

 @schthgc\_nwopcc

 @NorthWalesPCC

 opccnorthwales

 schthgc\_nwopcc

SWYDDFA COMISIYNYDD HEDDLU  
A THROSEDD GOGLEDD CYMRU



OFFICE OF THE POLICE & CRIME  
COMMISSIONER NORTH WALES

# Annual Report

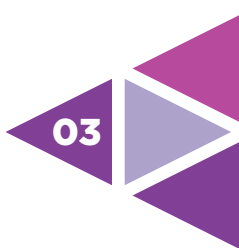
## 2021/2022





# CONTENTS

INTRODUCTION .....	<b>05</b>
WORKING IN EFFECTIVE PARTNERSHIP .....	<b>06</b>
THE POLICE AND CRIME PLAN .....	<b>13</b>
DELIVERING SAFER NEIGHBOURHOODS .....	<b>14</b>
SUPPORTING VICTIMS AND COMMUNITIES .....	<b>22</b>
FAIR AND EFFECTIVE CRIMINAL JUSTICE SYSTEM .....	<b>40</b>
FUNDING AND FINANCE .....	<b>52</b>
COMMISSIONING OF SERVICES .....	<b>54</b>
HOW TO GET INVOLVED .....	<b>59</b>
APPENDIX A .....	<b>61</b>





# INTRODUCTION

Welcome to my 2021-2022 Annual Report, covering the period April 2021 to March 2022. This is my first annual report as Police and Crime Commissioner (PCC) since being elected in May 2021.

2021/22 was another challenging year, not only for North Wales Police (NWP) but for the entire police service in the UK. The aftermath of the Covid-19 pandemic, the tragic and untimely kidnap, rape and murder of Sarah Everard, civil unrest and many other challenges arose during this year. It is therefore to the great credit of North Wales Police officers, staff and volunteers that 2021/22 was another successful year for North Wales Police as they continue to deliver an excellent policing service to our communities during challenging times. As this report highlights, so much has been achieved during a time of great challenge.

It has been another year in which Covid-19 has had a significant impact on the Force, as detailed within this report. When we look back at the year, we must recognise the contribution of 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.

At the time of writing, we now see the easing of restrictions to a point where very few remain. We will not forget the last two years and the impact that the pandemic has had on our communities. Indeed, it is likely we will see that impact continue for a long period to come. My intention, and that of the Chief Constable, remains to work in partnership to address challenges as they arise, the work undertaken in the pandemic will serve as a lesson to what can be achieved when we work together.

At the outset of this annual report I want to express my sincere thanks to all officers, staff and volunteers of North Wales Police and the Office of the Police and Crime Commissioner (OPCC) for their hard work and dedication and for the way they have welcomed me since my appointment. I also wish to extend my thanks to the communities of North Wales for their engagement and support since I was elected.

**Andrew Dunbobbin**

Police and Crime Commissioner

# WORKING IN EFFECTIVE PARTNERSHIP

As an experienced local Councillor, a former Armed Forces Champion and a Social Innovation Outreach Worker I have seen first-hand the benefits of effective partnership working. It was apparent very early on that a clear focus on partnership working is required to be truly effective as a Police and Crime Commissioner. 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. In addition, I also have a Deputy PCC, Wayne Jones who has made a tremendous contribution since his appointment in September 2021, and support staff specialising in research, scrutiny and policy, governance, finance, commissioning and communication. This year saw the introduction of a new post, Head of Communications and Engagement into the OPCC which has already brought a number of benefits. I am very grateful to them all for their support since being elected. Full details of the staffing structure can be found on my website.



At the start of the reporting year, the Covid-19 vaccination programme was gathering pace and our Rainbow or 'Enfys' hospitals were performing the function of mass vaccination centres, hospitals set up through partnership working under the auspices of the Strategic Coordination Group which North Wales Police chaired throughout the pandemic.

North Wales Police has again played a key role in partnership with other agencies across North Wales in finding a way through the pandemic. The Force supported training and exercises with colleagues from Health, Local Authorities, other emergency services and the local resilience team to name just a few. The Force have assisted in gaining consistency in enforcement activity across the area. The Force have also helped ensure the sharing of intelligence on Covid-19 related issues between partners and continue to attend multi-agency meetings related to the pandemic.

Changes made in the response to the pandemic mean the Force emerges a different organisation, with a much more agile and flexible workforce. Our IT provision has been improved allowing officers and staff to work remotely when needed and across the whole policing estate.

As reported in last year's annual report, in February 2020 North Wales Police became the host Force for the **Forensic Collision Investigation Network** (FCIN). As host force PCC, I represent all Police and Crime Commissioners on the FCIN Management Board which is Chaired by our Deputy Chief Constable Richard Debicki. Since then, a challenging and fast paced programme of work has established the FCIN, as efforts are made to achieve ISO (International Organisation for Standardisation) accreditation for the lead base within the October 2022 deadline set by the Forensic Science Regulator.

Since the last report FCIN have been developing rigorous scientific standards for all activities, whilst ensuring collision investigators are trained and independently assessed as competent practitioners. This process is giving both the practitioner, and the wider criminal justice system, validation of their science and enhanced confidence of their expert witness status in this highly technical forensic discipline. These enhancements continue to drive our ambition to reduce death and serious injury on our roads by accurately understanding the true causation factors of the collisions we investigate. Furthermore, work in this area will compliment my Police and Crime Plan priority of improving road safety.

Understandably, being one of the first Forces to undertake accreditation under this

networked model, FCIN have encountered a number of complex challenges. Some of these challenges are yet to be resolved, but I am assured there is a great deal of commitment, drive and expertise to draw upon within North Wales Police, the FCIN and our partners and stakeholders who are working together to make this network a success. Whilst the programme has experienced some disappointment, the Management Board remain steadfast in our belief that we can achieve our goal and deliver an accredited forensic capability to all Forces, once the correct foundation is in place.

**Alliance Policing** is a collaboration between Cheshire Constabulary and North Wales Police to deliver 24/7 armed policing and specialist police dog capability across both force areas. This allows an effective and efficient response to incidents of the highest risk to keep our communities safe.

The Alliance is also part of the North West Regional Armed Policing Collaboration, including Merseyside, Greater Manchester and Cumbria Police Forces providing firearms training, firearms command training and interoperability across these regional forces.

Firearms deployments in Cheshire and North Wales reduced significantly during 2020 owing to the lockdown sanctions imposed, resulting in fewer protected persons visits and less spontaneous incidents of criminality. This trend was reflected nationally.

	2017		2018		2019		2020		2021	
<b>Planned Firearms Deployments</b>	<b>63</b>		<b>48</b>		<b>68</b>		<b>36</b>		<b>33</b>	
Cheshire / North Wales	31	32	29	19	33	35	27	9	18	15
<b>Spontaneous Firearms Deployments</b>	<b>196</b>		<b>268</b>		<b>298</b>		<b>212</b>		<b>268</b>	
Cheshire / North Wales	127	69	177	91	211	87	143	69	199	69
<b>Total Deployments</b>	<b>259</b>		<b>316</b>		<b>366</b>		<b>248</b>		<b>301</b>	
Cheshire / North Wales	158	101	206	110	244	122	170	78	217	84

As the lockdown measures alleviated, the Alliance started to see an increase in the number of firearms deployments, seeing a return to pre-pandemic levels by the end of 2021.



## DOG SECTION

The Alliance is now fully staffed in terms of its establishment, with six handlers on operational teams, each working alongside the firearms officers. By having the appropriate number of dog handlers on the unit, the officers are closer to incidents when they are happening, resulting in a surge in positive outcomes as a result of deploying the dogs. The team are much better placed to provide specialist search capability to support local policing and level two operations.

The Alliance has a total of 38 licensed dogs that are currently operational – split between 24 general purpose dogs and 12 specialist search dogs who are trained to search for drugs, firearms and cash.

The Alliance has increased the firearms support dog capability within the unit with 12 dogs trained. This is an additional skill provided to the general purpose dogs giving another invaluable less than lethal option available.

The **Joint Audit Committee** (JAC) is a committee made up of five independent members and is 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.

The Committee welcomed three new members from 1st April 2021. In 2021/22, the impact of Covid-19, continued to necessitate a different approach to addressing the responsibilities of the Committee and all of the related parties. All meetings were held virtually. Each party rose to this challenge in order to deliver effectively and efficiently, for which I am sincerely thankful. The Chief Constable and I thank all of the committee members for their strong contribution and dedication throughout the year.

An effective **police complaints process** is essential to provide our communities with the policing service that they deserve. Unfortunately, at times, some services are not carried out to people's satisfaction therefore they will submit a complaint as a means to resolve their dissatisfaction.

North Wales Police's Professional Standards Department (PSD) is responsible for the management of all public complaints about police officers, police staff, the Special Constabulary, and the policing service. The PSD is an independent department within the Force, they will record, assess, investigate, and refer cases as necessary to the Independent Office for Police Conduct (IOPC). The PSD and IOPC deal with the more serious complaints and conduct issues but as so many dissatisfactions simply require a quick resolution the Force have another department, namely the Managed Response Unit (MRU) that can provide a quick service recovery to the satisfaction of the complainant. I have worked closely with the Chief Constable to ensure that the PSD and MRU work together to ensure complaints are dealt with by the most appropriate department with the joint objective of resolving complaints as quickly and effectively as possible.



Legislation governing police complaints was revised in February 2020 with a greater emphasis on dealing with complaints expeditiously. The new regulations have sought to make the complaints system more responsive, independent and customer focused. Furthermore, regulations are intended to be less about apportioning blame, but more around service improvement, learning and the adoption of individual and organisational learning.

Whilst I am confident that the Chief Constable has an effective complaints system in place, the PSD Scrutiny Board continues to meet on a regular basis and is chaired by my Chief Executive and attended by the Deputy Chief Constable as the Appropriate Authority for complaints. These meetings are held to discuss and monitor performance in relation to complaints, to scrutinise how learning has been adopted and put into place to ensure that the Force continuously improves the service to our communities. In addition to this scrutiny, complaint files are randomly checked by my staff who will report issues to the Head of the PSD and to the Scrutiny Board as necessary.

In addition to the above duties, I am responsible as the Relevant Review Body for the police complaints that do not reach the threshold of a referral to the IOPC. A complaint review will consider whether the complaint process and outcome was reasonable and proportionate. If not, I will uphold the review and make recommendations to the Appropriate Authority via the PSD. The recommendations may be to reconsider the complaint, to consider individual or organisational learning or to refer the complaint for an investigation.

Over the past year I have received 37 reviews, of which four have been upheld. I work closely with the PSD to ensure that these reviews are resolved to the satisfaction of the complainant and myself as the Review Body

Like all areas of the police service, the custody provision also had to respond to the Covid-19 pandemic, with revised working practices, virtual remand courts, legal support via video links, Personal Protective Equipment (PPE) masks, gloves, goggles, aprons and Lateral Flow Tests (LFT). The custody visiting scheme

also had to adapt to remote visiting during the lockdown periods with **Independent Custody Visitors** speaking to detainees via the cell intercom or custody telephones. Once restrictions were lifted our Independent Custody Visitors reconvened physical visits and support, whilst the use of PPE and LFTs continued.



This could not have been achieved without the support of the senior custody officers, custody staff and of course the Independent Custody Visitors. I wish to thank all concerned for their flexibility and commitment. I have visited the custody suites and I have carried out a custody visit myself. Therefore, I have seen with my own eyes the fabulous work done by the custody staff and Independent Custody Visitors.

Independent custody visiting is an essential part of my work, this is how I provide our communities with the reassurance that police detention is safe and lawful, treating detainees with dignity and respect. Independent Custody Visitors are given access to all custody suites and can speak with all detainees, giving the detainees an opportunity to have an impartial conversation and to express any concerns.

I am pleased to report that the feedback from those conversations provide me with the reassurance that detainees held in North Wales custody suites are extremely safe and their rights are respected.

During this year we have 24 Independent Custody Visitors in North Wales who have carried out 120 independent visits and have spoken to 287 detainees.

I am also pleased to report that during the first year of the pandemic we recruited more Independent Custody Visitors to join the Scheme and by now they are fully trained and visiting the custody suites. I cannot thank them enough for accepting the responsibility of carrying out this worthwhile role during such a difficult time.

Unfortunately, during the last two years several custody visitors have left the scheme due to health problems or demands from their home and working lives. Again, their support throughout their time with us is truly appreciated.

The custody environment is a challenging area, people who have been detained often lead chaotic lives and experience mental health problems or addictions. Custody Visitors along with the custody staff and diversion scheme providers can signpost detainees to support services to help steer them away from the criminal justice system. I have also secured a service that can provide appropriate adults to support vulnerable people whilst they are detained in police custody. Again, I hope this provides our communities with the reassurance on how important the welfare of detainees is to me.

In partnership with the Police and Crime Commissioner from Cheshire I have appointed seven representatives of the local community to observe and report on the conditions and facilities under which police dogs are housed, trained, transported and deployed.

**Dog Welfare Visitors** visit the kennels and training ground every three weeks and their primary concern is for the welfare of the police dogs. Any concerns identified are reported

to the Dogs Unit Sergeant and Scheme Administrator. The value of such feedback has led to work being undertaken to improve washing facilities, drainage and improved shading for dogs that are housed at the police kennels.

I would like to thank the staff within my office for recruiting such passionate and dedicated volunteers and thank the visitors for their support and hard work during the past year.

Despite the on-going lockdowns and restrictions, 2021/22 saw **PACT (Police and Community Trust)** continue to support community groups across North Wales with a wide variety of projects and funding, many of which have featured in local press and social media. These have included the Ogwen Valley Mountain Rescue Organisation, Coedpoeth Phoenix Youth Football Club and Friends of the Cob in Rhyl, which was also featured on ITV Wales News for its work to support isolated and vulnerable young peoples and adults.

PACT have also been able to support community groups including Friends of Barmouth Park, North Wales African Society, Môn SAR, Friends of Queen's Park, Llandudno and the young people of Rhyl Raptors Wheelchair Basketball Club, together with a variety of projects that not only support PACT's charitable objectives but also improve the lives of local residents and encourage engagement with local policing teams.

By using the Police Property Act Fund and match-funding received from CGI (police ICT supplier), PACT were also able to continue to support Neighbourhood Policing Teams with the Small Grant Fund and saw a 67% increase in the number of small grants made compared to 2020/21.

The High Sheriff's Crimebeat Youth Fund has continued to support young people's initiatives and, whilst lower in numbers than in pre-Covid times, Crimebeat has been able to support projects in Queensferry, Colwyn Bay, Wrexham, Bangor, Bethesda, and Dyffryn Nantlle amongst others.

A highlight of the year was the successful North Wales Primary School Internet Safety Poster Competition, which received over 570 entries. I was delighted to have the opportunity to be one of the judges. With sponsorship from Crimebeat, PACT, and CGI, six winning schools across North Wales received financial awards to support their work on internet safety, and the winning pupils each received prizes donated by businesses across North Wales. PACT is aiming to repeat the success of this competition again in 2022.

The High Sheriff's Crimebeat fund also continued the High Sheriff's Cadet Challenge in 2022. First launched in 2021, this year saw Volunteer Police Cadet Oliver Heath Lloyd-Greenall take first place with his proposal to address anti-social behaviour in Ruabon, which is now being developed to go 'live' with the local Neighbourhood Policing Team.

2022 saw the ninth year of funding through 'Your Community Your Choice' and 22 successful groups receive funding. 'Your Community Your Choice' continues to be a hugely popular fund which this year again saw £60,000 being made available to local community initiatives, with the general public deciding which groups receive funding through a public vote.

Many of these community initiatives have already featured in the local media having been visited by me and senior officers from North Wales Police.

Projects supported this year included:

- DangerPoint's knife crime project
- Youth Shedz with a project to educate young people about County Lines
- North Wales Women's Centre
- Regeneration of a community garden in Cwm Cadnant on Anglesey
- Gisda's LGBTQ+ youth club
- Forget-Me-Not Chorus in Abergele working with those living with dementia
- Buckley Boxing Club and many others

Once again 'Your Community Your Choice' was funded equally between my Commissioning Fund and monies recovered from criminals under the Proceeds of Crime Act.

Currently in 2022 PACT are working on a revised and refreshed website; delivering the Justice in a Day programme to secondary schools and Junior Justice to primary schools focussing on the consequences of criminal actions and the impact on our communities. Furthermore, PACT are developing new pieces of work that focus on young victims of sexual abuse and the impact on young people as victims and their families.





# THE POLICE AND CRIME PLAN

My immediate priority following my election success was to publish my [Police and Crime Plan](#). I delivered a clear vision for a safer North Wales during my election campaign through my manifesto. It is the vision the public voted for and it is the vision I will continue to work hard to deliver on behalf of our communities. In that manifesto I set out my Community Oriented Police Service (COPS) approach which I believe serves all our communities across North Wales well, not only as we come out of the pandemic, but also as we look ahead to the future.

My Police and Crime Plan strategic priorities are:

## DELIVERING SAFER NEIGHBOURHOODS

- Tackle and prevent rural and wildlife crime
- Improve the efficiency and effectiveness of police officers and police staff
- Improve road safety

## SUPPORTING VICTIMS AND COMMUNITIES

- Tackle and prevent domestic abuse and sexual violence
- Safeguard vulnerable people including children
- Tackle and prevent cyber-crime
- Establish a victims panel
- Tackle and prevent hate crime

## FAIR AND EFFECTIVE CRIMINAL JUSTICE SYSTEM

- Introduce a North Wales Women's Justice Strategy
- Increase the use of restorative justice
- Support and protect children and young people and divert them away from the criminal justice system
- Address the root causes of offending and support the rehabilitation of people who have offended

With the support of the North Wales Police and Crime Panel my Plan was agreed and published in September 2021.

However, the Chief Constable's Delivery Plan for the Force was not agreed until January 2022. During that time the performance of the Force continued to be measured against the previous priorities and therefore this Annual Report provides an update on overall progress against those priorities.

# DELIVERING SAFER NEIGHBOURHOODS

Police and Crime Plan Priority: **Tackle and prevent rural and wildlife crime**

## WHAT WILL I DO?

- Work together with our farming unions and key partners to ensure effective policing in our rural communities.
- Explore with partners the potential of funding further research into farm and other rural crime, and how this may be linked to organised criminal networks.
- Support the ongoing vital work of our dedicated Rural Crime Team.

## KEY ACHIEVEMENTS

At the time of writing, I have recently announced that I have commissioned Wrexham Glyndwr University to carry out a **review of the Hunting Act**, specifically how North Wales Police adhere to and police the legislation. This review will take into consideration the views of individuals who are both for and against hunting, NWP Rural Crime Team and other key stakeholders. The results of this review are due to be published by the end of the year and will appear within next year's annual report.

North Wales Police continue to have a dedicated **Rural Crime Team**. That team

continues to grow with further investment that I have approved. Just some of the current priorities for the rural crime team include:

- Farm and agricultural crime - including acquisitive crime, theft of farming equipment and vehicles, theft of metal and fuel theft.
- Livestock offences - theft of livestock and livestock attacks.
- Equine crime - theft of trailers/boxes, horse and tack theft.
- Fly Tipping - supporting partners in local authorities and Natural Resources Wales.

The team have maintained a strong relationship with our rural communities. Officers and staff work closely with the two farming unions in North Wales and other community groups.

The worrying of livestock continues to place a demand on rural crime resourcing. Within the reporting period there were 102 incidents of livestock worrying in North Wales. Where owners of the dog are identified, the team will seek to use Community Resolution as an outcome. This offers a positive outcome to the victim in a shorter time frame.

Reports of livestock theft have been made through this period. These crimes can be difficult to investigate due to the long time periods of opportunity and vast areas the livestock can be taken from. North Wales Police work with local livestock markets to share ear tag numbers of sheep which have been reported stolen.

Farm and agricultural crime has been consistent through this period, albeit there have been no notable linked crime series. It is difficult to accurately report on farm and agricultural crime, but anecdotally the Force have seen some reports of theft of quad bikes and Utility Terrain Vehicles from farms, fuel theft and some machinery theft. Officers have carried out proactive operations stopping vehicles carrying trailers or capable of carrying fuel.

The team have made significant improvements in working relationships with our partners in relation to wildlife crime investigation, which is seeing positive change across North Wales. Operation Elwy, an intelligence gathering operation, ensures information relating to

all wildlife crime is appropriately reviewed and managed. Since it was established in November 2021, North Wales Police have created and developed 83 intelligence logs.

Action to tackle criminals who persecute badgers has seen intelligence-led operations resulting in the execution of search warrants at offenders addresses. In November 2021, following information received from League Against Cruel Sports, North Wales Police conducted a search warrant at a farm in Blaenau Ffestiniog where a convicted badger baiter was found to be in breach of a court order banning him from keeping dogs. 36 dogs were seized during this operation and a joint investigation was conducted with RSPCA. The team have carried out four further search warrants across the force in relation to badger persecution which has seen over 50 dogs seized by police and put into the care of RSPCA.

Raptor persecution includes poisoning, shooting, trapping, and nest destruction or disturbance of birds of prey. Investigations of such offences has seen some positive change in North Wales. A collaboration with Welsh Government has seen the first Wales investigation officer established, based in Conwy. The Force continues to see reports of raptor persecution across the area, including the deliberate poisoning and shooting of birds of prey. Frequent partnership discussions are now held where information can be shared with police to assist the investigation. This has seen two positive searches on game shooting estates where firearm offences and possession of poisons were discovered.



The most notable case is the felling of the osprey nest at Llyn Brenig. The team have worked closely with the North Wales Wildlife Trust and Welsh Water to ensure the site is more secure for this season. This has been managed through a Problem Orientated Policing (POP) plan and 50 volunteers have been recruited to monitor and secure the site. Thankfully the ospreys have now returned and will hopefully have a successful breeding season.

Whilst environmental crimes such as fly-tipping fall to the responsibility of local authorities and Natural Resources Wales, they have a detrimental impact on rural communities. North Wales Police will continue to support local authorities in their investigations into fly-tipping. During the reporting period there have been two positive investigations in the Conwy area, with fly-tippers being identified.



Environmental crime is wider than fly-tipping and we have seen shared demand with Natural Resources Wales, individuals known to Police involved in organised crime are also involved in the theft and sale of metals.





## Police and Crime Plan Priority: **Improve the efficiency and effectiveness of police officers and police staff**

### WHAT WILL I DO?

- Over my three-year term in office, increase the number of police officers and staff
- Provide technology solutions to support our teams in fighting crime and safeguarding our communities
- Provide our workforce with the digital tools and equipment to work effectively

### KEY ACHIEVEMENTS

- The Force have met the Operation Uplift (the UK Government plan to recruit 20,000 new police officers) Year Two targets and I am assured of a plan in place for Year Three as well as delivering all staff growth requested in the last year.
- The Force reviewed the promotions process, implemented changes before running promotions process for all ranks including a selection process for a new Assistant Chief Constable.
- As Commissioner I part funded a Mobile Police Van in order to improve NWP engagement with our rural communities.
- Significant development in the data used by the Force for workforce planning.
- Another successful roll out of flu jabs.
- Further development of the wellbeing offer. The Force are now 71% fully developed against the Blue Light Standard.
- Officially launched the PALS (Professional Action Learning Set) programme which is the Forces'

first programme to support the development of our Black, Asian and Minority Ethnic colleagues.



- A new training facility in St Asaph officially opened and is operational.
- Continued to deliver a complex training programme despite the challenges of Covid.
- Substantial assurance received from internal audits of Strategic Workforce Planning and the Force HR Strategy Audit and reasonable assurance for the audit of the Occupational Health Unit.

The **Workforce Representation Team** have been in operation since January 2020 to support the Force in achieving a diverse and representative workforce. In the last 12 months they have widened their remit to include the offer of positive action support for applicants from all under-represented groups for both officer and staff roles. This includes external and internal applicants for jobs and all promotion processes, working closely with our People and Organisational Development Department.

A number of initiatives have been put in place to support those from under-represented groups. For example a bespoke annual medical assessment for all Black, Asian and Minority Ethnic officers and staff has been introduced.

The Force have partnered with South Wales Police to enable officers and staff from a Black, Asian and Minority Ethnic background to take part in the PALS scheme:

- To identify, retain and develop Black, Asian and Minority Ethnic minority officers and staff with potential to succeed within North Wales Police.
- Enable participants to create a development plan.
- Increase self-awareness and self-confidence.
- Demonstrate confidence to challenge and manage upwards.
- Develop a leadership style which incorporates organisational values.
- Recognise the impact of personal values.
- Increase uptake of networking opportunities.
- Gain skills for application and interview.

A variety of different attraction and engagement methods have been utilised as part of Operation Uplift recruitment which includes digital billboards, advertisement vans, targeted Facebook advertising and Royal Mail leafleting in addition to face to face and on-line events.

The Force recently recruited its first black female police officer, clearly a long overdue but very welcome milestone.

A new volunteer role was created for Mosque Liaison which has already started to further strengthen our relationships with the mosque communities across the North Wales area.



## Police and Crime Plan Priority: **Improve Road safety**

### WHAT WILL I DO?

- Support enforcement for dangerous driving and regional awareness campaigns to ensure that anyone who drives through our area understands that dangerous or careless driving will not be tolerated.
- Work closely with Welsh Government and all North Wales local authorities, to ensure that road safety remains a priority across the region, and that any regeneration projects take into account the need to keep all road users safe.
- To work with local communities and councillors to identify and tackle speeding hotspots to make our streets safer.
- Target criminals and organised crime groups that use our roads to deny them use of the roads, disrupt their activities and protect our communities.
- Work with the Chief Constable to increase the use of Automatic Number Plate Recognition (ANPR) which is an effective tool in tackling serious and organised crime.

### KEY ACHIEVEMENTS

- The level of positive drug wipes now sees a downward trend within the region, with 2021 figures showing a decrease of 27.6% compared to the previous year. Recent figures in 2022 continues to see those decreases.
- In March 2022 the **Interceptor Team** seized in excess of 100 wraps of Class A drugs, 40 bags of cannabis, over £5,000 in cash, and made 16 arrests for a number of offences. Local Policing districts now have single points of contact who manage those people causing most demand, threat, risk and harm to the public.
- The pandemic has led to a change in travel habits with more people choosing to stay in the UK and visit North Wales once travel restrictions were eased, thus increasing tourism and vehicular traffic.
- The lower collisions seen during the pandemic lockdown period provide a perception of worsening numbers around KSI (Killed and Seriously Injured) figures. Despite some increases seen during 2022 the KSI figures are currently 12.5% lower when comparing to a 'typical' pre-pandemic period.
- North Wales Police continue to tackle the 'Fatal Five' (careless driving, drink and drug driving, not wearing a seatbelt, excessive speed and distracted driving, including mobile phone use), using intelligence and information-led operations in line with the trends seen in more serious and fatal collisions. A number of specific operations linked to road safety continue to take place, such as Operation Darwen which tackles motorcycle collisions in urban & rural areas and joint operations with some of our partners.

- The Roads Policing Unit continues to work closely with its partners and has sought more innovative measures through the use of technology in order to improve road safety. This is in addition to the number of engineering measures that have already been introduced by working closely with partners to identify problem areas.
- **Olivia's Story** is a powerful and emotive film highlighting the terrible consequences of dangerous driving by newly qualified young drivers. The film will be delivered across schools in Wales aimed at young drivers.
- BikeSafe rider assessment for motorcyclists who choose to ride in the region aimed at educating road users and influencing behaviour.
- Concerns around road safety have often been raised by members of the public during consultation and public meetings. My Police and Crime Plan outlines how I will work with local communities and Councillors to make our streets safer. To fulfil this priority, I will carry out a public consultation to identify the hotspot areas of concern, and work with local town and community councils to put measures in place to reduce speeding and anti-social driving in those areas. I will assist in reducing speeding by establishing community speed watch schemes in areas of concern to allow the community to be involved in making the roads in their area safer.
- In July 2021 the Welsh Government began a pilot in eight areas in Wales where the speed limit was reduced from 30mph to 20mph. One of the pilot areas was Buckley in Flintshire. Initial findings of the public attitude towards the reduce speed limit was very positive with around 92% agreeing with the change. It is estimated that around 50% of road casualties occur on 30mph roads which would be significantly less if the speed limit was reduced.
- An increase in the Automatic Number Plate Recognition (ANPR) camera network across North Wales has provided great assistance to the Force in denying criminals the use of the roads. I personally approved this expansion which has restricted criminals use of rural roads without being detected.
- The use of off-road bikes and illegal use of e-bikes and e-scooters is something I currently have under review. I will be working with the Community Safety partnerships to seek best practice in tackling this type of anti-social behaviour.
- Denbighshire County Council was successful in securing a bid with Welsh Government for live vehicle monitoring cameras. The equipment will be used to support policing operations by using an intelligence led approach. These include:
  - Better deployment of officers to areas where there is real time evidence of speeding, class of vehicle and volume.
  - Reduce demand for emergency service.
  - Improve visibility.
  - Joint partnership working with Denbighshire County Council, in addition to local authority benefits.
  - Intelligence-led approach in the enforcement of particular specific operations i.e. Operation Darwin (motorcycles).

**MOTORCYCLE COLLISIONS**  
AVERAGE OVER LAST 3 YEARS  
2018-2020

76 The average number of motorcycle casualties (fatal or seriously injured (RSI)) on the roads of North Wales.

24% The average percentage that RSI Motorcyclist casualties sustained from all RSI casualties in North Wales.

28% The average percentage of motorcyclist casualties from outside the force area.

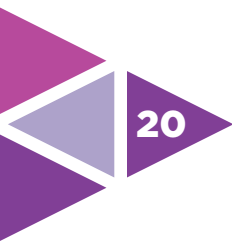
**COLLISION FACTORS**  
WHERE THE RIDER IS AT FAULT:

- Left hand bends are the highest collision factor for RSI collisions.
- Under inflated or illegal tyres.
- Excess or inappropriate speed for the circumstances.
- Rear collisions with vehicle waiting to turn right.
- Fatigue.
- Drink and drug driving continues as a trend in motorcycle collisions.
- Inappropriate overtaking can be a contributory factor.
- Loss of control.
- Fine weather conditions.

**#OpDarwen #RideSafely**

HEDDLU GOGLEDDO CYMRU  
NORTH WALES POLICE

making North Wales the **safest** place in the UK



Gorsaf  
Heddlu  
Police  
Station



# SUPPORTING VICTIMS AND COMMUNITIES

## Police and Crime Plan Priority: **Tackle and prevent domestic abuse and sexual violence**

### WHAT WILL I DO?

- Ensure the Vulnerability and Exploitation Strategy is implemented and focus on actions such as healthy relationships education, addressing the drop in rape conviction rates, and training for front-line staff to better respond to disclosures of abuse.
- Improving our awareness and response to victims of stalking and harassment.
- Working with partners in the criminal justice system, ensure victims of Domestic Abuse are supported throughout the system, including the use of remote evidence sites for vulnerable victims.
- We will work with partners to safeguard survivors of domestic abuse and deliver a range of multi-agency Interventions.
- Ensure that the minority of victims who are men suffering from these crimes are equally supported.
- We will ensure mechanisms are in place to assess risk, allocate the appropriate resources at every stage and conduct the best possible investigations.
- We will equip our staff with the understanding to identify the signs of Domestic Abuse in all its forms.
- Increase the confidence of all sectors of the community to report Domestic Abuse.
- Work with partners to safeguard victims of sexual abuse and deliver a range of multi-agency interventions.
- Work with partners on delivering joint action plans to ensure a quality service for all victims.
- Target perpetrators of all sexual abuse and bring them to justice.

## KEY ACHIEVEMENTS

The data on the nature and prevalence of Violence Against Women and Girls (VAWG) in England and Wales is stark and shocking, with many offences never coming to the attention of the police. Certain crimes disproportionately affect women and girls, manifest themselves in different ways, and demand targeted solutions. Crimes such as rape, female genital mutilation, stalking, harassment, and digital crimes such as cyber-flashing, 'revenge porn' and 'up-skirting' are taking place every day and should have no place in our society. They illustrate appalling, often outdated, attitudes and prejudice towards women and girls.

The horrific kidnapping, rape and murder of Sarah Everard by a serving police officer in March 2021 led to women and girls across the country speaking out about their own experiences of violence and abuse, and quite rightly demanding change. The tragic deaths of other women such as Bibaa Henry and Nicole Smallman, Julia James, Gracie Spinks, Sabina Nessa and Bobbi-Anne McLeod, have kept the issue of VAWG in the public consciousness.

Police officers have responsibility and unique powers to reduce this harm by preventing crimes, investigating offences, pursuing perpetrators and bringing them to justice, protecting women and girls, managing offenders and helping to make our streets safer.

In September 2021 an inspection by Her Majesty's Inspectorate of Constabulary (HMIC) concluded that improvements in relation to VAWG were present but not enough and recommended a fundamental shift in prioritisation aimed at bringing greater consistency and universally higher standards.

In response, in December 2021 the National Police Chief's Council (NPCC) launched a new VAWG Delivery Framework which sets out a three-year programme with the Year One focus on areas that policing can help improve immediately, with Years Two and three focusing on the wider community and the partnership approaches needed to deliver sustainable change. The Framework reflects that VAWG must be a strategic priority for all forces with determined action to achieve a common standard, culture and approach in preventing and responding to VAWG.



The VAWG Action Plan is organised under three Pillars:

- 1) Build Trust and Confidence
- 2) Relentless Perpetrator Pursuit
- 3) Safer Spaces

Locally, in a similar approach to dealing with Covid-19, North Wales Police have developed a 3Es approach to Engage, Educate and Enforce, which provides an overview of what is expected of officers over the coming year/s. The approach clearly shows that addressing VAWG is a Force-wide issue that will require all departments and partners to work together effectively, and collaboratively especially with other well-developed areas of work such as Domestic Abuse and Sexual Offences.



**HEDDLU  
GOGLEDD CYMRU  
NORTH WALES  
POLICE**

## Violence against Women and Girls - The 3 'E' approach

<b>ENGAGE</b> with...	<b>EDUCATE</b> ...	<b>ENFORCE</b>
Victims, survivors and support groups (especially for minoritised women), and actively listen to, understand, and respond to their needs/experiences.	Officers and other professionals to identify symptoms of abuse, be inquisitive 'Ask and Act'), and adopt trauma-aware approaches.	Work in partnership to identify, manage and bring to justice perpetrators, with a focus on those causing most harm.
Partners in the private, public and third sector who have an important role to play in improving long-term preventative action, information sharing and integrated referral pathways.	Children and young people on what constitutes a healthy relationship (school, college, university).	Improve response, standard of investigation, availability of specialist staff, supervision and outcomes for all VAWG related offences.
Schools, colleges and universities to understand their current response to VAWG, especially sexual harassment and abuse.	Local communities on acceptable behaviour and the help and support available to them ('Street Safe', 'Live Fear Free') through local/national communication campaigns.	Promote the highest standards of behaviour, professionalism and integrity of all officers, and respond robustly to those falling below those standards.
Local public transport firms on initiatives to make travel safer for women.	Officers to work with local authorities to access Safer Streets Funding.	Make it easier for victims to report crime and support them throughout the process (Victim's Code).
Licensees and staff, supporting them to target high-risk, high-harm locations with night time economy initiatives ('spiking').	Men and boys in challenging all forms of violence against women and girls.	Make full use of current legislation including effective use of protection orders such as DVPNs and SPOs.

gwneud Gogledd Cymru'r lle **mwyafr diogel** yn y DU making North Wales the **safest** place in the UK

On the 31st March 2022, North Wales Police submitted their VAWG Action Plan to the NPCC. The Force is already on track with many examples of good practice identified, but there are gaps and a requirement to shift our focus and intensify and prioritise other areas of work. As PCC I will continue to monitor the implementation of this action plan through my Strategic Executive Board.

Since March 2021 some key achievements to note are as follows:

- "Voice Against Violence" online survey allowing members of the public to share their views, concerns and experiences.
- Internal "Sexual Harassment" survey receiving 602 responses, identifying further work to challenge culture and behaviour.

- A funding bid led by my office, obtained £336,000 for "Safer Streets Wrexham" focussing on public space safety and creating two education films for young people.
- Established VAWG Gold Group with internal and external stakeholders leading the Force strategic response to the NPCC VAWG Taskforce.
- Established VAWG Tactical Group focussing on operational requirements of the action plan.
- Established new Internal/External communications plan.
- Named exemplar VAWG Force receiving £60,000 from the Home Office to develop the following initiatives:



- Rhyl night-time economy operation.
- Domestic homicide, Karma Nirvana and Civil Orders training.
- Sexual offences training/education for 16+ age group in collaboration with Rape and Sexual Assault Support Centre (RASASC) North Wales.
- Spiking testing strips.
- Night-time economy training for holiday park staff.
- VAWG impact day targeting those guilty of VAWG offences.

Areas identified as priority for 2022/23 are as follows:

- Street harassment.
- Online digital crimes and investigation.
- Education.
- Supporting victims through the criminal justice process.
- Involvement of women and girls in each stage of service delivery, especially those from Black, Asian and Minority Ethnic backgrounds.
- Ensuring sufficient specialist staff/ resourcing levels to deal with VAWG offences.
- Increase effective use of proactive and preventative tools such as Civil Orders.
- Create VAWG “Problem Profiles” for all areas across the force and address identified issues.

While this action plan quite rightly focuses on women and girls (due to the disproportionate number of incidents), there is much more we can do to support men and boys across a number of areas, including their safety, as recognised within my Police and Crime Plan.

ADAPT (Agencies Domestic Abuse Perpetrator Tasking)

ADAPT is a multi-agency approach to

domestic abuse perpetrator treatment. North Wales Police chair a multi-agency panel once a month to discuss a cohort of domestic abuse perpetrators from each of the six local authorities, to meet the overarching safeguarding objectives of:

- 1. Reducing re-offending of domestic abuse perpetrators.**
- 2. Safeguarding adults and children at risk of domestic abuse.**
- 3. Breaking the cycle of abuse of the perpetrator.**

The key method to achieve this goal is by changing or disrupting offender behaviour. In January 2022 this approach was adopted across the whole of North Wales following a successful pilot in Conwy and Denbighshire.

This programme has only recently been rolled out and as such performance data cannot be assessed. The pilot area however was recently reviewed and showed promising results, 88% of the perpetrators they worked with showed a decrease in the overall risk they posed based on the score provided by the Recency Frequency Gravity (RFG), a risk matrix used to identify problematic perpetrators of domestic abuse.

Over half of the perpetrators discharged from the programme refrained from committing any further domestic abuse offences. Those who have further offended were identified as non-engaging in the programme and, despite disruption tactics employed, would continue to offend during their time with ADAPT. Moving forward the data recorded will show the total number of perpetrators managed in each area. The team will also record the risk score and offending pattern of perpetrators discharged from the programme.

Whilst the programme is still in its infancy, the co-operation and commitment from all agencies to successfully implement the programme across the whole of North Wales is a highlight in itself. It is appreciated there are considerable demands on staffing from all agencies, however it has been unanimously identified that this is a worthy project that has benefits to prevent harm to victims of domestic abuse.

The focus for the next 12 months will be to consolidate and promote the programme, within all agencies, and continue to improve the efficiency in which we work with the perpetrators or disrupt their criminal behaviour.

The Force ensures staff are equipped to work effectively alongside partner agencies to effectively safeguard victims, to conduct professional investigations and to enhance our approach to evidence led prosecutions. Focus is being given to more robust use of police powers to manage domestic abuse cases, including the use of **Domestic Violence Protection Notices**, conditional bail, and civil orders to protect vulnerable people and disrupt perpetrators.

**Domestic Abuse Matters** training is being delivered across the Force to develop officers understanding of domestic abuse and its impact on victims. Officers are being kept updated through a range of media including online 'Bitesize' sessions, and 'Need to know' bulletins to help raise awareness of legislative changes and best practice coming from the impending changes to the Domestic Abuse Act 2021.

Reports of domestic abuse continue to rise following the trend of post pandemic figures. In response, however, there is also an increase in positive outcome 1 – 8 rates across the Force and an increase in conditional bail being used in domestic abuse cases. This has seen an increase in cases being referred to Multi Agency Risk Assessment Conference (MARAC), albeit most are being managed via the weekly forums thus reducing monthly MARAC demand.

Detective Constable Mike Taggart continues to promote strategic awareness of domestic abuse across the region, and recently presented the 'Making the Cut' initiative at the Force Problem Oriented Policing awards which delivers pioneering training to the beauty sector to expand the reach of victim safeguarding to the third sector.

Domestic Abuse Courts commenced in North Wales on the 1st May 2022, this will reduce the time that domestic abuse perpetrators are on bail before their court appearance. This keeps the victim at the heart of domestic abuse investigations.

Following Crown Prosecution Service (CPS) consultation, we implemented a new process which enables Independent Domestic Violence Advisor (IDVA) details to be shared with prosecutors to ensure additional support is provided to victims during the criminal justice process.

North Wales Police has representation on the national strangulation working group and will have a strong voice in implementing new non-fatal strangulation legislation.

Karma Nirvana have been working in Force to deliver honour-based violence training arranged via VAWG funding to train specialists officers within local policing.

The Survivors Advising Services (SAS) forum is continuing, allowing victims and survivors to feedback on their experiences to relevant agencies to identify learning from a partnership perspective.

North Wales Police will continue to focus on the evidence-led approach to investigations and seek to increase their use of prevention orders, and the Force management of those orders. The focus will be promoting the identification of controlling and coercive behaviour offences and developing skills to investigate these offences.

Specialist Domestic Abuse Officer (DAO) staffing has been a challenge over the last few months with referrals continuing to be high. There is an ongoing review of the DAO post profile to ascertain where changes can be made to improve efficiency within the department. There will be an additional temporary MARAC admin post in the central office to help with that ongoing demand.

## AMETHYST

The Amethyst department are a team of dedicated and specially trained officers tasked with investigating rape offences throughout North Wales. It has officers based in three geographical sites across the Force and is a mixture of Detectives and Sexual Offence Liaison Officers who are tasked with engaging with and obtaining evidence from victims at what can be a devastating time in their lives.

The team work closely with a number of agencies to provide the best possible service to victims and to make accessing the criminal justice process as simple and efficient as possible. North Wales is extremely fortunate to have a dedicated Sexual Assault Referral Centre (SARC). The Centre is staffed by NHS staff and also Independent Sexual Violence Advocates (ISVA), who I fund and who support victims through the criminal justice process and beyond.

As Commissioner I have funded a total of 10 ISVAs of whom three are solely dedicated and trained to support children and young people. The SARC will deal with the forensic medical examination of the complainant by trained medical staff. The SARC also provides a self-referral service for victims who wish to obtain medical and welfare support even if they do not wish to engage with the police at that time. This part of their service is entirely confidential.

The pandemic and indeed the subsequent re-emergence of society out of lockdown has impacted heavily on the reporting profile of rape offences. During the year 2021/22 there has been a 35% increase in reports of rape. More significantly there has been a 53% increase in reports of forensically live incidents. An incident is termed forensically live when there is an opportunity to gather evidence by means of a medical examination of either the complainant or the suspect. Due to the finite nature of forensic opportunities, such an increase naturally impacts heavily on the demand of not only the Amethyst team but also the wider police family and our partner agencies.

Clearly the re-opening of the economy and the popularity of North Wales as a holiday destination have been the driving force behind this increase in reporting. The Force continues

to review processes to improve services and deliver an outcome for a complainant at the earliest possible opportunity

In terms of investigative timelines, the average time taken to conclude a case that resulted in an No Further Action (NFA) outcome was just over six months. This compares to 12 months in the previous year. However, the average time to close a case where a suspect was charged has increased from 13 months to 18 months.



Both North Wales Police and the Crown Prosecution Service (CPS) are committed to increasing the use of Early Advice from specialist Rape and Serious Sexual Offence (RASSO) lawyers to identify relevant lines of enquiry at the earliest possible stage. This would ensure that the investigators have the guidance of lawyers that will make a material difference to the investigations. The use of early advice is already having a positive impact. The Force continue to work with their partners to scrutinise investigations to ensure that the investigations are to the highest standard. A senior lawyer dip samples NFA decisions throughout the year to ensure that the decisions are consistent and justified.

North Wales Police, CPS and ISVAs hold a monthly meeting to review all cases listed for trial to ensure that those victims have access to the ISVA support should they wish to accept it. Specialised support staff provide all victims with an information pack which explains the entire criminal justice process from report to court.

North Wales Police has seen during the past year increased use of pre-trial recorded evidence by both child and adult victims. This is a special measure that allows for a victim's cross examination to be held and recorded ahead of the trial.

### Highlights

- R v A: Defendant was found guilty after trial of a rape offence and sentenced to life imprisonment.
- R v B: Officer worked closely with a RASSO lawyer to investigate a defendant who had previously been unsuccessfully prosecuted. Following the emergence of new evidence, the defendant was found guilty at trial of numerous sexual offences and was sentenced to 20 years imprisonment.
- R v E: Defendant has pleaded guilty to 18 charges relating to sexual offences against six different victims.

**Consent Project** – Preventing incidents occurring in the first place can prevent significant distress for all parties. An officer from the Amethyst team has worked with colleagues in the Safer Streets project, SchoolBeat and a film company to develop an educational resource to highlight the importance of consent in sexual relationships. The resource is aimed specifically at boys and young men to ensure that they fully understand the implications of disregarding consent in their future sexual relationships. This resource will be used by school liaison officers across Wales to highlight a difficult but necessary educational topic.

**Digital Forensic Van** – Funding has been secured to purchase and equip a van to deal with the forensic download of victims and witnesses phone devices. These examinations only take place with the written consent of the victim or witness and if it is relevant to the investigation. To speed up the process the examiner will now have the ability to travel to the victims home and complete the examination in the shortest possible time. This resource will assist investigations not only in the RASSO field but also in cases such as Domestic Abuse, harassment and stalking.

Rape and serious sexual offence investigations will quite rightly continue to receive high levels of scrutiny at both my Strategic Executive Board and the North Wales Justice Board. North Wales Police will continue to strive to reduce investigative timelines through the use of Early Advice and close working with partner agencies. As Chair of the North Wales Justice Board I will also work with our partners in the criminal justice system to achieve this goal.

Following agreement between myself and the Chief Constable, North Wales Police has also committed to joining Operation Soteria. This is a joint police-CPS programme designed to drive improvements aiming to:

1. Reduce the proportion of cases that end due to victim withdrawal.
2. Develop new tools and techniques to ensure investigations of rape are thorough and effective.
3. The programme will ensure that investigations become more focused and efficient, with the aim of increasing timeliness and the volume of cases progressing through the system. Through this work police officers will be more skilled and experienced, and thereby better able to support victims, leading to a reduction in victim attrition.

### MOSOVO – Management of Sexual or Violent Offenders

North Wales Police have three MOSOVO teams based across the Force area. Their primary role is offender management and to monitor registered sex offenders and violent offenders across the Force. The team also conduct unannounced visits at their home address/work premises. The team work closely with probation and social services as well as third sector agencies to gather intelligence and bring offenders to justice.

## RECENT ACHIEVEMENTS

- Appointed a Detective Inspector and three Detective Sergeants to manage MOSOVO & MAPPA (Multi Agency Public Protection Assessment) arrangements across North Wales to provide greater consistency in approach.
- Continue to improve links with local policing to highlight offenders posing the highest risk of harm in the local community - to assist in seeking further intelligence and create local knowledge hubs.
- Work closely with all agencies to formulate risk management plans which are shared with District Inspectors to incorporate in their patrol plans and daily bulletins.
- Proactively sought criminal justice outcomes for those offenders who breach their sexual harm prevention orders / commit further offences. Many of these convictions have been highlighted in local newspapers and social media platforms to reassure the public of our determination to protect our communities.
- Research advances in digital technology to monitor offenders and reduce demand on MOSOVO staff.
- Successful in a recent bid to the Home Office for funding for remote monitoring software which can be placed on offenders' devices.



## Police and Crime Plan Priority: **Safeguard vulnerable people**

### WHAT WILL I DO?

- Working with partners to support those who are most at risk of involvement in the criminal justice system, considering opportunities to intervene and prevent future involvement.
- Work with partners in the Area Planning Board and Betsi Cadwaladr University Health Board to reduce drug related deaths and the impact of alcohol and substance misuse.
- Working with partners to improve communication between the police and those with mental health needs or learning difficulties and promoting the Keep Safe Cymru card.
- Working to support safe, friendly non-custodial places of safety for those experiencing crisis or at risk of being detained under Section 136 or 135 of the Mental Health Act.
- Raise awareness of mental health issues by supporting local and national campaigns.
- Encourage victims who experience mental illness to report hate crimes.
- To work with partners to deliver both the early identification of, and a quality response to, the signs of modern day slavery.
- To ensure that victims of modern day slavery have trust and confidence in North Wales Police in partnership with other agencies.
- Ensure North Wales Police considers modern day slavery routinely as part of its own procurement activity and has appropriate referral routes established.



**Operation Tylluan** was the continuation of a successful earlier covert investigation, named Revolution, which dismantled a Merseyside-based county line. Tylluan concentrated on investigating the exploitation of a 14-year-old looked after child, who was being trafficked to deal Class A drugs as part of the county lines model. The operation focused on securing evidence against those individuals who had facilitated the exploitation by trafficking the victim around the country. The victim was held in slavery and servitude and forced into compulsory labour whilst at the same time conspiring to supply heroin and crack cocaine.

Throughout late 2021 and early 2022 the Central Criminal Investigation Department (CID) worked tirelessly to secure the country's first prosecutions for modern slavery. The investigation culminated in a week of executive action, at venues across the UK, with those responsible being brought to account.

Over the course of a three-day period a total of 17 individuals from across the UK identified as part of the conspiracy were arrested, and interviewed with numerous being charged and remanded for multiple offences ranging from conspiracy to supply Class A (heroin and crack cocaine), to offences of conspiracy to traffic persons, conspiracy to hold persons in slavery and servitude and offences relating to causing a person to perform compulsory labour.

**Operation Blue Drum** targeted an Organised Crime Group (OCG) based on the Holway estate in Holywell. The family involved were notorious within the estate and were responsible for supplying Class A drugs locally. Four family members were convicted and sentenced to over 12 years in prison, and as a result there has been a significant reduction in anti-social behaviour within the estate and positive feedback from the local community.

**Operation Blue Lancelot** targeted an OCG supplying Class A drugs in Caia Park, Wrexham. The value of the conspiracy was over £750k. 19 defendants were sentenced to a total of 133 years having a significant impact locally.

**Operation Blue Icesat** was a dedicated operation focusing on reducing youth knife crime and violence within Rhyl town centre. Reported incidents and intelligence supported

a theory that young people were routinely carrying knives for protection and to assist them in furthering their drug dealing activities. This resulted in significant violence on a number of occasions, causing community concerns to grow. North Wales Police took immediate enforcement action and have made over 100 related arrests during the reporting period. Alongside this, 48 orders were issued in relation to the town centre Public Space Protection Order and several closure orders authorised. To support the prevention work a community safety forum was introduced at both strategic and operational levels to co-ordinate multi agency work across Rhyl. This has been seen as good practice and will maximise opportunities to ensure effective engagement with local communities. Current analysis shows that the numbers of relevant reported incidents have decreased dramatically.

## MODERN SLAVERY

Partnership working continues to be fundamental to the approach to tackling modern slavery. The regional Vulnerability and Exploitation Board, chaired by my Chief Executive Officer has continued in its efforts to drive forward a co-ordinated and practical approach to dealing with the issues that modern slavery raises.

Safeguarding is at the centre of our attempts to protect victims from further harm, and I am pleased to see a solid working relationship between the Safeguarding Boards (Children's and Adults') and the Vulnerability & Exploitation Board.

My Deputy PCC chairs a newly established forum which reports to the Vulnerability and Exploitation Board. The Modern Slavery Services Providers Forum held its first meeting in November 2021. This forum ensures that those working on the frontline dealing with victims and the fall-out of modern slavery crimes are able to share information and work collaboratively. It helps us to understand the full picture of modern slavery across North Wales and will help to bring consistency and quality to services provided.

As ever with modern slavery, raising awareness is vital. It remains a hidden crime, so I ensure that in any way I can, I support events and projects to raise awareness and shine a light on what modern slavery looks like in North Wales. My Deputy Commissioner gave a speech at the annual BAWSO conference in October 2021, which focussed on domestic servitude (a form of modern slavery that is often mistaken for domestic abuse). Also, in October my Deputy and I both attended the Denbighshire chapter of Soroptomist International where I gave a speech and met with members who are working hard to tackle modern slavery in North Wales.

I continue to monitor the national, regional and local picture with regard to modern slavery and work with many agencies including the Home Office, the Modern Slavery and Organised Immigration Crime Programme, the National Crime Agency, the Independent Anti-Slavery Commissioner and the National Anti-Slavery and Human Trafficking Network.

We continue to educate and raise awareness of the tools available to investigators with the Modern Slavery Act 2015. This includes evidence-led prosecutions and the use of Slavery Risk or Prevention Orders to protect vulnerable people and disrupt perpetrators. Exploitation is present but often hidden within other crimes such as organised drug supply and we are determined to make use of all legislation and tools available to us to deter criminals from using people as a commodity.

During the past year, the national lockdown, impact of the global pandemic and unrest in many parts of the world such as Syria, Afghanistan and Ukraine will all, no doubt, have contributed to changes in how criminals operate and therefore the response required from all agencies including police. Despite the factors highlighted, reporting of modern slavery remains consistent, with 98 occurrences recorded in North Wales, an increase of 1% on the previous year. It is likely this will continue to rise in 2022/23 in anticipation of freedom of movement (without Covid-19 restrictions). With such global unrest I am cognisant to the opportunities

criminals may see to exploit refugees who come to North Wales. I ensure through various meetings and forums that all criminal justice agencies keep a focus on this threat.

Modern slavery investigations are incredibly complex and challenging and convictions remain difficult to secure however one investigation has seen ten people charged with drug supply and human trafficking offences. Slavery Risk Orders have been applied for in that case. Two other investigations saw alternative charges authorised where exploitation was apparent.

There were 16 arrests for slavery offences between January-March 2022 compared with just four for the same period in the previous year which is indicative of the evidence-led investigative approach aspired to. In the same period there were 29 National Referral Mechanism referrals, compared to 22 the previous year. 70% of slavery victims were British with 54% of victims being juveniles, 55% of whom were male. Where a suspect was identified, 85% were adult and 57% white British.

Reporting during this period has mainly been in relation to criminal exploitation, with in excess of 56% of all reports 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 five last year), and a further nine relating to sexual exploitation combined with other exploitation forms. 86% of criminal exploitation type was related to drug supply. 67% of all victims of criminal exploitation were in relation to persons aged 17 years and younger.

Further investment has been made in the NWP Exploitation Unit which brings together previously separate departments combining NWP modern slavery coordinator, the Online Child Abuse Investigation Team and the Child Exploitation Team (Onyx). This allows for more efficient use of resources, earlier understanding of risk or emerging trends and more effective identification of exploitation amongst other criminality.



The Child Exploitation Team altered its remit six months ago to incorporate all child exploitation rather than only child sexual abuse (CSE). This change allows for earlier identification of exploitation where at first glance it may seem a child is committing criminal offences. This means the child is treated as a victim rather than as a suspect from the outset. As Commissioner, I am passionate about not criminalising children and young people when support, rehabilitation and diversion are the most effective outcomes.

A cohort of children in Denbighshire were responsible for several recorded crime and disorder incidents. It was the expertise of our teams that identified all the signs of exploitation. Treating these children as “at risk”, and as victims, has resulted in effective engagement and intervention, a huge reduction in recorded crimes, anti-social behaviour and missing persons reports, with many of the young people returning to education or finding employment.

The North West Regional Organised Crime Unit (ROCU) are adopting the Home Office funded “Targeted Online Exploitation” (TOEX) programme imminently which means North Wales Police will have access to additional support in providing an enhanced intelligence picture of organised exploitation. The product provided by TOEX will inform our tasking processes and enable us to make better decisions around resourcing. Their remit focuses particularly on group-based child sexual abuse, criminal exploitation, modern slavery/organised immigration crime and county lines.

Through partnership agreement by all local authorities and North Wales Police, Operation Innerste was launched in North Wales on March 31st 2022. This is a national operation to safeguard unaccompanied migrant children. It involves working with UK Immigration which has been shown to reduce children being reported missing or being re-trafficked by 75%.

Joint investigator training took place in November 2021 with Police, Immigration Enforcement and the Gangmasters and Labour Abuse Authority (GLAA) coming together to receive the same training. This allowed a better understanding of different agencies remits and investigative powers,

something that has already reaped benefits in a multi-agency investigation, led by the GLAA into exploitation within the care sector.

A multi-agency exercise was conducted in November 2021 to test our response in the event of a clandestine lorry drop migrant event, similar to the tragic circumstances in Essex in 2019. This brought partners together to understand each other in terms of objectives, strengths and challenges, with some valuable learning for all.



Organised Immigration Crime is something that is more prevalent than ever, given how unstable some parts of the world continue to be, how attractive the UK continues to be as a destination, and the dangers people will tolerate in order to enter the UK illegally. Unscrupulous Organised Crime Groups (OCGs) using established travel networks to courier other illegal commodities are exploiting these uncertain times to courier people and profit from the misery of others. Many OCGs will take the opportunity not only to profit from facilitating travel to the UK but will then exploit those vulnerable people into slavery or criminality.

Understanding slavery and trafficking within OCGs, whose main criminality may not be slavery, must be a focus for North Wales Police for the next 12 months. North Wales Police will continue to focus on the evidenced approach to investigations and seek to increase their use of Slavery Risk and Prevention Orders, particularly in drug supply and county lines investigations which are likely to represent the bulk of criminal exploitation.

## Police and Crime Plan Priority: **Tackle and prevent cybercrime**

### WHAT WILL I DO?

- To improve training for all our communities and businesses, supporting you to have the tools to stay safe.
- To work closely with our national agencies who lead on tackling UK cyber-crime and fraud, holding them to account and working with them to protect the people of North Wales.
- I will invest further in software packages and hardware technology so that officers stay one step ahead of those who break the law.
- Working with partners including the Cyber Resilience Centre for Wales to protect people from the growing issue of scams and fraudulent behaviour.
- Ensure North Wales Police engages with the National Management Centre (nationally supported cyber security protection facility for police forces across England and Wales) as part of its prevention strategy.

Last year I commissioned Get Safe Online to provide a cyber support service for North Wales communities. Get Safe Online are a not-for-profit public/private sector partnership supported by leading organisations in banking, retail, internet security and other sectors. They are Cyber Essentials certified.

The 12 month contract will involve them supplying the following:

- 12 x monthly campaigns and media pack
- Web content
- Partnering
- Two community awareness training days
- Get Safe Online live public event
- Get Safe Online live business event
- Access to additional paywall resources
- A dedicated spokesperson/contact for support and advice.

Get Safe Online have some great resources to help the community feel confident and safe online. The programme will be managed by my communications team but working in collaboration with the North Wales Police Cybercrime Team and Prevention Hub and the Victim Help Centre.

Over the last year the North Wales Police cybercrime team have worked proactively to help protect the public of North Wales from cybercrime by actively sharing advice, information and guidance about cyber safety and security. The team have delivered over 260 Cyber Protect and Prevent presentations to an audience of over 7,500 people. The team's social media pages which share regular advice and guidance around cyber safety and security have reached nearly 5.5million over the last 12 months.

The team have regularly engaged with schools, colleges and community groups across North Wales to improve knowledge and understanding of how to stay safe and secure online.

The team have also engaged with businesses to protect the North Wales economy from the impact of cyber attacks and have developed a strong working relationship with the Cyber Resilience Centre for Wales. The Team have also attended high profile events across North Wales such as the North Wales Business Exhibition, the Urdd Eisteddfod and agricultural shows to share advice on how to avoid online fraud and cybercrime. This proactive cyber protect and prepare work has been supported by the team's experienced cyber volunteers.

Cybercrime team members are undergoing training in Chainalysis software to aid cryptocurrency investigations, resulting in some positive progress being made in this complex area of criminal investigation. As a result of the work ongoing in this area, the team are building strong working partnerships with cyptocurrency exchanges around the world to assist in highlighting bad actors and frustrating suspects assets. There are many challenges in this area, which includes international enquiries with other law enforcement authorities supporting victims in their own jurisdiction, to seeking to rely on UK legislation that was not written with virtual currencies in mind. Nonetheless, the small unit have already highlighted vast sums of ill-gotten funds reaching into millions of pounds.

Over the last 12 months Covid-19 has made proactive public facing work challenging at times, however the team have been able to adapt by holding some of the presentations online when circumstances made in person events difficult. The team have also used innovative approaches such as the use of Community Alerts to ensure that important Cyber Safety and Security advice reach as many people as possible.

- Led by the regional team, Police Cyber Alarm continues to be actively being pushed out to businesses.
- North Wales Police Schools Programme/ Crucial Crew Partnership. To further enhance engagement with youngsters within the force area a partnership has been developed with the North Wales Police Schools Programme and the Crucial Crew Charity. This has improved NWP cybercrime team's ability to access schools within the force area to share protect and prevent advice with youngsters.
- North Wales hosted a Cyber Escapes Interactive Cyber Security Escape Room. A total of 135 people took part in an hour-long interactive learning experience based around Cyber Security and Safety and the feedback was excellent.



## Police and Crime Plan Priority: **Establish a Victims' Panel**

### WHAT WILL I DO?

- To develop the Victim Help Centre further by localising the service – cooperating with all North Wales local authorities and third sector organisations.
- To set up a Victims' Panel giving an opportunity for victims and survivors to tell us what can be done better and hold me, the police and wider agencies to account.
- To work with other PCCs and the Victims' Commissioner to highlight injustices against victims and support legislation reform to protect victims rights.
- To fight for increased, sustainable funding to provide victims services.
- To review current funding streams to ensure money is being used effectively and that victims are getting the specialist and targeted intervention they need.
- To review commissioning contracts to provide long term sustainable contracts wherever possible.

Victims and communities affected by crime are too often overlooked. The trauma of crime can last for years, and the way some victims are treated after reporting a crime can end up re-victimising them.

I want to ensure all victims get the support they need to recover from their experience, so having a justice system that takes account of their needs is essential. Our systems often fail to consider the specific needs of victims and survivors of crime. Victims do not all act and respond in the same way. We need to listen properly and allow them to explain what would support they need. The pandemic has shown us just how important well-funded domestic and sexual abuse services are to our communities. We saw just how important these services are during the Coronavirus crisis, with some services seeing more than double the numbers of victims contacting them; but they have long been vital in providing support for victims.

In December 2021 I commissioned Agencia Ltd. to carry out an independent review of the North Wales Victim Needs Assessment.

The needs assessment had originally taken place in 2014 and its review had been delayed by the pandemic.

The main aspects the project team was asked to investigate included:

- Stakeholder views as to what was working and where improvements could be made.
- Comparison of local service provision against the mandatory elements of the Victims' Code of Practice.
- Gaining a greater understanding of the victim experience.
- Identification of any gaps in service provision.
- Identifying trends and areas of demand for victim services.

The final report was presented to me and my team in March 2022 with four recommendations made.

At the time of writing, those recommendations are being discussed with North Wales Police and our partners in the criminal justice system before being put into the public domain on my website.

The needs assessment agreed with my proposals for the introduction of a Victims' Panel. My Deputy PCC is leading on this work which will learn from the experience of the Survivors Advising Services referred to within this report.



## Police and Crime Plan Priority: **Tackle and prevent Hate Crime**

### WHAT WILL I DO?

- To engage with specific groups to learn from their experience and work with them to tackle hate crime in their communities.
- To ensure all hate crime is taken seriously, launching a region wide campaign to educate all residents about the impact of a hate crime and ensuring a zero tolerance approach in North Wales.
- Reviewing hate crime data and victim experiences to ensure hate crime victims get the most appropriate service and are satisfied with the response they receive.
- Encouraging victims of hate crime to report incidents so that they can receive appropriate support.
- Work with the Chief Constable to deliver the Workforce Representation Strategy and make the Force more representative of our diverse communities.

There has been an overall increase in reported hate crime since last year from 1,090 to 1,394 reports which equates to a rise of 27.9%. This is the sixth consecutive year that has seen a rise in reporting. These increases have largely been seen across most protected characteristics with transphobic and religious hate reports decreasing very slightly. The increase in reporting in North Wales mirrors the increases elsewhere in the UK with a national increase in reported hate crime of 20-25%.

The Force Diversity Unit have been working to support individuals and communities affected by hate crime and liaise closely with local

officers, the regional community cohesion teams and Victim Support. The Diversity Unit has also focused on the impact of English/Welsh reported hate crime and the impact of cyber related hate crime reports such as those involving social media. I continue to support a specialist hate crime support worker within the North Wales Victim Help Centre and am able to keep abreast of victim satisfaction through the Quality of Service Board and the Force Stakeholder Equality Groups.

Whilst I acknowledge the arguments that an increase in reporting reflects firstly an increased victim confidence to come forward and report hate crimes and secondly changes to crime recording rules, such is the scale of the increase that I will continue to scrutinise the Force performance in this regard and in particular will be seeking improvements in the satisfaction levels of hate crime victims which are currently below the satisfaction levels of victims of other crimes. We can and must do better to support our victims of hate crime.

I was once again happy to support Hate Crime Awareness Week in October 2021 and took part in a North Wales Police team in a [football tournament](#) arranged by Bellevue Football Club in Wrexham to mark Hate Crime Awareness Week.

Despite the restrictions and uncertainty surrounding Covid, various initiatives have taken place in Force throughout the year to promote inclusivity, tackle community tensions and raise awareness of hate crime.

I attended NWAMI's celebration of International Integration Day at the start of Hate Crime Awareness week in October. Although it was an online event (due to Covid restrictions), I was pleased to introduce my new Police and Crime Plan, including plans for tackling hate crime, to a diverse group of people from different communities across North Wales.

## **BANGOR CHINESE NEW YEAR CELEBRATIONS**

The District Inspector and Local Policing team in Bangor supported Chinese New Year celebrations in January, including a parade and celebration events. There is a notable Chinese population in North Wales, and marking Chinese New Year is culturally significant. It is therefore a great opportunity for local policing to get involved with events, make good connections within the community to increase trust and confidence, offer reassurance, promote inclusivity, and reduce tensions.

## **NORTH WALES ADVICE AND ADVOCACY ASSOCIATION (NWAAA) SELF ADVOCACY GROUPS**

In July 2021 I attended an online meeting of Self Advocacy Groups from Denbighshire and Flintshire (including their LGBT+ Group). They talked about the policing issues that concerned them and asked about the things I would put in my Police and Crime Plan. They said that when restrictions were eased that they would like somebody from North Wales Police to meet them in person to discuss crime issues. In the Autumn of 2021 one of the Force's Diversity Officers went to speak with the Self Advocacy Group members to raise awareness of hate crime and mate crime<sup>1</sup> and to give advice on how to keep safe. Members of the Self Advocacy groups also attend the Force Disability Stakeholder Group.



## **WREXHAM TOWN POLICE FC**

Officers from Wrexham Town Police Station have formed a football team in a bid to forge stronger links within the community, dispel misconceptions of the police and show a human side to policing. Comprising of male and female officers, they play off duty, such is their drive to create cohesion.

The team have played against Bellevue FC, Wrexham Inclusion FC, Yellow and Blue Community Hub, Hospice of the Good Shepherd and Bridge the Gap. They are all teams whose values promote equality and diversity.

The Football Association of Wales allowed the team use of their facilities at Colliers Park to host matches and I am grateful to Wrexham County Borough Council for their support. They funded live streams of games on social media that attracted thousands of views.

## WREXHAM MULTI FAITH FORUM

Wrexham Town Neighbourhood Policing Team have formed a multi faith forum, inviting faith leaders to discuss in an informal setting any needs or concerns of the communities that they represent. The forum has been attended by leaders from:

- Wrexham Mosque
- St Giles Parish
- Hope Street Church
- The Salvation Army
- The Presbyterian Church
- Catholic Cathedral

Since the initial meeting at Yellow and Blue Community Hub further meetings have been held at the Wrexham Islamic Cultural Centre and Wrexham Town Police Station.

The Force and PCC [Joint Strategic Equality Plan - 2019-2023](#) 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 Force's established Tactical and Strategic Equality Diversity and Inclusion (EDI) Boards have been working to ensure delivery of the objectives set out in the Plan. Alongside these boards there are many additional forums established by North Wales Police to support equality and fairness throughout policing in North Wales.

There continues to be many groups that North Wales Police host that encourage and involve the oversight of people external to the police, including:

- The Public Encounters Board
- Body Worn Camera Review Board
- Hate Crime Tactical Group
- Individual stakeholder groups for Disability, Race & Religion, and LGBT
- Ethics Committee
- Culture and Inclusion Task & Finish Group

All of the above have oversight from my Office and also from people outside of policing. I am reassured about the transparency of the Force's approach to the equality agenda.

The Joint Annual Report on the Equality Plan for 2021 can be found [here](#). The 2022 report will be published later in 2022 where there will be more detail on the year's achievements.



# FAIR AND EFFECTIVE CRIMINAL JUSTICE SYSTEM

One of the ways in which I seek to ensure an effective and efficient criminal justice system in North Wales is by chairing the North Wales 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:

*“ 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 at its centre. ”*

During the last 12 months the North Wales Justice Board had four priorities, namely:

- Victims and Witnesses - Understand and address the needs and vulnerabilities of victims and witnesses at all points within their criminal justice experience.
- People who have offended - Understand and address the vulnerability and/or multiple complex needs of people who have offended.
- Prevention and Early Intervention - utilising evidence to understand the causes and drivers of offending behaviour and build onto existing prevention and early intervention approaches and influence policy to reduce crime and make positive change.
- Race Equality - Apply a 'one public service' approach in Wales to advance race equality.



By mid-2021 significant inroads were being made to reduce the backlog of cases that had accumulated as a result of the pandemic. By April 2021 the Justice Board was informed that the receipts to finalisation ratio in North Wales was less than one, which indicated that by that time the CPS were disposing more cases than they were receiving. This has remained the case since, and by March 2022 the number of cases in the system had returned to pre Covid-19 levels.

Guilty plea rates and conviction rates remain high in Magistrates and Crown Courts and are above the national average. Court outcomes are consistently good, and the discontinuance rate remains low; and is monitored closely and discussed at criminal justice partnership meetings.

Recent data confirms that the mean days from charge to case completion at the Crown Court in North Wales is 211 days against a national average of 311 days, and the percentage of cases which are rearranged on the day of trial is 10% compared with a national average of 25%. I am really pleased to see the benefits of how our criminal justice partners are working together as we return to a new normality post pandemic.

## CRIMINAL JUSTICE IN WALES

At the time of writing, the Welsh Government recently published a significant document entitled **Delivering Justice for Wales**. My fellow Welsh PCC's and I welcomed this publication by Welsh Government which shows commitment and insight into the importance of justice in Wales. The work of policing and the criminal justice system is inextricably linked with a range of devolved responsibilities and in recent years we have shown the benefit of co-operation across public services. We believe that the devolution of policing and criminal justice – and indeed Civil Justice – is the logical next step in the devolution journey.

Neither policing nor justice can be delivered successfully in isolation, they depend on a high level of cooperation, professionalism and trust between a variety of professions and organisations. Leadership within policing and criminal justice in Wales includes the PCCs

and the four Chief Constables (who have a clear and independent operational role), those whose role is part of an England and Wales structure (the Courts, the Crown Prosecution Service, the Probation Service) and the Judiciary and the Magistracy whose personal independence must be respected at all times. But whatever our level of independence or line of accountability, none of us can ignore the reality that everything we do takes place in the devolved environment, in which the role of Welsh Government and local devolved bodies is crucial at every level, from strategic decision-making to local delivery.

This was recognised when the four Police & Crime Commissioners and the four Chief Constables of Wales decided to work together to establish the Policing Partnership Board for Wales and invited the First Minister to become Chair. Through the attendance of the First Minister, Welsh Government Ministers and Officials, partners at the all-Wales level (WLGA, Public Health Wales etc.), the Secretary of State for Wales, the Minister of State for Policing and Criminal Justice and officials from the Home Office and the Ministry of Justice, we have created a space where different responsibilities can be explored in cooperation rather than in silos. Through the Policing Partnership Board we share the key challenges that we all face, so that together we can better serve the public of Wales, to whom we all owe responsibility.

Similarly, bodies that have responsibility for aspects of criminal justice come together in our four Local Criminal Justice Boards, who in turn contribute to the Criminal Justice Board for Wales.

For the first time, the police had to enforce legislation set by Welsh Government and our Senedd because Covid-19 rules were set under health powers that are devolved. In exercising those powers Welsh Government Ministers respected the role of the police and engaged with us to make them effective. Criminal Justice in Wales came together with a recovery group that met weekly to accelerate the reopening of courts. As a steering group it now seeks to enable all parts of the system to be the most efficient, effective and fair that they can possibly be.

## Police and Crime Plan Priority: **Introduce a North Wales Female Offender Strategy**

### WHAT WILL I DO?

- To publish a Women's Justice strategy, which focuses on the public health approach to divert women away from crime.
- Working with the Crown Prosecution Service to maximise our joint effectiveness.
- Working with Welsh Government and the Ministry of Justice on the transformation of the justice system in Wales for women implementing the Blueprint that sets out the changes needed.
- Support women to live crime free, positive and healthy lives, improving well-being and making communities safer.
- Work with the Youth Justice Board and partners to share learning that can be adopted for girls under the age of 18 and work together to ensure continuity of interventions in respect of young women who transition into adult services.
- Diverting women, where appropriate, away from crime and into women-centred, community based, sustainable support services that meet their needs.

A new Women's Justice Strategy has been developed by my office and a North Wales Women's Justice Delivery group set up to progress delivery of the Strategy. At the time of writing the strategy is in the final stages of consultation and will be published shortly.

One of the key recommendations under the All-Wales Female Offending Blueprint was to develop a psychologically-led model to inform the way that partners work with women in or at risk of entering the criminal justice system in Wales. The model was signed off in May 2021 and has been tested in North Wales.

The Female Offender Case Conference pilot in Wrexham continues. Attendance at the meetings is good and interventions put in place are having an impact. A national Case Conference workshop was recently held as a result of which the case conference model will now be rolled out across North Wales.

The national 'Joint Thematic Inspection of Integrated Offender Management (IOM)' highlighted that IOM needed to be re-focused. Following this report work was undertaken on a UK level to produce a new IOM Strategy and Operational Guidance.

There is significant interest in the IOM Refresh at a ministerial level and it was agreed that Wales would be the pathfinder for the other UK Regions. Reports on the progress of the implementation and performance are provided on a regular basis to the Policing Minister.

IOM Cymru set up an IOM refresh team to support local regions on the implementation of the new guidance. On a North Wales Regional level, a Task and Finish Group made up of probation and police operational supervisors was established to work with the IOM Cymru Refresh Team.

Wrexham Youth Justice Service are developing a report to understand prevention trends in North Wales. Also, Street Doctors have been commissioned to deliver sessions to young people on life saving advice related to knife incidents.

## Police and Crime Plan Priority: **Increase the use of Restorative Justice**

### WHAT WILL I DO?

- To expand access to restorative justice programmes that will encourage offenders to consider and review the impact of their actions and encourage rehabilitation.
- Improving outcomes for victims and ensuring their voice is heard through increased use of restorative approaches.
- Commission age-appropriate, sustainable and meaningful restorative services, taking into account the needs of adults of all ages.
- Support increased training about Restorative Justice for all police officers and staff who have contact with victims of crime.
- Improve access to Restorative Justice for people affected by crimes where the opportunity is often overlooked, such as sexual abuse, domestic abuse and hate crime.



Restorative Justice (RJ) provides victims of crime the opportunity to communicate with the offender to repair the harm caused by their actions. There are several benefits of Restorative Justice both to the victim and the offender, these include the victim gaining closure and the offender changing their behaviour and reducing reoffending.

The Covid-19 pandemic caused significant delays and restrictions to the RJ process

as it prevented face-to-face conferences from taking place. In many cases a letter of apology was used in place of a face-to-face conference. Towards the end of this reporting period the reduction in the Covid-19 restrictions allowed for all forms of RJ to be reinstated.

The Victim Help Centre, one of my commissioned services, provide all victims of crime with information on victim's services which includes the RJ process. In addition to the initial contact by the Victims Help Centre the following victims receive a letter and leaflet explaining the RJ process:

- Victims of Hate Crime
- Victims where an offender has pleaded guilty at court
- All victims of cases dealt with by the Criminal Investigation Department and have completed a Victim Personal Statement are made aware of the Restorative Justice Process.

There are three levels of RJ which the force and Youth Justice teams provide in North Wales:

### LEVEL 1

This type of RJ is used as part of a Community Resolution generally associated with anti-social behaviour and neighbourhood disputes. This kind of RJ is regularly used and delivered by Local Policing. Low level offences which can be dealt with using a letter of apology or a face-to-face apology between the victim and the offender.

### LEVEL 2

This form of RJ is used instead of the formal Criminal Justice Process and is regularly used by School Liaison Officers, Checkpoint Cymru and Youth Justice Teams. The use of RJ with young people is extremely important as it provides them with an understanding of the impact that their behaviour can have on others. All School Liaison Officers are trained in RJ and use this method of disposal where appropriate. Between September 2021 and February 2022, RJ was used within schools on 51 occasions.

All offenders who take part in the Checkpoint Cymru Scheme must agree to take part in the Restorative Justice process should the victim request this as part of their programme. The pandemic restricted the Checkpoint Cymru Navigators ability to facilitate Restorative Justice Conferences which resulted in all RJ being completed via a letter of apology. The easing of restrictions will allow for conferences to take place where appropriate.

### LEVEL 3

The most complex and sensitive cases usually take place post-sentence, and this level of RJ is generally arranged and delivered by the Probation Service. Between April 2021 and March 2022, North Wales Police undertook three complex cases with one resulting in a face-to-face conference. The result of this

conference was positive for both the victim and the offender as it provided the victim with answers to the questions that they had since the offence took place.

During my election campaign in 2021, I demonstrated my determination to ensure that everyone affected by crime in North Wales is given the opportunity to be referred to the RJ process by signing the Why Me? #SignTheRJpledge. Running alongside this pledge are ten asks which provide guidance on how I, as Commissioner, can develop and strengthen the current RJ process in North Wales. These asks include:

- The development of an RJ Strategy to emphasise that every victim of crime should be informed about RJ, regardless of the type of crime that they were affected by or the status of their case.
- Ensuring the Community Remedy includes RJ because it is extremely effective for all parties for low level offences such as Anti-Social Behaviour.
- Implement an RJ Communications plan to enhance the public's knowledge of the RJ process.
- Regular RJ training for all staff to make RJ a core part of the Criminal Justice process.
- Ensure that data is collected correctly to understand and measure if the process requires improvement or further training.

A full list of the ten asks can be found [here](#).

I have completed several of the asks which include signing up to the pledge, ensuring that the Community Remedy includes RJ and work is ongoing to ensure that data is collected correctly around Restorative Justice practices.

During my time in office, I aim to complete all ten asks. However I will be prioritising the implementation of a communications plan and an RJ strategy to further develop the RJ process in North Wales. I will also learn from my counterparts across England and Wales by attending the Why Me? PCC Restorative Justice Knowledge Exchange events. These events have proven to be successful in sharing best practices and learning from the effective processes across the country.

## Police and Crime Plan Priority: **Support and protect children and young people and divert them away from the Criminal justice system**

### WHAT WILL I DO?

- Supporting Youth Justice Services to prevent and reduce offending, re-offending and antisocial behaviour amongst children and young people.
- To work with local authorities to maximise resources to safeguard young people and deter them from criminal activity, whether that be through youth engagement, counselling or skills development.
- Work with local authorities and other partners to ensure suitable secure accommodation is available so that no child is required to be detained in police custody.
- Support school liaison officers who work closely with staff, parents and pupils to address areas of concern and identify vulnerable children and young people.
- Commission age-appropriate, sustainable and meaningful restorative services, taking into account the needs of young adults involved. This could include restorative practices in education, family and community settings as preventative measures and ongoing support, as well as part of out of court disposals to divert young adults from the criminal justice system.
- I will ensure there are victim services to meet the needs of young adult victims.
- Ensure that young adults' perspectives as members of the community and people involved in the criminal justice system (as victims, perpetrators, or both) are reflected in our consultation plans.
- I will work to ensure that independent return home interviews are made into a statutory requirement whenever children are reported missing and ensure that these services are commissioned with independent providers.



## ENGAGEMENT WITH YOUNG PEOPLE

Following on from the work of the Youth Commission in 2019/20 I have undertaken to support North Wales Police to establish an effective model of youth engagement. In 2021 the Force established a new role of Young People's Engagement Officer and recruited a former School Liaison Officer to this role. The following work has been undertaken:

- A Youth Advisory Group model has now had approval. The Terms of Reference for the group have been drafted and work is now being undertaken to progress recruitment. Youth Ambassadors will sit on the Youth Advisory Group. The role of the Youth Ambassador is to give a voice to diverse young people in the community by helping them to get their views heard and creating a platform to delve down into strategic planning, giving young people a chance to express themselves freely through peer to peer collaboration. Youth Ambassadors will be involved with the scrutiny process around police action and involvement in youth-related incidents.
- The Chief Constable and I have met with groups of 6th form pupils in both Conwy and Gwynedd, and a third session is planned with 6th form pupils from Prestatyn High school in the next academic year.
- The North Wales Mini Police programme is to be rolled out at 12 locations throughout North Wales. This includes primary schools, places of worship and harder to reach communities. The programme will be led by a nominated PCSO and supported by school/location staff. The programme is aimed towards year 5 pupils (or similar age group outside of school setting) and funding will allow for up to 20 children per location. The main aim of the Mini Police programme is to increase trust and confidence within young people. The programme gives more young people a chance to have their voice heard and participate in local policing and community

related volunteering. Opening up policing in this way helps North Wales Police better understand the needs of a diverse range of young people.

- North Wales Community Alert has launched across the Force, a free messaging service for people who live and visit North Wales. The Alert is a two-way communication system to help the police connect with local people and improve the flow of information and engagement. Schools liaison officers are supporting the sign up of young people to the scheme and this will be used to set the areas priorities.
- The OPCC consultation on my new Police and Crime Plan priorities underwent an equality impact assessment. This indicated flaws in the consultation data that would enable analysis of responses from young people, therefore my office carried out a further bespoke consultation with young people to understand their concerns and priorities to inform my new Police and Crime Plan.
- The IOPC Youth Commission have produced a [report](#) including recommendations for all police forces. Both my office and the Force are working towards understanding and actioning those recommendations.
- Children's Commissioner for Wales Conference - Children's Rights in Youth Justice and Policing Seminar. I was pleased to attend this annual seminar of the Children's Commissioner for Wales discussing policing and the wider criminal justice system and the Children's Rights Approach. I was pleased to see the progress we were able to report from both the Force and my Office.

As of 21st March 2022 physically punishing children is now illegal in Wales. It is important to clarify that **The Children (Abolition of defence of reasonable punishment) Wales Act 2020** does **not** create a new criminal offence; it abolished the defence to the existing criminal offences of assault and battery against a child.

The change in law will mean that the defence of reasonable punishment cannot be considered by the police or the Crown Prosecution Service in Wales in any investigation relating to common law offences of assault and battery committed against a child. The law will apply to visitors to Wales too. When reports are made to NWP we continue to follow normal safeguarding and criminal justice procedures. An addition of a new disposal option has been introduced and we have worked with partners to agree this process. Strategy discussions are held in all cases of physical punishment of a child and persons committing such an offence will be considered for a community resolution or conditional caution. A condition of this will be to work with social services who will offer a tailored parenting course. Non-compliance could result in further criminal proceedings.

To date North Wales Police have not issued anyone with an Out Of Court Disposal for this type of offence so further discussions are to be held with the local authorities to find out why that is and whether processes are being followed correctly. As with all things new it will take some time to bed into current working practices.

The **Multi Agency Safeguarding Hub** (MASH) pilot started with Conwy County Borough Council seeing the co-location of probation, police and Social Services staff. This has improved information sharing, timeliness of decision making and ensures the correct support is given to those that require safeguarding.

Responsibility for the decision making in adult safeguarding commenced within Conwy MASH on 21st June 2021, with Children's Safeguarding joining the team on 29th November 2021. The agreed aim was to work in a more effective and collaborative way to manage all children and adult safeguarding reports/referrals submitted to the local authority.

The pilot came at a time of Covid-19 restrictions being in place and was developed around a virtual platform, allowing for the MASH to meet twice a day virtually and throughout the day with a weekly meeting in the office once a week. The MASH team prioritise the most urgent referrals and ensure the decision making and actions are

completed promptly and within the set time constraints.

From the launch date to mid-March, in addition to 355 strategy discussions, the team also benefited from an additional 496 police referrals being taken into the MASH forum for joint decision making/targeted support. An average of five Mash Discussion's and four Strategy Discussions being completed daily for Conwy.

The MASH Detective Sergeant and MASH Manager are part of a multi-agency steering group to develop a structured approach and screening tool around Child to Parent Carer Abuse. This is a new initiative which will look at tackling children who assault parents or carers.



Youth Justice, Housing, Trading Standards and Licencing have recently joined MASH discussions and discussions have also started with external agencies about how they see their role within the Conwy MASH.

A Wrexham MASH has now been proposed and the local authority is currently in the process of producing a business case for the Force to consider. The MASH setup will be similar to that of Conwy to allow for continuity of processes and because the process is already proven to work effectively. I hope other local authorities will follow this example which has demonstrated benefits to all agencies and more importantly to the young people and vulnerable groups supported.

As PCC, I continue to support work aimed at improving the experiences of **children and young people in care**. I have met with each head of the local authorities' children's services to offer my support to them, particularly to assist in the standardisation of the provision of Return Home Interviews for children who are reported missing in North Wales. These interviews provide valuable information on criminals who exploit vulnerable young people and are facilitated in the best interests of safeguarding children.

A task and finish group has been arranged with representatives of children's services, North Wales Police, and my office to consider the benefits of the standardisation of some processes and establishing any gaps in service.

The National Youth Advocacy Service (NYAS) continue to lobby Welsh Government for a statutory requirement for local authorities to provide Return Home Interviews- which I fully support. NYAS are also asking Welsh Government to fund a research project to understand Return Home Interview provision and what best practice looks like to inform any future changes in legislation.

The **Philomena Protocol** is a North Wales Police initiative to help locate and safely return a young person as quickly as possible when they are missing. The basis of the scheme is for vital information about the young person to be recorded on a form which can be used to locate them safely and quickly.

The scheme has been successfully piloted in Wrexham and it was hoped it would be adopted across North Wales. North Wales Children's Safeguarding Boards, North Wales Children Services and Care Inspectorate Wales are supportive of the scheme.

To showcase the work and discuss a standardised rollout across Wales I tabled the item at the Policing in Wales meeting in September 2021. At the meeting there was full support for the protocol, and it was agreed by all Welsh Commissioners and Chief Constables for a national implementation. Dr Sam Clutton from Welsh Government was to advance the rollout alongside Eleri Thomas, Deputy PCC for Gwent, who leads on children and young people for PCCs.

However, disappointingly, there was no support at all from the All-Wales Heads of Children's Services for the implementation of this protocol. Some of the rationale was that it was a very long form to complete. Without the support of this group, it was not possible to operationalise the protocol.

However, North Wales Police and I will be working with colleagues in the other Welsh forces to consider opportunities to develop the protocol and raise concerns to Welsh Government when they review the WSP Practice Guide 'Safeguarding children who go missing from home or care'.





## Police and Crime Plan Priority: **Address the root causes of offending and support the rehabilitation of people who have offended**

### WHAT WILL I DO?

- Fund the Checkpoint Cymru diversion programme.
- Support and commission innovative projects in crime prevention and rehabilitation.
- Explore opportunities with the Probation Service and other partners to co-design, co-develop and co-invest in services that respond to the needs of offenders and are based on evidence, as well as engagement with people who have lived experience of probation crime.

The **Checkpoint Cymru** Diversion Scheme was launched in North Wales Police in December 2019 to provide a credible alternative to prosecution, by identifying and supporting relevant needs and the 'critical pathways' out of crime. The Checkpoint Cymru Scheme has two components:

1. Drugs Education Programme.
2. Eligible crimes against Checkpoint Criteria and other low level (non-first time) drug offences.

It is designed to improve services for those at risk of entering, or those who have entered the criminal justice system, seeking to address the underlying causes of their offending behaviour. It focuses on early intervention and integration in order to divert them away from the Criminal justice system or exit at an earlier stage.

The strategic aims for the Checkpoint Cymru Scheme are:

- To reduce and prevent crime.
- To address the root cause of individual offending behaviours.



- To provide support for substance misusers enabling them to improve their health and recovery.
- To utilise appropriate support services for individuals, thereby improving their lives and those of their families.
- To reduce the number of repeat offenders by diverting them away from a potentially chaotic lifestyle.
- To improve access to health-based and family support services for persons entering police custody.
- To introduce a Drugs Education Programme across North Wales, offering an alternative pathway away from the criminal justice system.

Checkpoint Cymru Navigators are based at each of North Wales Police's three custody suites. The Navigators have responsibility for assessing an individual's needs then delivering or arranging with partner agencies bespoke interventions based upon seven established critical pathways. Those pathways are:

1. Finance
2. Drugs misuse
3. Alcohol misuse
4. Employment
5. Accommodation
6. Domestic abuse
7. Mental and physical health

The eligibility criteria for the scheme, based on a successful model in Durham Constabulary, is set out below:

- They must live within the North Wales area.
- They must have offended within the North Wales area.
- They must be aged 18 or over.
- They must not be subject to an order imposed by the courts or be on bail (Police or Court bail) for outstanding offences.
- The subject must either admit the offence or, in the event of a 'no reply' interview or a denial, the Crown Prosecution Service Charging Standards must be met.
- The subject must have committed an offence which could potentially be eligible for an out of court disposal and is not on the list of excluded offences.
- During this reporting period Checkpoint Cymru has focussed on delivering as many face to face appointments as Covid-19 restrictions would allow, safely bringing the team of Navigators back into the workplace whilst still operating a blended work pattern that benefited everyone.

The Checkpoint Cymru team are working hard on raising their profile within North Wales Police. Navigators regularly attend police briefings across North Wales, this is further enhanced by the Checkpoint Cymru manager attending senior management team meetings and various training sessions to deliver awareness of the programme.

Checkpoint Cymru has already received some referrals from the Eastern Protecting Vulnerable People Unit (PVPU) and the team will be working on establishing an information page for the force's Intranet site to encourage more referrals from PVPU across the Force area. This provides opportunities for Checkpoint to receive more complex case referrals.

It is now over two years since Checkpoint came into being. Whilst taking into account the significant impact of the pandemic, we are now starting to see some real changes in participants' lives, positive steps toward a more pro-social lifestyle after receiving the support to address the triggers to their offending behaviour. During this period we had a total of 644 referrals, of which 310 were Checkpoint cases undergoing bespoke wrap around support for up to four months; and 334 were referrals to our Drug Education Programme delivering an intensive course focussing on harm reduction and the impact of a drug conviction.

Checkpoint Cymru continues to seek new services to support delivery of the programme, both regionally and locally and endeavours to work in collaboration with as many agencies as possible to underpin the wrap around support that is on offer.

Checkpoint Cymru is a constantly developing model. What works, and what doesn't work may be assessed using our own experiences as well as those of our colleagues who also provide deferred prosecution support services. We continue to be innovative. We also commit to supporting colleagues who endeavour to provide quality standards, best practice, and equitable service provision for all deferred prosecution services across Wales.



**HEDDLU  
POLICE**

# FUNDING AND FINANCE

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 £170.159m was allocated to the Chief Constable for 2021/22. The remaining £2.643m was used for my Commissioner's Fund (which funds initiatives such as community safety, drug intervention, youth justice and Checkpoint Cymru) and also the costs of my office. The Chief Finance Officer for the OPCC works closely with, but independently of, the North Wales Police Director of Finance and Resources to ensure effective financial management and planning, and to discharge the Section 151 function.

Central Government grants (determined by the Home Office) accounted for 48% of funding, with the remaining 52% funded by local taxpayers. The only increases in government grants since 2020/21 are either linked to the national programme to increase officer numbers by 20,000 over three years (Operation Uplift) or were one-off specific grants towards the costs of dealing with the Covid-19 pandemic. Taking inflation into account, the underlying flat cash settlement amounted once again to a real-terms cut.

The Statements of Accounts are available on my website. The overall financial position in 2021/22 remained challenging. £2.902m of savings were delivered, of which £2.642m was recycled to support front-line services.

During 2021/22 it was considered prudent to increase reserves; in particular £0.750m was added to the annual budget specifically to mitigate the future costs of ESN (the Emergency Services Network, which will replace the Airwave radio system).

## THE OFFICE OF THE POLICE AND CRIME COMMISSIONER

The annual budget for 2021/22 was set at £0.955m, with the net commissioning budget comprising a further £1.688m, which funds a number of services as detailed in the next section of this report, including the Checkpoint Cymru and Dechrau Newydd diversionary schemes.

I also received specific grants for the commissioning of services, including £0.478m from HM Prisons and Probation Service, £1.810m from the Ministry of Justice, and £1.164m from Welsh Government. The Office was also successful in securing grants from the Safer Streets Fund and the Safety of Women at Night Fund totalling £1.025m during the year.

## ESTATES STRATEGY

The implementation of the Estates Strategy 2018-2028 continues, which includes the decommissioning of underutilised buildings. Agile working continued during 2021/22, and all posts have been assessed to determine which job roles are suitable to continue working from home on a permanent basis.

The space freed up by this initiative is contributing to the accommodation needed for the 206 additional police officers resulting from Operation Uplift, and the extra staff we need to support the greater number of officers.

There continues to be investment in the estate. The complete refurbishment and modernisation of Pwllheli Police Station was completed, and premises have been acquired in order to relocate the Vehicle Commissioning Centre.

## THE FINANCIAL OUTLOOK

Although it was announced in the budget that policing would receive a three-year funding settlement, considerable uncertainty remains. Due to a number of factors, not least the war in Ukraine, fuel and energy prices are increasing even faster than was anticipated when the 2022/23 budget was set.

The projected cost of Emergency Services Network (replacement for Airwave radio system) continues to escalate, with no guarantee of additional grant to help offset the significant cost.

Each year the Home Office top-slices a proportion of the policing budget for central allocations. In 2022/23 this amounted to £1.347bn – or just over 11% of central government funding for policing – which then cannot be allocated to force areas via the funding formula.

The funding formula itself is under review. Work began during 2021/22, with a view to consultation taking place during spring or summer 2022, with implementation starting from 1 April 2023. Without knowing the outcome of the formula review and consultation, and also the transitional arrangements to move from the current formula to a new one, it is impossible to be certain of the impact on police grants in North Wales.

There remains uncertainty over the funding of police pensions. We currently receive a specific grant which funds almost 50% of the most recent increase in police pension costs, which resulted from the last valuation.

If the discount rate were to be reduced again, this would increase the employer's contribution further. At the time of writing, we have no information how these increased costs might be funded.



# COMMISSIONING OF SERVICES

## The Crime and Disorder Fund 2021-22

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

Recipient	Purpose	Grant
DASU North Wales Ltd	IDVA - Wrexham & Flintshire	£20,119.50
North Wales Women's Centre	Women's Pathfinder ACE's Intervention Project	£175,956.50 £33,490.00
North Wales Police	Checkpoint Cymru	£416,750.00
Kaleidoscope	Diversion Activities	£499,265.82
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	£23,291.70 £15,329.58
Crimestoppers	Regional Manager Post	£15,000.00
Victim Support	Modern Slavery Support Officer Fraud Case Worker	£38,376.00 £37,149.00
Choose 2 Change	Perpetrator Intervention	£1,485.00
Red Snapper	Intervention Hub	£8,000.00
Home Start	ACE Lead Worker	£30,000.00
Agencia Ltd	Review of Victims Needs Assessment	£14,475.00
<b>Total</b>		<b>£1,458,364.10</b>

As referenced earlier in this report, during January 2021 I commissioned Agencia Ltd. to lead on the review of the Victims Needs Assessment. During the review Agencia completed interviews with victims along with a survey to understand the victims' feedback which formed the basis of the recommendations within the final report.

Recipient	Total Amount	Service and Purpose
DASU North Wales Ltd	£253,098.47	To support 5 full time Independent Domestic Abuse Advisors and 2 Children & Young People Domestic Abuse Advisors.
Grwp Cynefin	£116,008.53	To support 2 full time Independent Domestic Abuse Advisors, 1 part time Independent Domestic Abuse Advisor and 1 Children & Young People Domestic Abuse Advisor.
Sexual Assault Referral Centre, BCUHB	£109,212.00	To support 2 full time Independent Sexual Violence Advisors.
	£43,528.00	Continuation funding for existing rape support funding to support a full time Sexual Violence Advisor until 22/23.
Rape & Sexual Abuse Support Centre (RASASC)	£30,000.00	To support a Live Fear Free Advocate.
	£33,000.00	To support a collaborative ISVA with Stepping Stones.
Stepping Stones	£42,732.00	To support 1 full time and 1 part time Children & Young People Sexual Violence Advisors.
	£33,000.00	To support a collaborative ISVA with RASASC.
<b>Total</b>	<b>£660,579.00</b>	

## THE VICTIM SERVICES FUND 2021/22

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 2021/22 I have commissioned the following services:

- **The Victim Help Centre**
- **Independent Domestic Violence Advisors**
- **Independent Sexual Violence Advisors**

Following a successful expression of interest, the Office of the Police and Crime Commissioner secured £1,312,106 to support

11.6 IDVA posts and 4.8 ISVA posts across the region for two years which included two Hospital IDVAs being based in both Ysbyty Gwynedd and Ysbyty Glan Clwyd.

In addition, our Commissioned Service DASU (Domestic Abuse Support Unit) have also worked with the IRIS team to develop a project across North Denbighshire to support 10 GP surgeries in identifying the signs of Domestic Abuse (IRIS is a collaboration between primary health care and third sector organisations specialising in domestic violence training). 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 Domestic Abuse Uplift MOJ IDVA/ISVA Funding MOJ Critical Support Funding	£122,149.75 £73,138.25 £77,606.00 £253,098.47 £112,118.00
Grwp Cynefin	IDVA - Gwynedd & Mon MOJ Domestic Abuse Uplift MOJ IDVA/ISVA Funding	£85,204.00 £33,259.00 £116,008.53
RASASC	Child Sexual Abuse MOJ IDVA/ISVA Funding	£56,600.00 £63,000.00
Stepping Stones	MOJ IDVA/ISVA Funding	£75,732.00
SARC	ISVA - Regional ISVA - Rape Support Funding MOJ - Sexual Violence Uplift MOJ - IDVA/ISVA Funding	£103,000.00 £43,528.00 £53,657.00 £109,212.00
Victim Support	Victim Help Centre	£376,262.00
Aberconwy Domestic Abuse	MOJ - Critical Support/ Covid Funding	£1,656.24
Clwyd Alyn Women's Aid	MOJ - Critical Support/ Covid Funding	£5,095.76
<b>Total</b>		<b>£1,760,325.00</b>



## VAWDASV FUNDING 21/22

Recipient	Purpose	Grant
Aberconwy Domestic Abuse	Ask and Act	£3,500.00
Adferiad Recovery	Dispersed Accommodation Target Hardening	£138,648.84 £14,545.00
BAWSO	VAWDASV Core Ask and Act	£20,000.00 £2,250.00
Choose 2 Change	Perpetrator	£55,516.00
DASU North Wales Ltd	IDVA – Wrexham & Flintshire IDVA – Denbighshire & Conwy Disbursed Accommodation Needs Based Revenue Decoration Remote Evidence Target Hardening Ask and Act	£58,000.00 £100,214.00 £113,351.96 £91,619.00 £1,000.00 £15,987.20 £4,250.00
Flintshire County Council	Regional Team	£160,430.40
Grwp Cynefin	IDVA – Gwynedd & Mon Decoration Remote Evidence Need Based Revenue	£78,462.00 £1,000.00 £68,050.00
Hafan Cymru	Ask and Act	£2,750.00
Red Snapper Ltd	Perpetrator	£20,620.00
RASASC	Needs Based Revenue Ask and Act	£40,000.00 £8,750.00
SARC	ISVA – Regional Needs Based Revenue	£31,000.00 £41,315.00
Sign Sight Sound	Sexual Violence Video for Young People	£10,000.00
Stepping Stones	Needs Based Revenue	£39,270.00
<b>Total</b>		<b>£1,120,529.40</b>

The Welsh Government VAWDASV Funding was allocated to both DASU North Wales and Adferiad Recovery during 21/22 to enable services to purchase 3 properties. DASU North Wales purchased a leasehold property to use as a refuge and Adferiad Recovery purchased 2 flats. Furthermore, additional capital funding was also allocated to both services in order to purchase target hardening equipment to support victims of domestic violence across the region.

Following successful submissions to the Home Office the Office of the Police and Crime Commissioner were allocated £485,534.72 to support Safer Streets 2 projects in Garth and Conwy.

£539,464.43 was also allocated to the OPCC to support Safe Streets 3 in Wrexham and the Safety of Women at Night (SWAN) projects in Wrexham and Flintshire.

The Safer Streets projects have been able to purchase additional CCTV and lighting along with Target hardening equipment, media campaigns, educational packages, and neighbourhood alert licenses.

In partnership with North Wales Police the OPCC were also allocated an additional £267,705.00 to support the Adapt Perpetrator Programme.

A new compact agreement was published in collaboration with the Voluntary Service Councils across the region which can be found on the OPCC website.

# HOW TO GET INVOLVED

## CITIZENS IN POLICING

Citizens in Policing, (CiP), is the umbrella term for all volunteers within the Police Service nationally, including North Wales Police, and also the portfolio that supports and develops that volunteering.

This volunteering effort is divided into three categories of volunteers:

- Special Constabulary (SC)
- Police Support Volunteers (PSV)
- Volunteer Police Cadets (VPC)

The CiP Team is made up of five members of paid staff who manage and coordinate all volunteer activity across North Wales Police.

The entire CiP portfolio contributes directly to our Force Vision and its objectives.

**Special Constables** are police officers first and volunteers second. They have the same powers as a every constable, the same uniform and the bulk of the same equipment. In the last 12 months we have experienced a reduction in numbers due mainly to the Government's Operation Uplift programme with its ambition to recruit more regular officers; this has attracted some of our SCs to progress within the Force. We have and continue to develop specialists' posts. Notably, we have the SC Road Safety Unit that contributes towards safer roads and casualty reduction. We have SC officers embedded within Crime Services supporting modern day slavery, cybercrime and SAVOU all in support of Force objectives. We have been

successful in recruiting Black Asian and Ethnic Minority Special Constables linking in with our Workforce Representation Team offering support through the recruiting processes. Our Special Constabulary contributes an average of 4,500 hours of operational policing time per month, this doubled during our main response to Covid, and it appears to have continued as we return to business as usual post the initial impact of the pandemic, with an average of 29 hours per SC contributed each month.

**Police Support Volunteers** (PSV) are in the main within prevention focused roles. We actively seek new and innovative ways of engaging with our communities in partnership with our Volunteers.

E.g. BikeSafe Volunteers focus on motorcycle casualty reduction, Mosque Liaison Volunteers and LGBT+ Volunteers assist us with our community engagement as well as being a conduit for partnership working , Horse Watch Volunteers offer crime prevention and reduction to owners of horses and their riders.

During the height of the response to COVID we identified additionality that our PSV could offer, this is now embedded in how they support the Force.

Other PSV like our adult leaders with our **Volunteer Police Cadets** are also by their very nature about prevention and social action. Their overriding purpose is to provide the young people who are its members with the best start in life and to nudge them towards becoming model citizens and away from criminality and other less desirable directions. The Cadets are also directly involved in Crime Prevention initiatives, especially those that span the age gap between the younger and older members of society. Cadets are aged between 13 and 18 years old.



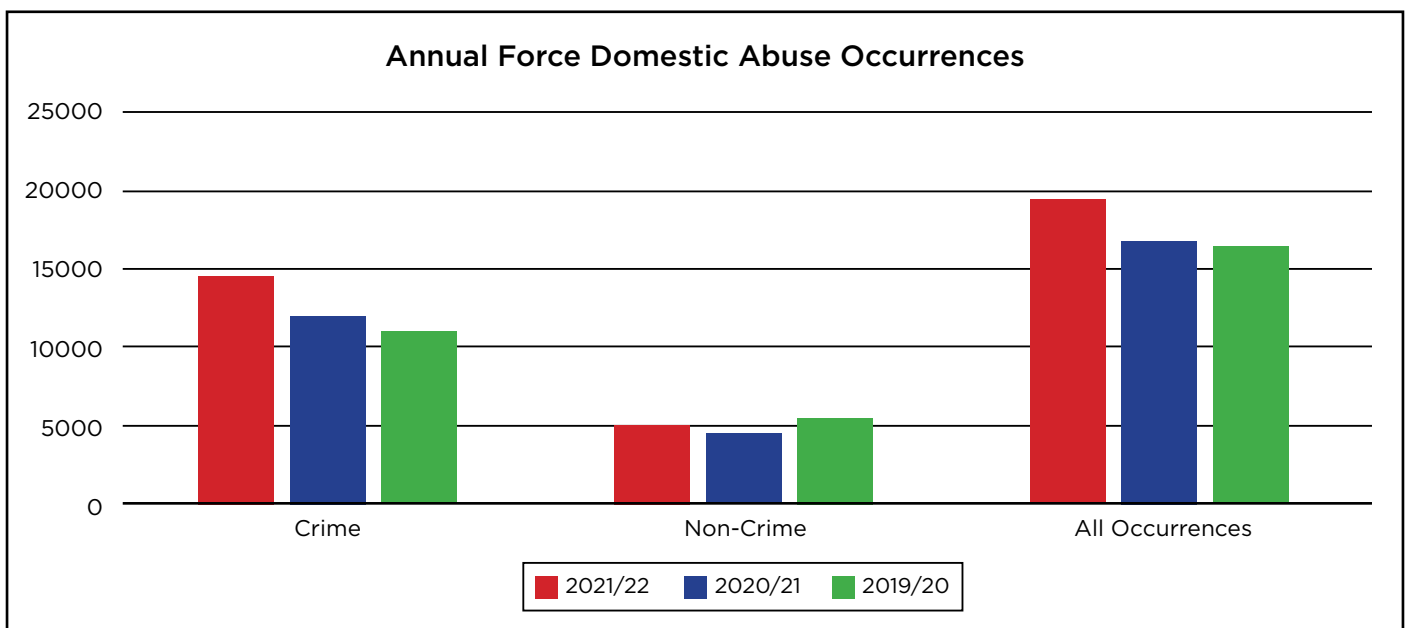
# APPENDIX A

## PERFORMANCE 2021/22

With the support of the North Wales Police and Crime Panel my Plan was agreed and published in September 2021. However, the Chief Constable's Delivery Plan for the Force was not agreed until January 2022. During that time the performance of the Force continued to be measured against the previous priorities and therefore this Annual Report provides an update on overall progress against those priorities.

## DOMESTIC ABUSE - MAIN POINTS

- The number of DA occurrences in the last 12 months were significantly higher than the last two annual periods, 17.6% higher than in 2019/20 prior to the pandemic. The last two annual periods, 17.6% higher than in 2019/20 prior to the pandemic.



- Domestic Abuse offences in 2021/21 have increased year on year over the previous two years. The total in the last 12 months is 33% higher than the volume in 2019/20. Primary occurrences have risen by 22%, whilst additional offences have increased by 98%.
- The significant increase in additional DA occurrences since the start of the 2020/21 fiscal year has been sustained. Additional offences now typically make up over 20% of DA crime each month.
- Violence without Injury and Stalking/Harassment has driven much of the top line trend in DA crimes. This has been due to significant increases in recording of stalking and coercive/controlling behaviour offences over the last two years.
- Monthly DA non-crime volumes have started to see an increase following a longer-term downward trend from 2019. *The rolling annual volume has started to increase in recent months, although the 2021/22 volume remains below the 2019/20 total (-12.3%).*
- All Local Policing Areas (LPAs) have recorded year on year increases in domestic abuse offences in the last 12 months in comparison to 2019/20.
- The 1-8 outcome rate has seen a decline in the current year to 7.9%, down from 8.8% in the previous year to March 2021. Monthly rates in the second half of 2020/21 have seen an improvement, with all monthly periods recording outcome rates above the current annual rate at force level.

Division	Area	Reported YTD	Reported YTD	% Change	Outcome 1-8 Rate YTD	Outcome 1-8 Rate LYTD	pp Change
Western	YM	1,201	948	26.7%	11.5%	11.6%	-0.1
	GN	1,057	941	12.3%	11.0%	10.4%	0.6
	GS	815	632	29.0%	10.3%	10.6%	-0.3
Central	WC	1,840	1,704	8.0%	6.4%	6.2%	0.2
	DC	2,503	1,956	28.0%	6.0%	7.5%	-1.5
	CR	824	668	23.4%	6.3%	6.3%	0.0
Eastern	FN	1,670	1,510	10.6%	8.1%	8.9%	-0.9
	FS	1,129	1,021	10.6%	7.1%	8.1%	-1.0
	WR	1,768	1,425	24.1%	7.4%	10.9%	-3.6
	WX	1,248	1,103	13.1%	8.3%	9.3%	-1.0
<b>Total</b>		<b>14,055</b>	<b>11,908</b>	<b>18.0%</b>	<b>7.9%</b>	<b>8.8%</b>	<b>-0.9</b>

- There has been an increase in median officer investigation timelines since the second half of 2021. The current annual median is 1.7 days longer than in the previous 12 months. *Supervisor approval timelines have increased by 0.1 days in the same period.*
- Repeat DA offenders have fallen by 26% year on year, with all three divisions recording decreases in the last 12 months. Recent weekly volumes towards the end of 2021/22 have seen increases and a system change has occurred. This has coincided with the recent increases in 1-8 outcomes and non-crime occurrences.

- Repeat victims have increased by 17% in the last 12 months compared with the previous year. All divisions recorded double-digit percentage increases.

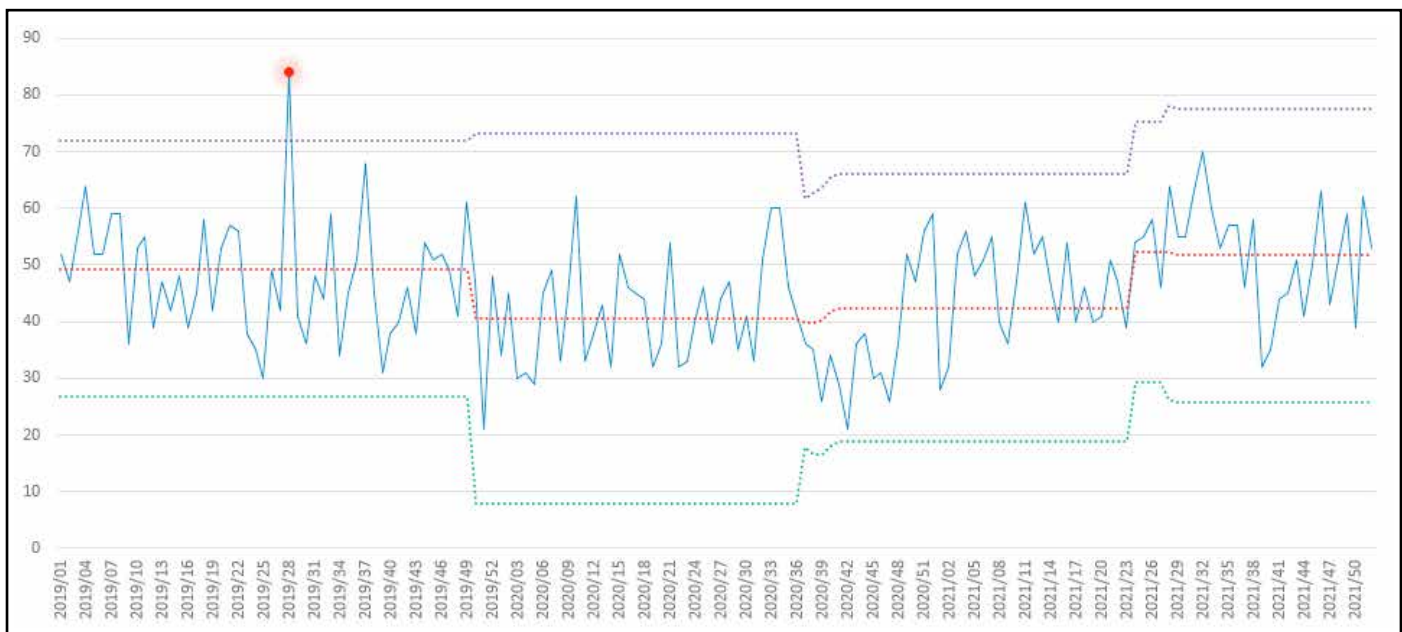
**Strategic Objective: Deal with Domestic Abuse**

Measure	Source	12 mths to wk 2021/52	12 mths to wk 2020/52	Year on year change	6 year Trend	Short term assessment	Long term assessment
010: Repeat victims of domestic abuse	RMS via BI Launchpad	3,079	2,627	17.2%		within expected range	Improving
011: Repeat offenders of domestic abuse	RMS via BI Launchpad	348	473	-26.4%		within expected range	Stable
Measure	Source	12 mths to Feb 22	12 mths to Feb 21	Year on year change	28 mnth Trend	Short term assessment	Long term assessment
012: Domestic abuse victim satisfaction with the whole experience	Victim satisfaction surveys	85.3%	85.8%	-0.5%		n/a	Stable

- The percentage of 2021/22 DA custody arrivals resulting in conditional bail saw an uplift in comparison with 2020/21. *41.7% of DA custody arrivals in 2021/22 resulted in conditional bail compared with 33.7% in 2020/21.*
- Victim satisfaction amongst DA victims compares favourably against other crime types, particularly with the initial actions taken and the overall experience. 85% of respondents were satisfied with their overall experience in the last 12 months.

**SEXUAL ABUSE - MAIN POINTS**

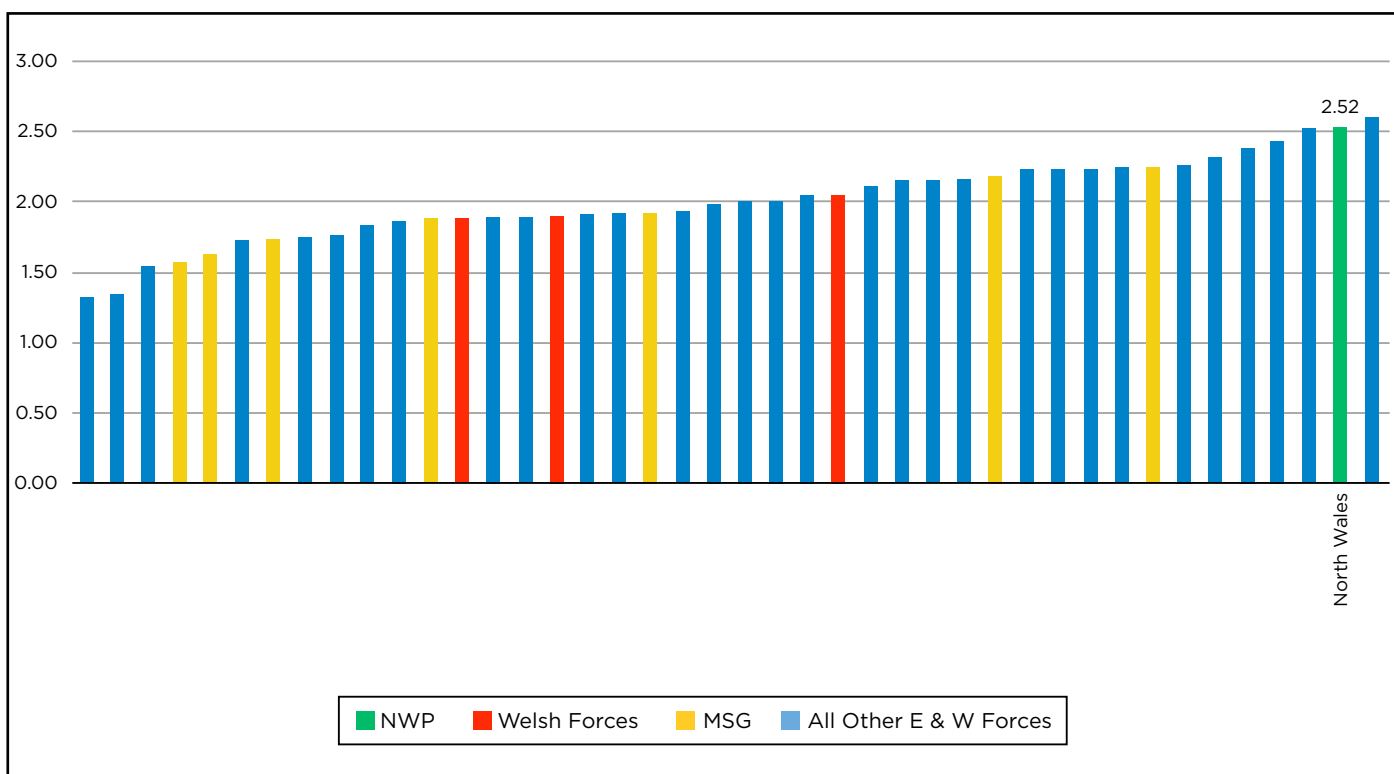
- Recorded Sexual Offences saw a decline on commencement of lockdown, but now appear to be returning to previous levels.



- An increase has been experienced in most Local Policing Areas

Division	Area	Reported YTD	Outcome 1-8 Rate YTD
Western	Gwynedd North	279	10.0%
	Gwynedd South	208	18.8%
	Ynys Môn	191	6.8%
Central	Conwy Rural	159	9.4%
	Denbighshire Central	402	7.7%
	West Conwy	317	11.4%
Eastern	Flintshire North	292	9.2%
	Flintshire South	141	7.1%
	Wrexham Rural	256	7.0%
	Wrexham Town	232	7.8%
<b>Total</b>		<b>2,477</b>	<b>9.5%</b>

- Nationally, the Force records the 2nd highest number of Other Sexual Offences





- Child Sexual Exploitation (CSE) intel submissions and CSE occurrences have decreased, year-on-year, with few occurrences flagged over the last few months.
- Positive outcome rate for sexual offences is currently just below the national average.

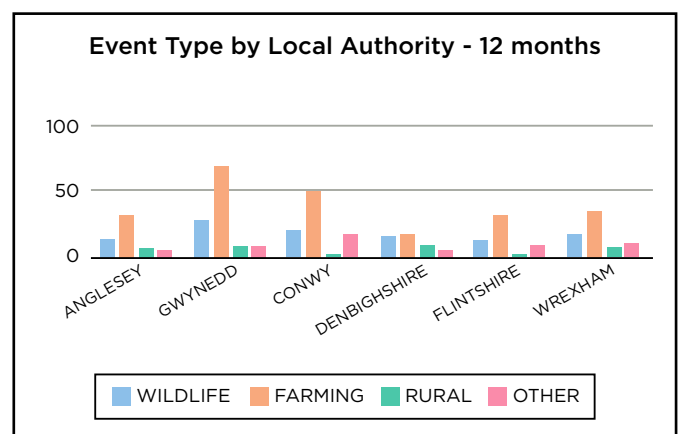
Division	Area	Reported YTD	Reported YTD	% Change	Outcome 1-8 Rate YTD	Outcome 1-8 Rate LYTD	pp Change
Western	YM	243	199	22.1%	9.9%	10.1%	-0.2
	GN	244	194	25.8%	8.2%	10.8%	-2.6
	GS	164	129	27.1%	6.7%	14.7%	-8.0
Central	WC	343	318	7.9%	5.2%	10.7%	-5.4
	DC	482	280	72.1%	4.4%	7.9%	-3.5
	CR	165	135	22.2%	4.8%	13.3%	-8.5
Eastern	FN	264	264	0.0%	7.6%	21.2%	-13.6
	FS	180	164	9.8%	4.4%	7.3%	-2.9
	WR	263	230	14.3%	7.2%	11.3%	-4.1
	WX	225	181	24.3%	5.3%	9.9%	-4.6
<b>Total</b>		<b>2,573</b>	<b>2,094</b>	<b>22.8%</b>	<b>6.3%</b>	<b>11.7%</b>	<b>-5.5</b>

- Rape outcomes by age group show more positive outcomes are achieved among younger victims.
- Denbighshire Coastal & Abergelge has been impacted by the recording of additional crimes more than any other area in the Force.

## RURAL CRIME - MAIN POINTS

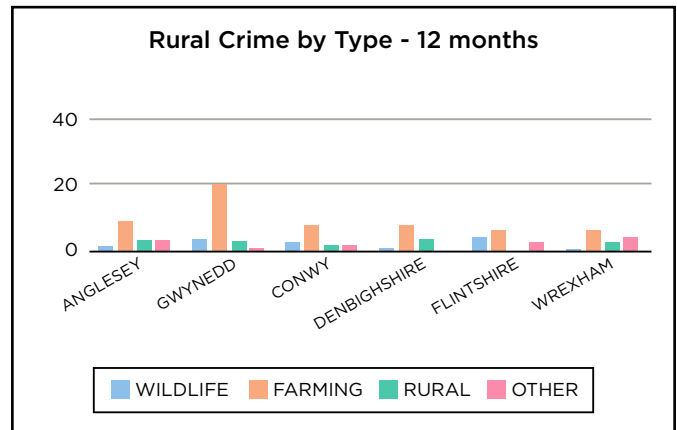
- Rural **Events** by Local Authority and Type - 12 months to Apr 2022.
- Predominantly 'Farming' with Gwynedd seeing the greatest number, followed by Conwy.

BY COUNTY	WILDLIFE	FARMING	RURAL	OTHER	TOTAL
ANGLESEY	14	32	7	6	<b>59</b>
GWYNEDD	29	69	9	10	<b>117</b>
CONWY	21	51	3	17	<b>92</b>
DENBIGHSHIRE	16	18	8	5	<b>47</b>
FLINTSHIRE	13	32	1	9	<b>55</b>
WREXHAM	18	36	7	9	<b>70</b>
<b>Sum:</b>	<b>111</b>	<b>238</b>	<b>35</b>	<b>56</b>	<b>440</b>



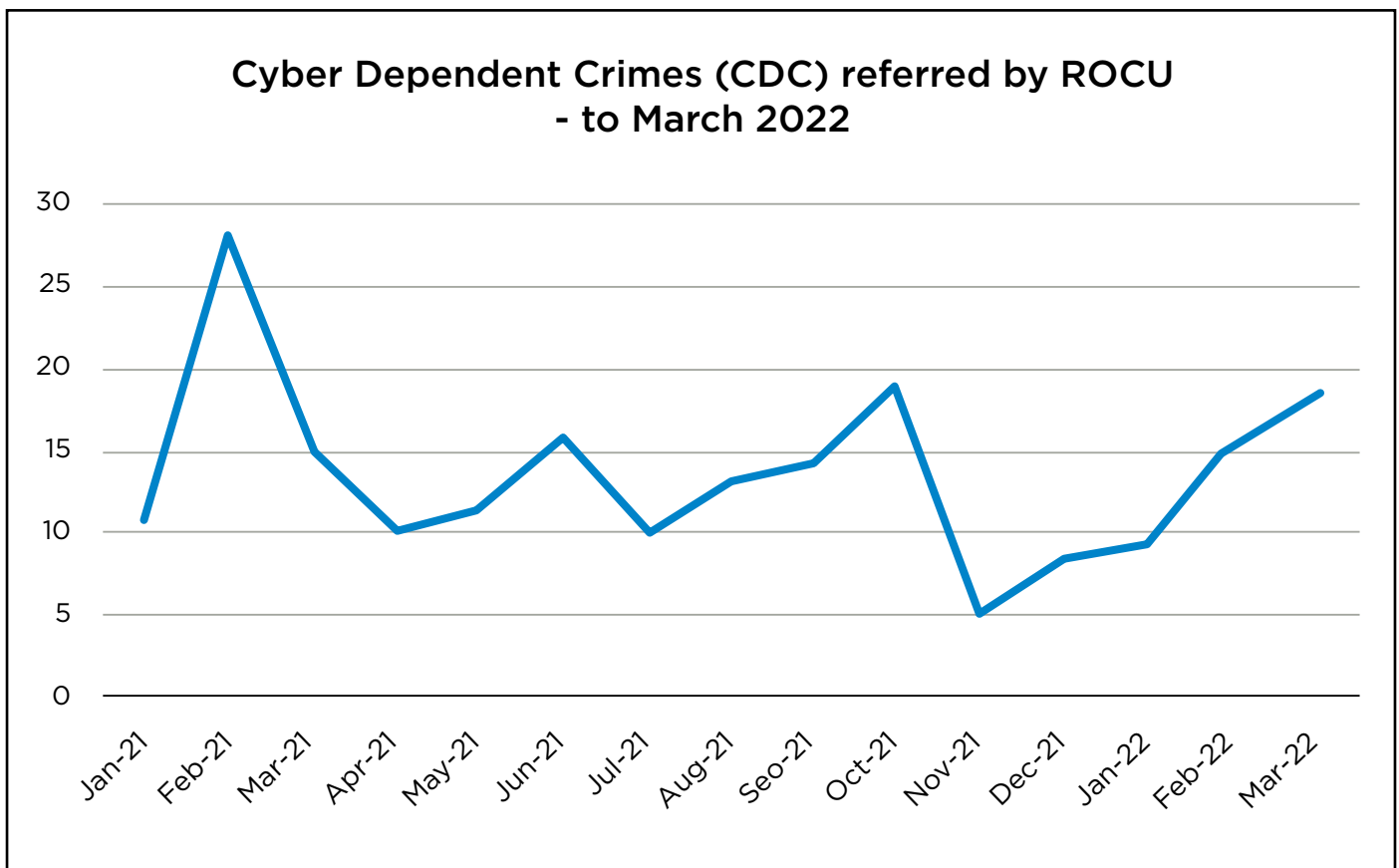
- Rural **Crime** by Local Authority and Type - 12 months to Apr 2022
- A greater proportion of 'Rural' events are classed as crime (approx 46%) than other types

BY COUNTY	WILDLIFE	FARMING	RURAL	OTHER	TOTAL
ANGLESEY	2	11	4	4	<b>21</b>
GWYNEDD	4	24	3	1	<b>32</b>
CONWY	3	9	2	2	<b>16</b>
DENBIGHSHIRE	1	9	4	0	<b>14</b>
FLINTSHIRE	5	7	0	3	<b>15</b>
WREXHAM	1	7	3	5	<b>16</b>
<b>Sum:</b>	<b>16</b>	<b>67</b>	<b>16</b>	<b>15</b>	<b>114</b>



### CYBER-CRIME - MAIN POINTS

- Data from the Cybercrime Team is based on recorded crime provided by ROCU and Action Fraud and shows a low level of reporting. This represents Cyber-Dependent Crimes.



## ROAD SAFETY - MAIN POINTS

- There have been a total of nine fatal collisions that have resulted in 10 fatal casualties, seeing an increase of 60% [four to ten at 4th March]. The fatal figures are 42.8% higher than 2020 [seven to 10] and 233.3% higher than 2019 figures [three to 10]. 40% were vulnerable road users [two pedestrians, one pedal cyclist and one motorcyclist]

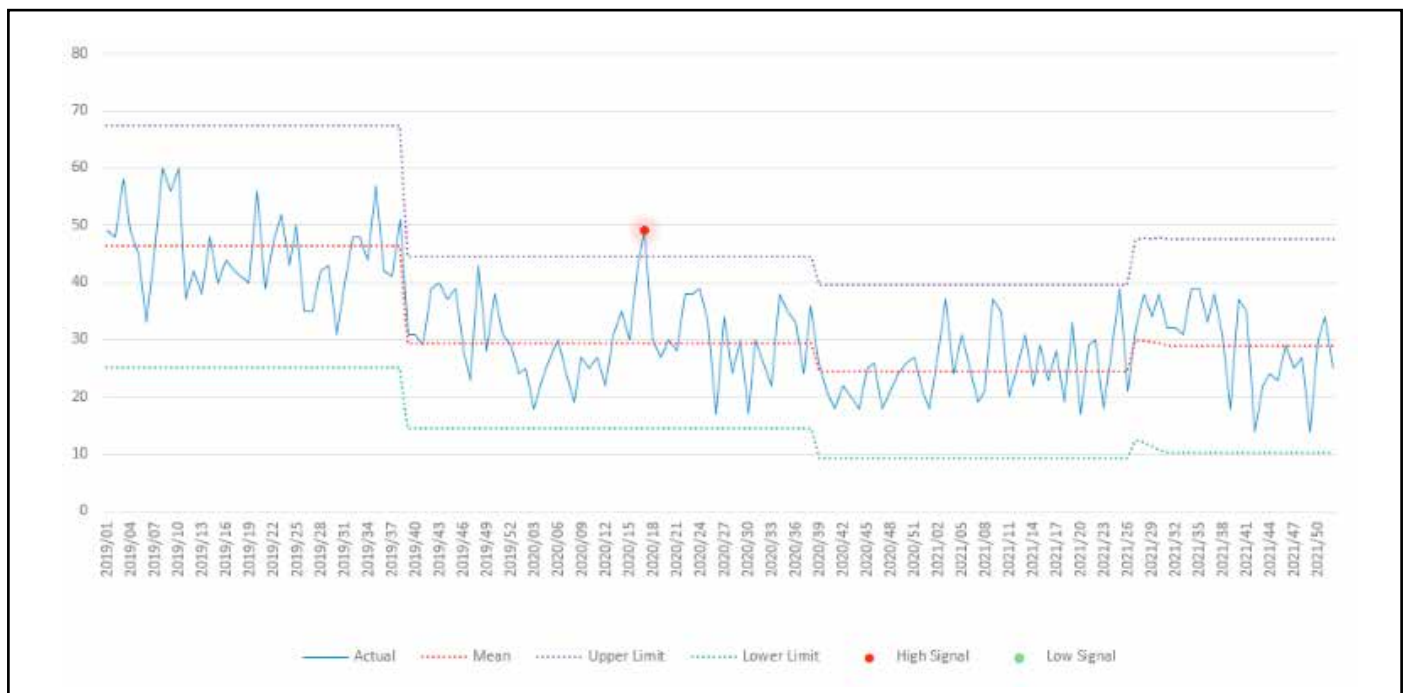
	% Difference in No Casualties from the Previous along Year of AccDate							
	2021				2022			
	Fatal	Serious	Slight	Total	Fatal	Serious	Slight	Total
<b>Grand Total</b>	4	27	79	110	5 25.00%	23 -14.81%	64 18.99%	92 -16.36%
AN	2	5	6	13	-100.00%	1 -80.00%	-100.00%	1 -92.31%
GN	1	3	8	12	2 100.00%	4 33.33%	9 12.50%	15 25.00%
CO		6	12	18		5 -16.67%	10 -16.67%	15 -16.67%
DE		2	13	15	2	4 100.00%	19 46.15%	25 66.67%
FL		8	23	31	1	2 -75.00%	9 -60.87%	12 -61.29%
WR	1	3	17	21	-100.00%	7 133.33%	17 0.00%	24 14.29%

- Serious casualties sees an increase 55.5% (27 to 42) when comparing comparable months, but are -16% lower than 2020 [50 to 42] and -40.4% lower than 2019 figures [59 to 42].
- There is a clear difference in the pedestrian collisions that were seen during the pandemic period during 2020 and what the region sees now. Distinct differences are now seen in the age and the causations factors involving this group and a return to what is typical seen in the age group involving older or young casualties and the causation factor linked to impairment and dark clothing.
- The number of positive drug swipes shows a -36.3% decrease when comparing comparative months [209 to 133] compared to the previous year. A system change and a change in the mean average is now seen. The change in trends have been seen during 2021 and aligns with Roads Policing Unit seeing a continual decline in the number of positive results; this may have be as a direct result of resourcing and current fleet issue although it is difficult to quantify.
- A significant increase was seen in the number of drink drive arrests during the Christmas campaign with the figures also being significantly higher than the previous year's campaigns. The trend has continued into January and February 2022. Currently 2022 drink drive arrests see an increase of 53.57% [84 to 129], with the figures being the same as 2020 and 4.03% higher that 2019 figures. This increasing trends has been noted nationally and are not just isolated to the North Wales region.
- A working group has now been set up to deal with some of the ongoing issues seen on the B4501 [EVO triangle], although part of this routes is now able to become live.

- There are a number of work streams ongoing within the unit to include the planning around the upcoming motorcycles season and the RPU Strategic Assessment. Further details of some of the work ongoing can be seen in section three.

## HIGH IMPACT CRIME – MAIN POINTS

- A low level of residential burglary is being sustained. The outcome 1-8 rate has reduced year on year. Only Gwynedd South and Denbighshire Coastal and Abergelae saw outcome rate increases.

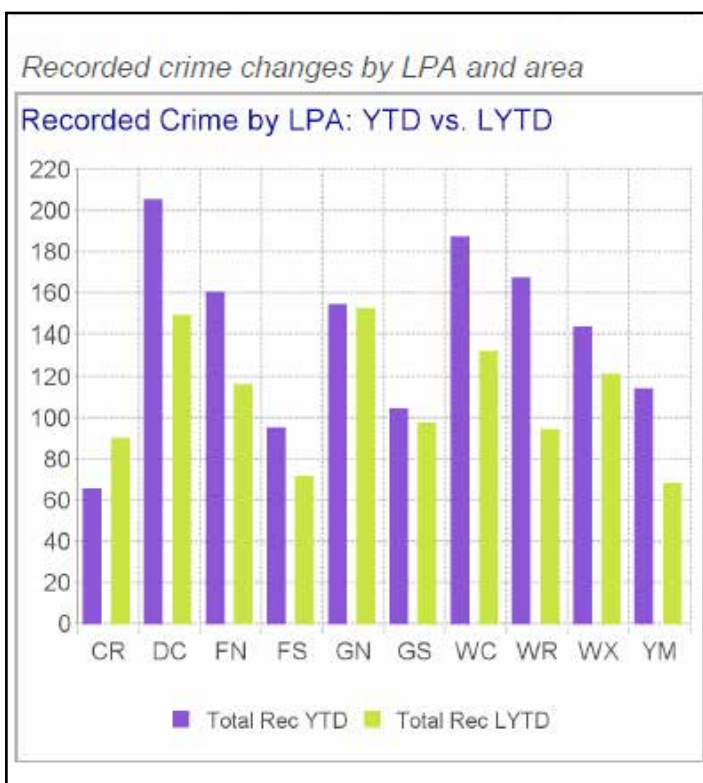


- Recorded robbery shows an increase of 20.4%

Division	Area	Reported YTD	Reported LYTD	% Change	Outcome 1-8 Rate YTD	Outcome 1-8 Rate LYTD	pp Change
Western	YM	9	1	800.0%	22.2%	-	22.2
	GN	15	8	87.5%	33.3%	12.5%	20.8
	GS	7	7	0.0%	28.6%	42.9%	-14.3
Central	WC	21	22	-4.5%	-	9.1%	-9.1
	DC	43	32	34.4%	14.0%	34.4%	-20.4
	CR	10	3	233.3%	30.0%	-	30.0
Eastern	FN	29	23	26.1%	13.8%	8.7%	5.1
	FS	10	13	-23.1%	-	15.4%	-15.4
	WR	14	14	0.0%	-	7.1%	-7.1
	WX	43	44	-2.3%	25.6%	20.5%	5.1
<b>Total</b>		<b>201</b>	<b>167</b>	<b>20.4%</b>	<b>16.4%</b>	<b>18.6%</b>	<b>-2.1</b>

- Hate crime levels have increased by 27.9% year on year.

	Rec YTD	Rec LYTD	% Change vs. LYTD
Age Related	2	1	100.0%
Alt Subculture	5	0	-
Disability	223	151	47.7%
Gender	23	12	91.7%
Racial	820	674	21.7%
Religion	29	34	-14.7%
Sexual Orientation	299	214	39.7%
Transgender	47	52	-9.6%
<b>Total</b>	<b>1,394</b>	<b>1,090</b>	<b>27.0%</b>



Area	YTD	LYTD	% Change
GN	154	152	1.3%
GS	104	97	7.2%
YM	114	68	67.6%
<b>Western</b>	<b>37.2</b>	<b>317</b>	<b>17.4%</b>
CR	65	90	-27.8%
DC	205	149	37.6%
WC	187	132	41.7%
<b>Central</b>	<b>457</b>	<b>371</b>	<b>23.2%</b>
FN	160	116	37.9%
FS	95	71	33.8%
WR	167	94	77.7%
WX	143	121	18.2%
<b>Eastern</b>	<b>565</b>	<b>402</b>	<b>40.5%</b>

- Gun Crime continues to see reductions and we have the 6th lowest national level.
- Knife Crime maintains low levels.
- Knife possession is seeing an increase and positive outcomes are reducing.
- Homicide had seen a large increase on small numbers year on year.
- Drugs Possession sees North Wales sit in 28th place nationally.
- High Impact investigation timelines show slight variation year on year.
- Hate Crime satisfaction is showing decreases year on year across most aspects.

Measure	12 months to Jan 22	12 months to Jan 21	Change %
Ease of contact	90.0%	93.8%	-3.8
Action taken	64.4%	69.5%	-5.1
Follow up	65.3%	63.8%	1.5
Treatment	82.7%	88.9%	-6.2
<b>Whole Experience</b>	<b>70.7%</b>	<b>69.1%</b>	<b>1.6</b>

## NATIONAL PERFORMANCE FRAMEWORK MARCH 2022

Measures			Data				% Change from baseline			
Priority Area	National Metric	NWP Proxy Measure	Baseline - 12 months to June 2019	2019/20	2020/21	12 months to most recent month	2019/20	2020/21	12 months to most recent month	Latest data up to
Reduce murder and homicide	Homicides	-	4	4	6	8	0%	50%	100%	Mar-22
Reduce neighbourhood crime	CSEW Burglary, robbery, theft of and	Residential burglary	2616	2191	1421	1456	-16%	-46%	-44%	Mar-22
Reduce neighbourhood crime		Personal robbery	201	200	153	201	0%	-24%	0%	Mar-22
Reduce neighbourhood crime		Theft of vehicle	696	612	338	462	-12%	-51%	-34%	Mar-22
Reduce neighbourhood crime		Theft from vehicle	1884	1036	581	555	-45%	-69%	-71%	Mar-22
Reduce neighbourhood crime		Theft from a person	213	208	167	196	-2%	-22%	-8%	Mar-22
Improve satisfaction among victims, with a particular focus on victims of domestic abuse	Victim satisfaction with the police	NWP victims of crime satisfied overall	74.6	78.2	78.4	71.3	3.6	3.8	-3.3	Feb-22
Improve satisfaction among victims, with a particular focus on victims of domestic abuse		NWP victims of crime satisfied overall	71.4	69.8	74.8	69.9	-1.6	3.4	-1.5	Feb-22

- Many of the High Impact Crime measures also feed into the National Performance Framework which takes a baseline of the 12 months to June 2019 and compares this with the 2019/20 and 2020/21 fiscal years and the current rolling 12 month figure.

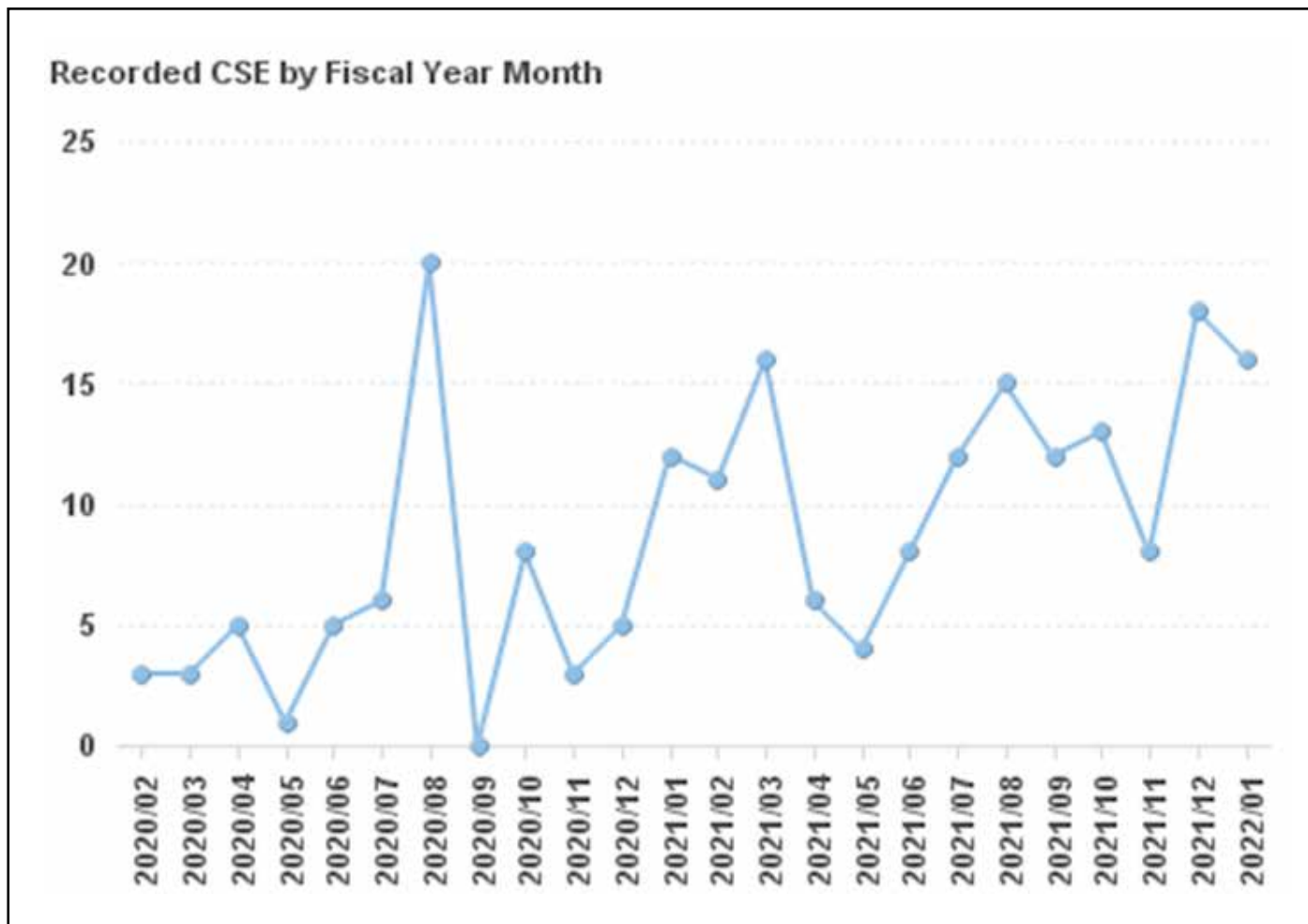
## MODERN SLAVERY & EXPLOITATION- MAIN POINTS

- Recorded Modern Slavery offences have seen an increase.
- The number and proportion of NRMS, however, have fallen (53.5% have NRMS for the current 12 months, compared to 70.3% for the previous 12 months).

Division	Area	Reported YTD	Reported LYTD	% Change	Outcome 1-8 Rate YTD	Outcome 1-8 Rate LYTD	pp Change
Western	YM	10	2	400.0%	-	-	-
	GN	10	4	150.0%	-	-	-
	GS	4	1	300.0%	-	-	-
Central	WC	11	16	-31.3%	-	6.3%	-6.3
	DC	21	15	40.0%	-	-	-
	CR	8	10	-20.0%	12.5%	-	12.5
Eastern	FN	5	11	-54.5%	20.0%	-	20.0
	FS	6	7	-14.3%	-	-	-
	WR	11	12	-8.3%	-	-	-
	WX	10	17	-41.2%	-	-	-
<b>Total</b>		<b>96</b>	<b>95</b>	<b>1.1%</b>	<b>2.1%</b>	<b>1.1%</b>	<b>1.0</b>



- Recorded CSE offences have seen a notable increase. This is due to the improved identification and recording of cases.



- 12 individuals have been Arrested for Modern Slavery offences during the last 12 months.
- 18 individuals have been Arrested for CSE offences.
- 1 individual has been Arrested for CCE offences.
- 34 individuals have been identified as Suspects for Modern Slavery offences during the last 12 months.
- 64 individuals have been recorded as Suspects for CSE offences.
- 10 individuals have been recorded as Suspects for CCE offences.





 @schthgc\_nwopcc

 @NorthWalesPCC

 opccnorthwales

 schthgc\_nwopcc

