

The Rt Hon Suella Braverman MP
Home Secretary
Home Office
2 Marsham Street
London
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Ein Cyf / Our Ref: AD/HW/2264

13 Rhagfyr/ December 2022

Annwyl Ysgrifennydd Cartref,

Dear Home Secretary,

Arolwg o fetio, camymddwyn a chasineb at ferched yn y gwasanaeth heddlu.

An inspection of vetting, misconduct, and misogyny in the police service.

Yn unol â'r statud, ysgrifennaf atoch gyda fy sylwadau ar Adroddiad Arolygaeth Ei Heddluoedd a Gwasanaethau Tân ac Achub Ei Fawrhydi (HMICFRS) ar fetio, camymddwyn a chasineb at ferched yn y gwasanaeth heddlu.

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 vetting, misconduct, and misogyny in the police service.

Fe wnes i groesawu penderfyniad yr Arolygaeth yn llawn i gynnal yr adolygiad hwn yn dilyn herwgipio, treisio a llofruddiaeth Sarah Everard ym mis Mawrth 2021. Mae atal trais a cham-drin rhywiol yn un o'm blaenoriaethau o fewn fy Nghynllun Heddlu a Throsedd. Rwyf wedi ymgorffori pwysigrwydd y flaenoriaeth hon o ran sut rwyf yn craffu'r Heddlu.

I fully welcomed the Inspectorate's decision to carry out this review following the abduction, rape and murder of Sarah Everard in March 2021. Preventing violence and sexual abuse is one of the priorities within my Police and Crime Plan and I have incorporated the importance of this priority within my scrutiny of the Force.

Dylid nodi nad oedd Heddlu Gogledd Cymru yn un o'r heddluoedd a arolygwyd fel rhan o'r adolygiad hwn. Felly, nid ydy'r argymhellion a geir o fewn yr adroddiad yn benodol i Ogledd Cymru. Cynhaliwyd arolwg fetio yng Ngogledd Cymru ym mis Medi 2022 ac mae'r adroddiad fod i gael ei ryddhau ddechrau 2023. Mae canfyddiadau cychwynnol yr arolwg penodol i Ogledd Cymru yn gadarnhaol a nododd arfer da mewn gweithdrefnau a gwneud penderfyniadau.

It must be noted that North Wales Police were not one of the forces inspected as part of this review and therefore the recommendations included within the report are not North Wales specific. The inspection of vetting in North Wales was carried out in September 2022 and the report is due to be released in early 2023. The initial findings of the North Wales specific inspection are positive and identified good practice in procedures and decision making.

Roedd 28 o argymhellion o fewn yr adroddiad hwn a gyfeiriwyd at y Prif Gwnstabl er mwyn sicrhau bod eu polisiau fetio a chamymddwyn yn cael eu cyflawni'n effeithiol. Wedi adolygu'r argymhellion ac wedi derbyn diweddariadau gan yr Heddlu, rwyf yn fodlon

There were 28 recommendations within this report which were directed at Chief Constables to ensure that their vetting and misconduct policies and practices are delivered effectively. Having reviewed

fod Heddlu Gogledd Cymru yn gweithio er mwyn cyflawni'r argymhellion hyn. Rwyf wedi cael fy sicrhau fod pob un o'r argymhellion yn cael eu blaenoriaethu o ran eu risg ac yn cael eu hystyried o ran arferion presennol.

Dim ond un argymhelliad a oedd angen gweithredu ar frys, ac Argymhelliad 29 oedd hwnnw. Gofynnodd yr argymhelliad hwn i bob Prif Gwnstabl sicrhau fod eu Heddlu'n defnyddio Rheoliad 13 o Reoliadau'r Heddlu 2003 ar gyfer swyddogion sy'n tangyflawni yn ystod eu cyfnod prawf, yn hytrach na Rheoliadau Cyflawni'r Heddlu 2020. Rwyf yn fodlon fod Heddlu Gogledd Cymru yn defnyddio Rheoliad 13. Fodd bynnag, mae gwaith yn parhau er mwyn codi ymwybyddiaeth er mwyn sicrhau ei fod yn cael ei ddefnyddio'n gyson.

Ar ben gweithio tuag at gyflawni'r argymhellion, mae Heddlu Gogledd Cymru newydd lansio gwasanaeth negeseuo mewnol o'r enw "gwybod lle mae'r llinell". Fel rhan o'r gwasanaeth negeseuon hwn, mae bob goruchwyliwr wedi adolygu fideo yn manylu enghraifft o ymddygiad hysbys a oedd o dan y safon. Mae'r system hon wedi annog trafodaethau a sgysiau ynghylch pynciau fel casineb at ferched, rhywiaeth, hiliaeth ac ymddygiad gwahaniaethol.

Gwnaf fonitro cynnydd yr Heddlu wrth gwblhau'r argymhellion hyn yn y Bwrdd Gweithredol Strategol lle gwnaf ddwyn y Prif Gwnstabl yn atebol.

Edrychaf ymlaen at ryddhau adroddiad penodol Gogledd Cymru.

the recommendations and received updates from the Force I am content that North Wales Police are working to fulfil these recommendations. I have been assured that each of the recommendations are being prioritised in terms of their risk and are considered based on current practices.

There was only one recommendation which required immediate action, and this was Recommendation 29. This recommendation requested that all Chief Constables ensured that their Force used Regulation 13 of the Police Regulations 2003 for underperforming officers during their probationary period, rather than the Police Performance Regulations 2020. I am content that North Wales Police are using Regulation 13 however, work is ongoing to raise further awareness to ensure it is used consistently.

In addition to working towards achieving the recommendations, North Wales Police have recently launched an internal messaging service called "know where the line is". As part of this messaging service, all supervisors have reviewed a video detailing an example of reported behaviour that was below standard. This system has encouraged discussions and conversations around the topics of misogyny, sexism, racism, and discriminatory behaviour.

I will monitor the progress of the Force in completing these recommendations at the Strategic Executive Board, where I hold the Chief Constable to account.

I look forward to the release of the North Wales specific report.



Yn gywir Yours sincerely

Andy Dunbobbin
Comisiynydd Heddlu / Police Commissioner