

The Rt Hon Suella Braverman MP
Home Secretary
Home Office
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Ein Cyf / Our Ref: AD/HW/2330

16 Hydref/ October 2023

Annwyl Ysgrifennydd Cartref,

Dear Home Secretary,

Arolwg Hil a Phlisma: Adolygiad o drefniadau arwain a llywodraethu'r gwasanaeth heddlu ar gyfer materion hil.

Inspection of Race and Policing: A review of the police service's leadership and governance arrangements for race-related matters.

Yn unol â'r statud, ysgrifennaf atoch gyda fy sylwadau ar Arolwg Arolygaeth Ei Heddluoedd a Gwasanaethau Tân ac Achub Ei Fawrhydi (HMICFRS) o Hil a Phlisma: Adolygiad o drefniadau arwain a llywodraethu'r gwasanaeth heddlu ar gyfer materion hil.

As required by statute, I am writing to you with my comments on His Majesty's Inspectorate of Constabulary, Fire and Rescue Service (HMICFRS) Inspection of Race and Policing: A review of the police service's leadership and governance arrangements for race-related matters.

Rwyf yn croesawu adolygiadau thematig yr Arolygaeth ar hil mewn plisma a argymhellwyd gan *Adroddiad Macpherson: Dwy flynedd ar hugain wedyn* y Pwyllgor Materion Cartref yn 2021. Canolbwyntiodd yr arolwg cyntaf ar effeithiolrwydd y trefniadau arwain a llywodraethu cenedlaethol a oedd yn ymwneud â hil a phlisma.

I welcome the Inspectorate's thematic reviews on race in policing which were recommended by the Home Affairs Committee's *Macpherson Report: Twenty-Two Years On* in 2021. The first inspection focussed on the effectiveness of the national leadership and governance arrangements that related to race and policing.

Mae'r Prif Gwnstabl a minnau wedi ymrwymo sicrhau bod cydraddoldeb hiliol yn parhau'n flaenoriaeth yng Ngogledd Cymru fel y gwelir o fewn fy Nghynllun Heddlu a Throsedd. Mae ein Cynllun Gweithredu Cydraddoldeb Hil ar y Cyd yn amlinellu ein gweledigaeth, drwy weithio ar y cyd hefo'n cymunedau er mwyn gwella hyder cymunedau Du, Asiaidd a Lleiafrifoedd Ethnig yn yr heddlu a chynyddu cynrychiolaeth ymysg swyddogion a staff.

The Chief Constable and I are committed to ensure that race equality continues to be a priority in North Wales as demonstrated within my Police and Crime Plan. Our Joint Race Equality Action Plan outlines our vision, by working in conjunction with our communities to improve Black, Asian and Minority Ethnic communities' confidence in the police and increase representation amongst officers and staff.

Mae cofnodi gwybodaeth am ethnigrwydd pobl sy'n cysylltu hefo Heddlu Gogledd Cymru yn faes sydd angen ei wella. Mae'r Heddlu wedi cydnabod yr angen hwn ac maent yn gweithio er mwyn gwella ei brosesau a sut mae'n casglu data. Mae'r gwaith hwn yn barhaus ac yn cael ei arsylwi gan Fwrdd Cyfiawnder Troseddol yng Nghymru.

The recording of information about the ethnicity of people in contact with North Wales Police is an area which requires improvement. The Force have recognised this requirement and are working to improve its processes and data collection. This work is ongoing and is being observed by the Criminal Justice in Wales Board.

Gwnaf barhau monitro cynnydd yr Heddlu wrth fodloni argymhellion ein Cynllun Gweithredu Cydraddoldeb Hil ar y Cyd a gwella casglu data drwy fy Mwrdd Gweithredol Strategol, lle rwyf yn dwyn y Prif Gwnstabl yn atebol.

I will continue to monitor the Force's progress in meeting the objectives of our Joint Race Equality Action Plan and improvement in data collation via my Strategic Executive Board, where I hold the Chief Constable to account.

Yn gywir Yours sincerely



Andy Dunbobbin

Comisiynydd Heddlu a Throsedd Gogledd Cymru /North Wales Police and Crime Commissioner