Dafydd Llywelyn to provide a briefing note on Safer Wales for Women and Girls**

**Eleri Thomas – Deputy Police and Crime Commissioner for Gwent**

DPCC Thomas stressed the importance for Members of the Senedd and their Offices to support members of the public who want to come forward and report crimes, that they will be listened to and that should there be any concerns in relation to the police response it is important that we hear that directly from you as it is important to build the relationship.

**Pam Kelly – Chief Constable for Gwent Police**

CC Kelly asked as a number of the Members of the Senedd were unable to attend this meeting would it be worth repeating the session for those Members of the Senedd who were unable to attend due to busy schedules.

**7. Closing remarks - Helen Cunningham, Acting Chair**

The acting chair thanked everyone for attending, stating that the presentation offered a great overview on a safer Wales for Women and Girls, with some key issues highlighted and important action points arising from the meeting.

Stressing as always if anyone wishing to get in touch before the next meeting with any follow up thoughts, ideas or comments from today please do.

The meeting concluded at 13:30