

The Rt Hon Suella Braverman MP
Home Secretary
Home Office
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Ein Cyf / Our Ref: WJ/HW/2317

23 Awst / August 2023

Annwyl Ysgrifennydd Cartref,

Dear Home Secretary,

Adroddiad Sbotolau PEEL, Perfformiad Heddlu, Gafel Ynddi.

Police Performance, Getting a Grip, PEEL spotlight report.

Fel sy'n ofynnol o dan y statud, rwyf yn ysgrifennu atoch gyda fy sylwadau ar Adroddiad Sbotolau PEEL, Perfformiad Heddlu, Gafael Ynddi gan Arolygiaeth Heddluoedd a Gwasanaeth Tân ac Achub Ei Fawrhydi.

As required by statute, I am writing to you with my comments on His Majesty's Inspectorate of Constabulary, Fire and Rescue Service (HMICFRS) Police Performance, Getting a Grip, PEEL spotlight report.

Mae'r adroddiad yn canolbwyntio ar lywodraethu a chyflawniad heddluoedd gan ganolbwyntio'n benodol ar oruchwylwyr llinell gyntaf. Rwyf yn falch bod Heddlu Gogledd Cymru wedi cael ei gydnabod gan yr arolygiaeth o fewn yr adroddiad hwn. Mae hyn am eu gwaith yn sicrhau fod trinwyr galwadau'n rhoi cyngor ar atal trosedd a gwarchod tystiolaeth. Gwnaeth holl drinwyr galwadau dderbyn hyfforddiant gan yr ymchwylwyr man a lle er mwyn cynyddu'r tebygolrwydd o warchod tystiolaeth.

The report concentrates on the governance and performance of forces with a focus on first line supervisors. I am pleased that North Wales Police were recognised by the inspectorate within this report, for their work in ensuring that call handlers provide advice on crime prevention and evidence preservation. All call handlers received training by the crime scene investigators to increase the likelihood of evidence being preserved.

Gwnaeth yr arolygiaeth ddarparu tri argymhelliad o fewn yr adroddiad cenedlaethol a grëwyd yn dilyn canfyddiadau rhaglen arolwg 2021/22 PEEL. Gofynnodd yr argymhelliad cyntaf i heddluoedd edrych a oes ganddynt broses effeithiol mewn lle er mwyn lleihau'r risg o bersonél sgilgar yn gadael y sefydliad. Rwyf yn fodlon fod Heddlu Gogledd Cymru'n gweithio tuag at gwblhau'r argymhelliad hwn yn dilyn Arolwg PEEL Heddlu Gogledd Cymru 2022. Fel rhan o'r rhaglen, mae'r Heddlu'n sicrhau

The inspectorate provided three recommendations within the national report which was created following the findings of the PEEL 2021/22 inspection programme. The first recommendation requested that forces review whether they have an effective process in place to reduce the risk of skilled personnel leaving the organisation. I am content that North Wales Police is working towards completing this recommendation following the North Wales Police Peel Inspection 2022. As part of the programme the Force are ensuring that leaving

fod cyfweiliadau ymadael yn cael eu cyflawni er mwyn deall y rhesymau tu ôl i ymadawiad unigolyn.

Mae'r arolygaeth wedi argymhell fod pob heddlu'n edrych dros eu cymorth llesiant rhagweithiol ar gyfer swyddogion a staff mewn rolau a sefyllfaoedd sydd â phwysau mawr ynghlwm. Rwyf yn fodlon fod yr Heddlu'n darparu cymorth arbenigol i unigolion o fewn y rolau hyn ar ben y sgrinio seicolegol.

Mae'r argymhelliad olaf yn gofyn am adolygiad o fframweithiau cyflawniad a llywodraethu heddluoedd. Mae hyn er mwyn sicrhau ei fod yn casglu a dadansoddi'r data iawn er mwyn deall lle mae angen gwelliant. Ar hyn o bryd, mae'r Heddlu yn y broses o ddatblygu porth data er mwyn gwneud gwybodaeth cyflawniad ar gael i bob rheolwr a staff mewn adrannau perthnasol. Rwyf felly'n fodlon fod yr Heddlu'n gweithio er mwyn cyflawni'r argymhelliad hwn.

Gwnaf barhau monitro cynnydd yr Heddlu wrth gwblhau'r tri argymhelliad hyn yn fy Mwrdd Gweithredol Strategol, lle rwyf yn dwyn y Prif Gwnstabl yn atebol.

interviews are completed to understand the reasoning behind an individual's departure.

The inspectorate has recommended that all forces review their proactive well-being support for officers and staff in high-stress roles and situations. I am assured that the Force are providing specialist support to individuals within these roles in addition to the psychological screening.

The final recommendation requests a review of forces performance and governance frameworks to ensure that it is collecting and analysing the right data to understand where improvement is needed. The Force is currently in the process of developing a data portal to make performance information available to all managers and staff in relevant departments. I am therefore, satisfied that the Force are working to fulfil this recommendation.

I will continue to monitor the Force's progress in completing the three recommendations at my Strategic Executive Board where I hold the Chief Constable to account.

Yn gywir Yours sincerely



Wayne Jones

Dirprwy Gomisiynydd Heddlu a Throsedd / Deputy Police and Crime Commissioner