

The Rt Hon Priti Patel MP
Home Secretary
Home Office
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London
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Ein Cyf/Our Ref: AJ/HW/1975

12 Mawrth/March 2020

Annwyl Ysgrifennydd Cartref,

Dear Home Secretary ,

Adroddiad Effeithiolrwydd, Effeithlonrwydd a Chyfreithlondeb yr Heddlu (PEEL) 2018/19

PEEL Police Effectiveness, Efficiency and Legitimacy 2018/19 Report

Fel sy'n ofynnol gan statud, ysgrifennaf atoch gyda fy sylwadau ar Adroddiad Effeithiolrwydd, Effeithlonrwydd a Chyfreithlondeb yr Heddlu (PEEL) 2018/19 Arolygiaeth Heddluoedd a Gwasanaeth Tân ac Achub Ei Mawrhydi.

As required by statute, I am writing to you with my comments on Her Majesty's Inspectorate of Constabulary, Fire and Rescue Service PEEL Police Effectiveness, Efficiency and Legitimacy 2018/19 Report.

Rwy'n falch bod Heddlu Gogledd Cymru yn cael ei ystyried yn dda ar leihau trosedd a chadw pobl yn ddiogel sy'n cynnwys amddiffyn pobl fregus. Fy nod cyffredinol o fewn fy Nghynllun Heddlu a Throsedd yw lleihau cam-fanteisio troseddol ar y bobl fwyaf bregus o fewn ein cymunedau ac mae amddiffyn yr unigolion hyn i'w weld drwy gydol y cynllun. Mae'n amlwg felly o ganlyniad cyffredinol yr arolwg hwn fod Heddlu Gogledd Cymru'n llwyddo i wireddu amcanion fy Nghynllun Heddlu a Throsedd.

I am pleased that North Wales Police is considered as good at reducing crime and keeping people safe which includes the protection of vulnerable people. My overall objective within my Police and Crime Plan is to reduce the criminal exploitation of the most vulnerable within our communities and the protection of these individuals' features throughout the plan. It is evident therefore from the overall outcome of this inspection that North Wales Police are successfully fulfilling my Police and Crime Plan objectives.

Fe wnaeth yr arolygiaeth nodi bod Heddlu Gogledd Cymru wedi parhau i fod yn effeithiol wrth atal ac ymdrin ag ymddygiad gwrthgymdeithasol, gan ymdrin â throsedd trefnedig ac ymchwilio i drosedd. Cafodd Heddlu Gogledd Cymru ei arolygu ar y meysydd uchod yn 2016 a 2017 ac rwy'n fodlon fod yr heddlu wedi cadw ei radd 'da'.

The inspectorate identified that North Wales Police has continued to be effective at preventing and tackling anti-social behaviour, tackling organised crime and investigating crime. North Wales Police were inspected on the above areas in 2016 and 2017 and I am satisfied that the force has maintained its 'good' grading.

Mae Trais Domestig yn un o fy mlaenoriaethau gyda'r nod o gynyddu hysbysu a'r hyder yn yr heddlu a'r System Cyfiawnder Troseddol gyffredinol. Mae ymrwymiad Heddlu Gogledd

Domestic Violence is one of my priorities with the aim to increase reporting and the confidence in the force and the overall Criminal Justice System. North Wales Police's commitment to supporting

Cymru i gynorthwyo dioddefwyr bregus i'w weld yn yr adroddiad drwyddo draw. Mae eu defnydd o Hysbysiadau Amddiffyn Trais Domestig yr uchaf y pen o'r boblogaeth ledled Cymru a Lloegr ac rwy'n parhau i'w gefnogi a'i gymeradwyo.

Nodwyd o fewn yr arolwg fod nifer o'r timau arbenigol o fewn yr heddlu yn brwydro gyda llwythi gwaith mawr oherwydd cynnydd yn y galw. Un o'r timau a nodwyd o fewn yr adroddiad oedd y Tîm Amethyst sy'n ymchwilio holl droseddau treisio a hysbyswyd ac mae'n rhoi cymorth i dioddefwyr y troseddau hyn. Yng ngoleuni'r galw cynyddol hwn, gosodwyd wyth o swyddogion ychwanegol o fewn y Tîm Amethyst fel rhan o Ymgyrch Uplift.

O fewn adroddiad Amddiffyn Plant HMICFRS a'r adroddiad arolwg hwn fe wnaeth HMICFRS dynnu sylw fod rheoli troseddwy'r rhyw cofrestredig wedi'i gyfyngu oherwydd y llwythi gwaith trwm o fewn yr adran. Fel y dywedwyd yn yr ymateb i'r adroddiad Amddiffyn Plant gallaf gadarnhau y bydd staff ychwanegol yn cael eu gosod o fewn yr adran hon i sicrhau yr unionir y broblem hon. Rwy'n fodlon y bydd hyn yn lleihau'r pryderon a godwyd gan yr arolygiaeth a sicrhau bod y galw o fewn yr adran yn cael ei ddatrys.

Mae ymgysylltiad cyhoeddus yn hanfodol i ddeall y canfyddiad cyhoeddus o'r gwaith a gyflawnir gan Heddlu Gogledd Cymru. Rwy'n cynnal arolwg blynyddol mewn amrywiol o ffyrdd i fesur sut mae'r cyhoedd yn canfod fy mlaenoriaethau, yr heddlu a'r praecept ar gyfer y flwyddyn ganlynol. Mae'r wybodaeth a gesglir yn cael ei rhannu gyda'r heddlu'n flynyddol. Yn ystod fy ymgynghoriad ar gyfer fy Nghynllun Heddlu a Throsedd yn 2016, fe wnes i gynnal digwyddiadau ymgysylltu cyhoeddus ar y cyd â Phrif Swyddogion Heddlu Gogledd Cymru. Roedd y digwyddiadau'n ddigwyddiadau ymgynghori a ffurfiodd y Cynllun Heddlu a Throsedd ar gyfer 2017-2020. Er na wnaeth yr heddlu

vulnerable victims is demonstrated throughout the report. Their use of Domestic Violence Protection Notices is the highest per head of population across England and Wales which I continue to support and commend.

It was identified within the inspection that a number of the specialist teams within the force are struggling with high workloads due to increased demand. One of the teams identified within the report was the Amethyst Team that investigates all reported rapes and provides gives support to the victims of these offences. In light of this increased demand, eight additional officers placed within the Amethyst Team as part of Operation Uplift.

Within the HMICFRS Child Protection report and this inspection report HMICFRS highlighted that the management of registered sex offenders was restricted due to the high workloads within the department. As stated in the response to the Child Protection report I can confirm that additional staff will be placed within this department to ensure that this issue will be rectified. I am satisfied that this will reduce the concerns raised by the inspectorate and ensure that the demand within the department will be resolved.

Public engagement is essential to understand the public perception of the work carried out by North Wales Police. I carry out an annual survey in a variety of forms to gauge the public perception on my priorities, the force and the precept for the following year. The information collated is shared with the force on annual basis. During my consultation for my Police and Crime Plan in 2016, I carried out public engagement events alongside North Wales Police Chief Officers. These events were consultation events which formed the Police and Crime Plan for 2017-2020. Although the force did not consult for the Operational Improvement Programme I am satisfied that this will be

ymgyngori ar gyfer y Rhaglen Gwelliant Gweithredol, rwy'n fodlon yr ystyrir hyn ar gyfer adolygiadau yn y dyfodol.

Rwy'n cytuno gyda phenderfyniad yr arolygiaeth fod yr heddlu angen gwella i drin y cyhoedd yn deg. Mae'r arolygiaeth wedi nodi fod yr heddlu yn anghyson gyda'i waith ymgysylltu lleol ac nid yw'n dangos yr ymateb i bryderon cymunedol. Rwyf wedi codi materion tebyg gyda'r heddlu a gwnaf barhau i fonitro ei gynnydd ynghylch ymgysylltiad cyhoeddus drwy'r Bwrdd Gweithredol Strategol. Gwnaiff fy nghraffu sicrhau bod y cyhoedd yn derbyn ymgysylltiad rheolaidd a chyson gan yr heddlu.

Mae'r arolygiaeth wedi nodi fod cofnodion yr heddlu o achosion o ddefnyddio grym yn anghyson ac mae hyn yn siomedig. Mae'r heddlu'n ymwybodol hwn yn faes sydd angen ei wella ac mae wedi adolygu'r broses hon ers i'r arolwg gael ei gynnal. Mae gwaith hefyd yn mynd ymlaen i gyflwyno aelodau allanol i gynorthwyo gyda chraffu'r defnydd o rym at ddibenion cyfreithlon. Mae cynrychiolwyr o'm swyddfa hefyd yn craffu ar yr achosion o gwynion o'r defnydd o rym yn fisol fel rhan o graffu hapsampl o gwynion.

Mae Heddlu Gogledd Cymru hefyd wedi'i nodi fel angen gwella o ran cofnodi cyfiawnhau stopio a chwilio. Credir bod y maes gwelliant hwn oherwydd bod y cyfiawnhad yn cael ei ysgrifennu ar bapur gyda dim llawer o le. Mae'r heddlu wedi cydnabod bod cyfyngiadau oherwydd y diffyg cyfleusterau cofnodi electronig ac y maent yn edrych ar feysydd i ddiwygio hyn. Yn ogystal, dywedodd yr arolygiaeth fod yr heddlu angen mwy o graffu aml o ran stopio a chwilio. Ers yr arolwg, mae'r heddlu wedi cynyddu'r nifer o aelodau allanol sy'n gysylltiedig â'i graffu i sicrhau ei fod yn fwy effeithiol. Rwy'n fodlon fod yr Heddlu'n gweithio i unioni'r problemau a godwyd o fewn yr arolwg hwn.

considered for future reviews.

I agree with the inspectorate's decision that the force requires improvement for treating the public fairly. The inspectorate have identified that the force is inconsistent with its local engagement work and doesn't demonstrate the response to the communities concerns. I have raised similar issues with the force and will continue to monitor its progress surrounding public engagement via the Strategic Executive Board. My scrutiny will ensure that the public receive regular and consistent engagement from the force.

The inspectorate has identified that the force records of use of force incidents are inconsistent which is disappointing. The force is aware that this is an area which requires improvement and has reviewed this process since the inspection was carried out. Work is also ongoing to introduce external members to assist in the scrutiny of use of force for legitimacy purposes. Representatives from my office also scrutinise use of force complaint cases on a monthly basis as part of their complaints scrutiny dip sample.

North Wales Police have also been identified as requiring improvement around the recording of justifying stop and searches. This area of improvement is believed to be due to the justifications being written in paper form with limited space. The force has acknowledged that there are limitations due to the lack of electronic recording facilities and are exploring areas to amend this. In addition, the inspectorate stated that the force required more frequent scrutiny of stop and search. Since the inspection the force has increased the number of external members involved in its scrutiny to ensure that it is more effective. I am content that the force is working to rectify the issues raised within this inspection.

Mae'r arolygiaeth wedi tynnu sylw y dylai'r heddlu fonitro'r penderfyniadau fetio i nodi gwahaniaethau ac anghymesuredd i bobl gyda nodweddion gwarchoddedig . Yn dilyn yr arolwg mae proses wedi cael ei gosod lle mae unrhyw fethiant fetio gyda nodwedd warchoddedig a nodwyd yn cael ei gynnwys o fewn yr hapsampl a gyflawnir gan fy swyddfa. Nid oes gen i bryderon ynghylch y broses hon ac rwy'n credu y gwnaiff gael gwared ar unrhyw bryderon yn y dyfodol gan yr arolygiaeth.

Rwy'n falch fod yr heddlu'n cael ei ystyried yn dda am drin ei weithlu'n deg drwy flaenoriaethu llesiant ei staff a'i swyddogion. Mae'r arolygiaeth wedi cydnabod nad yw'r gweithlu'n cynrychioli'r gymuned mae'n ei wasanaethu'n llawn. Rwy'n fodlon fod yr heddlu yn ymwybodol o'r broblem hon a'i fod yn gweithio gyda grwpiau cymunedol i annog unigolion i ymuno â'r heddlu. Rwyf yn cael fy niweddarau'n rheolaidd gan aelod o fy nhîm sy'n monitro cynnydd yr heddlu yn y Grŵp Cynrychioli'r Gweithlu ac ar y Pwyllgor Cydraddoldeb.

Ar y cyfan rwy'n fodlon fod yr heddlu'n dda am leihau trosedd a chadw pobl yn ddiogel. Gwnaf barhau i graffu'r heddlu yn y meysydd a nodwyd o fewn yr adroddiad drwy'r Bwrdd Gweithredol Strategol lle rwy'n dwyn y Prif Gwnstabl yn atebol.

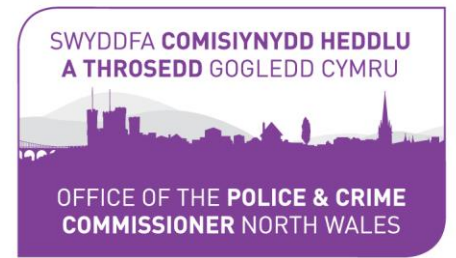
The inspectorate have highlighted that the force should monitor the vetting decisions to identify disparities and disproportionality for people with protected characteristics. Following the inspection a process has been put in place whereby any vetting failure with a protected characteristic identified is included within the DIP sample carried out by my office. I have no concerns surrounding this process and believe that it will dissipate any future concerns by the inspectorate.

I am pleased that the force is considered good at treating its workforce fairly by prioritising the wellbeing of its staff and officers. The inspectorate has recognised that the workforce does not fully represent the community it serves. I am satisfied that the force is aware of this issue and is working with community groups to encourage individuals to join the force. I am regularly updated by a member of my team who regularly monitors the forces progress at the Workforce Representation Group and at the Equality Committee.

Overall I am content that the force is good at reducing crime and keeping people safe. I will continue to scrutinise the force in the areas identified within the report via the Strategic Executive Board where I hold the Chief Constable to account.

Yn gywir Yours sincerely

Arfon Jones



Comisiynydd Heddlu / Police Commissioner