

The Rt Hon Amber Rudd MP
Home Secretary
Home Office
2 Marsham Street
London
SW1P 4DF

Ein Cyf / Our Ref: AJ/HE/1453

03 Chwefror/February 2017

Annwyl Ysgrifennydd Cartref,

Dear Home Secretary ,

PEEL: Cyfreithlondeb yr Heddlu 2016 - Archwiliad o Heddlu Gogledd Cymru

PEEL: Police legitimacy 2016- An inspection of North Wales Police

Yn unol â gofyniadau statudol, ysgrifennaf atoch gyda fy sylwadau ar adroddiad PEEL Arolygiaeth Heddluoedd Ei Mawrhydi (HMIC) ar gyfreithlondeb.

As required by statute, I am writing to you with my comments on the Her Majesty's Inspectorate of Constabulary (HMIC) PEEL report on legitimacy.

Mae'n siomedig bod Arolygiaeth Ei Mawrhydi wedi dod i'r casgliad bod Heddlu Gogledd Cymru angen gwella o ran cyfreithlondeb yn y modd mae'n cadw pobol yn ddiogel ac yn lleihau trosedd. Teimlaf fod nifer o feirniadaethau o fewn yr adroddiad yn wallus ac nid wyf yn cytuno gyda'r raddfa a roddir.

It is very disappointing that Her Majesty's Inspectorate has concluded that North Wales Police requires improvement in respect of the legitimacy with which it keeps people safe and reduces crime. I feel that a number of the criticisms within the report are inaccurate and I am not in agreement with the grading given.

Canolbwyntiodd cwestiwn cyntaf yr archwiliad ar y gwasanaeth dderbyniodd aelodau'r cyhoedd o ran sicrhau eu bod yn cael eu trin yn deg a gyda pharch. Cafodd Heddlu Gogledd Cymru ei raddio yn dda oherwydd y gwaith cyson a wneir i ddarparu'r gwasanaeth gorau ar gyfer y bobol a wasanaethir. Dangosodd canlyniadau bodlondeb dioddefwyr o'r Swyddfa Ystadegau Gwladol bod Heddlu Gogledd Cymru yn 13 allan o 43 o heddluoedd hefo graddfa bodlondeb o 94.7%. Mae'r ffigyrau yma'n unig yn dangos llwyddiannau Heddlu Gogledd Cymru a safon y gwasanaeth a dderbyniodd ein cymunedau. Mae'n dda gweld bod yr HMIC wedi adnabod y gwaith cadarnhaol a wneir gan yr Heddlu yma'n ddyddiol.

The first question of the inspection focused on the service received by members of the public to ensure that they are treated with fairness and respect. North Wales Police were graded as good due to their ongoing work to provide the best service to the people it serves. The victim satisfaction results from the Office of National Statistics demonstrated that North Wales Police is ranked 13th out of 43 forces with a 94.7% satisfaction rate. These figures alone demonstrate the achievements of North Wales Police and the quality of the service received by our communities. It is pleasing to see that HMIC have identified the positive work carried out by the force on a daily basis.

Canolbwynt ail gwestiwn yr adroddiad oedd y

The second question of the report focused on the

dulliau ataliol sydd mewn grym i sicrhau bod y gweithlu'n ymddwyn yn foesol ac yn gyfreithlon. Roedd yna ddau le i wella gan ganolbwyntio'n bennaf ar allu'r Uned Gwrthlygredigaeth (UG). Yr oedd hi'n bryderus bod yr HMIC yn teimlo bod asesiad strategol yr Heddlu a ddigwyddodd yn 2014 ac a adolygyd yn 2015 wedi dyddio ac angen mwy o waith i adnabod risgiau sy'n datblygu.

Roedd yr HMIC yn teimlo bod diffyg gallu o fewn yr UC yn rhwystro Heddlu Gogledd Cymru rhag manteisio'n llawn ar bob cyfle i adnabod risgiau drwy ymchwilio'n rhagweithiol am wybodaeth ar lygredigaeth. Er fy mod yn cytuno bod gallu'r UC yn gyfyngedig yng nghyfnod yr archwiliad yr wyf yn fodlon bod y gwaith i ehangu gallu'r UC er mwyn sicrhau bod yr uned yn gallu archwilio'n effeithlon ac yn effeithiol wedi dechrau eisoes.

Canolbwyntiodd yr adroddiad cenedlaethol ac adroddiad Heddlu Gogledd Cymru ar y camau a gymerwyd gan yr heddlu i rwystro swyddogion a staff rhag camddefnyddio eu hawdurdod er mwyn manteisio'n rhywiol. Roedd yr adroddiad yn dangos bod Heddlu Gogledd Cymru wedi mabwysiadu agwedd o ddim goddefgarwch tuag at gamymddygiad rhywiol. Mae'r Heddlu yn rhannu nifer o fwletinâu'n rheolaidd sy'n tanlinellu'r risg sy'n bodoli wrth weithio hefo aelodau mwyaf bregus y gymuned. Prif fyrdwn fy nghynllun heddlu a throedd yw gwarchod cyhoedd Gogledd Cymru rhag bygythiadau, niwed a risg ac mae'n dda gweld y camau a gymerwyd gan yr Heddlu i sicrhau nad yw achosion fel hyn yn digwydd.

Tanlinellodd yr adroddiad cenedlaethol bod dau faes y gellid gwella arnynt parthed camymddygiad o ran mantais rhywiol ac rwyf yn falch o gadarnhau bod Heddlu Gogledd Cymru eisoes yn cydymffurfio â'r argymhellion yma.

prevention mechanisms in place to ensure that the workforce behaves ethically and lawfully. There were two areas for improvement with the main focus being on the capacity within the force's Anti-Corruption Unit (ACU). It was concerning to see that HMIC felt that the force's strategic assessment that was carried out in 2014 and reviewed in 2015 was out of date and required further work to identify emerging risks.

HMIC felt that the limited capacity within the ACU was preventing North Wales Police from maximising all opportunities to identify risk by proactively seeking intelligence on corruption. Whilst I agree that the capacity within the ACU was limited at the time of the inspection I am satisfied that work has already begun to expand the ACU to ensure that the unit can investigate efficiently and effectively.

Both the national and the North Wales Police report concentrated on the measures taken by the force to tackle officers and staff abusing their authority for sexual gain. The report identified that NWP has a zero tolerance approach to misconduct that is sexually motivated. The force regularly distributes a number of bulletins to highlight the risks involved when working with vulnerable members of the community. Protecting the North Wales public from threat, risk and harm is the overriding theme of my police and crime plan and it is pleasing to see the measures taken by the force to prevent such cases from occurring.

The national report highlighted two areas for improvement in relation to misconduct for sexual gain and I am pleased to confirm that North Wales Police already comply with these recommendations.

Yr oedd cwestiwn olaf yr archwiliad yn mesur i ba raddau oedd yr Heddlu'n trin ei weithlu yn deg a gyda pharch. Mae'r adroddiad yn cydnabod yr holl ymdrechion wnaeth Heddlu Gogledd Cymru i roi cyfle i'r gweithlu rannu eu barn am eu cyflogaeth drwy sioe deithiol y prif gwnstabl, yr arolwg diwylliannol blynyddol, a chynllun dweud eich dweud. Yn ychwanegol at hyn mae'r Heddlu wedi cyflwyno asesiadau perfformiad newydd fydd yn gwella ar y drefn ddyrchafiadau. Rwy'n deall nad oedd pob aelod o staff yn gyfarwydd â'r drefn newydd adeg yr archwiliad. Fodd bynnag bydd y broses newydd yn cael ei defnyddio gan yr holl staff dros y 12 mis nesaf. Hefyd tanlinellodd yr adroddiad bod y drefn gyfredol o berfformiadau misol yn canolbwyntio ar gyflawniadau gwaith ac nid datblygiad yr unigolyn. Rwyf yn gobeithio hyrwyddo datblygiad cadarnhaol o fewn yr Heddlu yn y maes yma. Mae lles staff Heddlu Gogledd Cymru yn cael ei gynnwys o fewn fy nghofnod craffu a byddaf yn parhau i graffu ar AD er mwyn sicrhau bod gweithlu Heddlu Gogledd Cymru'n cael eu trin â thegwch a pharch.

Rwyf yn teimlo'n siomedig bod cymaint o sylw wedi cael ei roi i'r penderfyniad i ddiddymu'r gwasanaeth cynghori yn fuan yn 2016. Tra bu rhywfaint o oedi wrth benodi cyflenwr cynghori arall, roed yr Heddlu yn dal i gynnal gwasanaeth cynghori ar gyfer staff mewn swyddi arbenigol. Yn ystod yr archwiliad cafodd y materion cytundebol eu datrys ac roedd gwasanaeth gynghori llawn ar gael i'r holl weithlu. Teimlaf felly bod y radd a roddwyd ar gyfer gwelliannau i'r adran hon o'r adroddiad yn annheg gan fod y materion a gyfeiriwyd atynt wedi cael eu gwirio cyn yr archwiliad. Pe na fyddai'r raddfa hon wedi cael ei rhoi yna byddai Heddlu Gogledd Cymru wedi ei raddio'n dda yn gyffredinol.

Yn olaf wedi adolygu'r adroddiad cenedlaethol a'r raddfa a roddwyd i heddluoedd eraill yng Nghymru a Lloegr, teimlaf fod graddfa Heddlu Gogledd

The final question within the inspection measured to what extent did the force treat its workforce with fairness and respect. The report recognises the attempts made by North Wales Police to provide its workforce with the opportunity to share their views about their employment via the chief road shows, the annual cultural survey and bend the boss's ear. In addition, the force has recently introduced a new performance assessment which will assist in the promotion process. I understand that during the inspection not all members of staff were aware of the new system. This new process however, will be used by all staff over the next 12 months. The report also highlighted that the current system of monthly performance are focused on performance and not the development of the individual. This is an area that I will be looking at to encourage positive development within the force. The wellbeing of North Wales Police staff is included within my scrutiny log and I will continue to carry out HR scrutiny to ensure that the workforce of North Wales Police is treated with fairness and respect.

I feel disappointed that there was a considerable amount of focus on the unexpected withdrawal of the counselling service in early 2016. Whilst there had been a delay in appointing a new counselling provider, the force continued to provide a counselling service for staff employed in specialist roles. During the inspection the contractual issues had been resolved and a full counselling service was available to the whole workforce. I therefore feel that the grading of requires improvement given for this section of the report is unfair as the issues raised had been rectified prior to the inspection. Had this grading not been given then North Wales Police would have been graded as good.

Finally, having reviewed the national report and the grading's given to other force areas in England and Wales I feel that North Wales Police have been

Cymru'n annheg. Mae Heddlu Glannau Mersi er enghraifft wedi derbyn yr un argymhellion o ran sut i wella ar gyfer y trydydd cwestiwn a Heddlu Gogledd Cymru ac eithrio Darpariaeth Iechyd Galwedigaethol. Fodd bynnag cafodd Heddlu Glannau Mersi eu graddio'n dda ar gyfer y trydydd cwestiwn ac yn gyffredinol ar gyfer yr archwiliad. Mae'r Heddlu yn cydymffurfio hefo o leiaf tri allan o'r pum angen cenedlaethol gan gynnwys cydymffurfio hefo'r polisiau a gweithdrefnau archwilio cenedlaethol. Mae'r rhain i gyd yn feysydd sy'n cael eu hystyried yn hanfodol o fewn yr adroddiad cenedlaethol, ond er bod Heddlu Gogledd Cymru'n cydymffurfio hefo'r argymhellion yma'n barod mae wedi cael argymhelliad i wella.

Er mwyn gallu archwilio perfformiad Heddlu Gogledd Cymru'n effeithiol teimlaf y dylai'r holl archwiliadau gael eu cymharu â'r cynlluniau heddlu a throstedd. Mae pob heddlu yn gweithredu'n wahanol yn ôl Cynllun Heddlu a Throstedd y Comisiynydd Lleol a byddai cael eu harchwilio ar sut mae'r heddluoedd yn cyrraedd eu nodau yn llawer mwy llesol i'r cyhoedd a'r gweithlu.

graded unfairly. Merseyside Police for example received the same areas for improvement as North Wales Police for the third question with the exception of the Occupational Health Provision. Merseyside however, were graded as good for the third question and overall in the inspection. The force complies with at least three out of the five of the national requirements including complying with the national vetting policy and procedures. These are all areas that were considered essential within the national report however, North Wales Police already complies with these recommendations yet they have received the grading requires improvement.

To be able to effectively inspect North Wales Police's performance I feel that all inspections should be measured against the police and crime plan. Each police force operates differently in accordance with their Commissioner's Police and Crime Plan and to be inspected on how the force delivers their objectives would be far more beneficial for both the public and the work force.

Yn gywir Yours sincerely

Arfon Jones
Comisiynydd Heddlu / Police Commissioner

Copi:
Mark Polin, Prif Gwnstabl
Wendy Williams, Arolygiaeth Heddluoedd EM,
Cymru a Rhanbarth Gorllewin Lloegr

Copy:
Mark Polin, Chief Constable
Wendy Williams, HM Inspectorate of Constabulary,
Wales and the Western Region