

The Rt Hon Amber Rudd MP
Home Secretary
Home Office
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Ein Cyf / Our Ref: AJ/HE/1672

09 Chwefror/February 2018

Annwyl Ysgrifennydd Cartref,

Dear Home Secretary ,

PEEL: Cyfreithlondeb yr Heddlu 2017 - Archwiliad o Heddlu Gogledd Cymru

PEEL: Police legitimacy 2017- An inspection of North Wales Police

Fel yn ofynnol gan statud, rwyf yn ysgrifennu atoch gyda'm sylwadau ar adroddiad PEEL Arolygaeth Heddluoedd Ei Mawrhydi (AHM) 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 ddymunol fod Arolygaeth Ei Mawrhydi wedi dod i'r casgliad fod Heddlu Gogledd Cymru yn "dda" o ran y cyfreithlondeb y mae'n cadw pobl yn ddiogel ac yn lleihau trosedd. Mae'r arolygaeth wedi nodi gwelliannau ers arolwg 2016 lle tybiodd fod Heddlu Gogledd Cymru "angen gwella" yn ei gyfreithlondeb.

It is pleasing that Her Majesty's Inspectorate has concluded that North Wales Police is "good" in respect of the legitimacy in which it keeps people safe and reduces crime. The inspectorate has identified improvements since the 2016 inspection where it deemed that North Wales Police "required improvement" in its legitimacy.

Graddiodd rhan gyntaf yr arolwg Heddlu Gogledd Cymru fel "angen gwella" ar ba mor dda mae'n trin ei bobl mae'n ei wasanaethu gyda thegwch a pharch. Mae angen gweithio mwy i weithredu hyn. Mae'r heddlu fodd bynnag wedi'i gydnabod am ei ddealltwriaeth o'r graddau sut y gallai ddefnyddio grymoedd cydweithredol yn deg a'r angen i osgoi arfer rhagfarnllyd a gwahaniaethol. Rwy'n fodlon fod yr heddlu a'i arweinwyr yn ymroddedig i sicrhau fod dealltwriaeth glir o'u hangen i wella'n ddiuedd gydag uniondeb a thryloywder.

The first part of the inspection graded North Wales Police as "requires improvement" on how well it treats the people it serves with fairness and respect. Although the force are considered to have a good understanding of treating the people it serves with fairness and respect, further work is needed to implement this. The force have however, been recognised for their understanding of the extent to which it should use coercive powers fairly and the need to avoid prejudicial and discriminatory practice. I am satisfied that the force and its leaders are committed to ensure that there is a clear understanding of their need to work impartially with integrity and transparency.

Mae yna nifer o feysydd fodd bynnag a oedd yn feysydd a oedd angen gwella, fel yr angen i drin dealltwriaeth yr heddlu am duedd anymwybodol. O fis Ebrill 2017 roedd disgwyl i swyddogion gwblhau rhaglen hyfforddiant stopio a chwilio sy'n cynnwys cyfeiriad helaeth at duedd anymwybodol. Cynhaliwyd Arolwg Cyfreithlondeb PEEL ym mis Mai 2017. Erbyn hynny dim ond tri y cant o swyddogion oedd wedi cwblhau'r hyfforddiant gorfodol hwn. Rwy'n falch o ddweud fod 84.4% o swyddogion yn awr wedi cwblhau'r hyfforddiant hwn. Rwyf wedi fy sicrhau y bydd holl swyddogion wedi derbyn yr hyfforddiant hwn erbyn mis Mai 2018.

Graddiodd yr arolygaeth yr heddlu fel "da" ynghylch sut mae'n sicrhau fod ei weithlu'n ymddwyn yn foesebol a chyfreithiol. Tynnwyd sylw fod yr heddlu'n arddangos arweinyddiaeth gref o ran gwneud penderfyniadau'n foesebol, sydd yn ei dro wedi arwain at ei weithlu'n deall beth sy'n ddisgwyliedig ganddynt. Mae cyflwyno'r fforwm moeseg, sy'n caniatáu swyddogion a staff i atgyfeirio penblethau moesegol yn ddiennw i herio uwch arweinwyr, wedi'i nodi gan yr arolygaeth. Rwy'n credu fod y fforwm hwn yn gwella gwneud penderfyniadau'n foesebol a thryloywder yr heddlu.

At hyn, mae system gwynion yr heddlu wedi cael ei chanmol gan yr arolygaeth oherwydd ei hygyrchedd a'r nifer digonol o wybodaeth a roddwyd ar eu gwefan, yn y ddaifa ac ar y cownteri blaen. Mae'n siomedig fodd bynnag fod yr arolygiad yn nodi fod cwynion a ymchwiliwyd gan staff rhanbarthol yn llai tebygol o roi diweddariadau cyfnodol sylweddol. Mae'r heddlu yn awr wedi rhoi gweithdrefn newydd mewn lle er mwyn sicrhau fod hyn yn gwella. Fel rhan o fy nghrafter ar gwynion gwnaf sicrhau y monitorir hyn wrth i mi samplu cwynion hwnt ac yma a gynhelir yn fisol.

There are a number of areas however that were highlighted areas of improvement, such as the need to address the forces understanding of unconscious bias. As of April 2017 all officers were expected to complete a mandatory stop and search training programme which contains extensive reference to unconscious bias. The PEEL Legitimacy Inspection was carried out in May 2017; by this point only three percent of officers had completed this mandatory training. I am pleased to say that 84.4% of officers have now completed this training and I am assured that all remaining officers will have received this training by May 2018.

The inspectorate graded the force as "good" for how it ensures that its workforce behaves ethically and lawfully. It was highlighted that the force demonstrates strong leadership in relation to ethical decision making, which in turn has resulted in its workforce understanding what is expected of them. The introduction of the ethics forum, which allows officers and staff to refer ethical dilemmas anonymously to challenge senior leaders, has been noted by the inspectorate. I believe that this forum improves ethical decision making and the forces transparency.

In addition, the forces complaint system has been complimented by the inspectorate because of its accessibility and the sufficient amount of information provided on their website, in custody and at front counters. It is disappointing however, that the inspectorate identified that complaints investigated by divisional staff were less likely to provide substantial periodic updates. The force has now put in place a new procedure to ensure that this improves. As part of my scrutiny of complaints I will ensure that this is monitored during my dip sampling of complaints which is carried out on a monthly basis.

Nododd yr arolygaeth fod yr arolygaeth yn nodi fod yr heddlu wedi gwella'n fawr ers arolwg 2015 drwy roi graddiad 'da' am y ffordd y mae'n trin ei weithlu gyda thegwch a pharch. Cododd yr arolwg blaenorol bryderon o ran canslo'r gwasanaeth cwnsela oherwydd problemau cytundebol cyn yr arolwg a'r diffyg gwybodaeth gan y gweithlu fod hyn wedi'i adfer. Rwy'n fodlon fod gwasanaeth digonol yn awr i gefnogi'r gweithlu. At hyn, canmolwyd yr heddlu am gyflwyno system 'Fy Llais/My Voice' sy'n rhoi'r cyfle i weithwyr fynegi eu safbwyntiau a'u barn. Mae'r system hon wedi caniatáu'r gweithlu i gyfrannu at newidiadau ym mholisi'r heddlu. Rwy'n fodlon fod yr heddlu'n ystyried pryderon a godir gan ei weithwyr a'i fod yn barod i wneud newidiadau yn unol â'r pryderon hyn.

Ers arolwg 2015 mae'r heddlu wedi gwella'r ffordd y mae'n rheoli a datblygu perfformiad unigol drwy gyflwyno'r Fframwaith DPP ym mis Ebrill 2017. Mae'r system hon yn sicrhau yr ymgwymerir adolygiadau perfformiad chwarterol gorfodol i ardstio tegwch a chysondeb. Roedd y Fframwaith DPP yn ei fabandod pan ymgwymerwyd â'r arolwg hwn. Daeth yr arolygiad i'r casgliad fod goruchwylwyr angen mwy o hyfforddiant ar y rhaglen hon. Mae'r ddealltwriaeth o'r system hon wedi gwella nawr ac rwy'n fodlon gyda chynnydd yr heddlu.


Yn olaf, mae'r heddlu wedi gwneud nifer o welliannau yn y ffordd mae'n cadw pobl yn ddiogel a lleihau trosedd yn gyfreithlon. Rwy'n falch fod yr heddlu wedi derbyn cydnabyddiaeth am y gwelliannau hyn ac wedi derbyn y graddiad cynyddol o "dda" gan yr arolygaeth.

The inspectorate identified that the force had greatly improved since the 2015 inspection by giving the grading of 'good' for the way in which it treats its workforce with fairness and respect. The previous inspection raised concerns regarding the cancellation of the counselling service due to contractual issues prior to the inspection and the lack of knowledge by the workforce that this had been reinstated. I am satisfied that there is now a sufficient service to support the workforce. In addition, the force was complimented for the introduction of the 'Fy Llais/My Voice' system which gives employees the opportunity to express their views and opinions. This system has allowed the workforce to contribute to changes in force policy. I am content that the force are taking into account concerns raised by their employees and are willing to make changes according to these concerns.

Since the 2015 inspection the force improved the way in which it manages and develops individual performance by introducing the CPD Framework in April 2017. This system ensures that mandatory quarterly performance reviews are undertaken to certify fairness and consistency. The CPD Framework was in its infancy when this inspection was undertaken and the inspectorate concluded that supervisors required more training on this programme. The understanding of this system has now improved and I am satisfied with the forces progress.

Finally, the force has made a number of improvements in the way in which it legitimately keeps people safe and reduces crime. I am pleased that the force has been given recognition for these improvements and received the increased grading of "good" by the inspectorate.

Yn gywir Yours sincerely



Arfon Jones
Comisiynydd Heddlu / Police Commissioner

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