

## Dyfed-Powys Police judged as 'requires improvement' at how legitimately it keeps people safe and reduces crime - HMIC

Her Majesty's Inspectorate of Constabulary (HMIC) has assessed how legitimate Dyfed-Powys Police is at keeping people safe and reducing crime. This is the second year running HMIC has carried out inspections of this kind, which makes up part of HMIC's annual PEEL inspections.

HMIC considers a police force to be legitimate if it has the consent of the public, and if those working in the force consistently behave in a way that is fair, ethical, and within the law.

To assess this, HMIC has inspected how well forces treat the people they serve; ensure their workforce acts ethically and lawfully; and treat their workforces with fairness and respect. The findings of this inspection are included in a report, published today.

This inspection also included, for the first time, an assessment of how well forces tackle the problem of abuse of authority for sexual gain by members of its workforce. This serious form of corruption betrays the trust of the public and, while we identified some examples of good practice, there remain significant areas where forces must improve. The service needs to be more proactive in seeking out and preventing this form of corruption, and referring cases of abuse of authority to the IPCC.

HMIC found that Dyfed-Powys Police:

- needs to improve how it treats people with fairness and respect;
- needs to improve how it ensures that its workforce behaves ethically and lawfully;
- needs to embed systems that ensure it treats its workforce with fairness and respect.

**HM Inspector of Constabulary Wendy Williams said:**

"I have judged Dyfed-Powys Police as 'requires improvement' at legitimately keeping people safe and reducing crime. In 2015, when we last reported on the legitimacy of the force, it was also judged as 'requires improvement'. I am disappointed by the lack of progress.

“While we found that the force uses a variety of opportunities to seek feedback and challenge from the people it serves, its focus now needs to shift more towards understanding the issues that have the greatest impact on public perceptions of fairness and respect. It also needs to communicate the improvements it has made for the benefit of the public. It is missing this opportunity to increase trust, which is already at a positive level.

“I am pleased that the force has systems for anonymous reporting of potential misconduct, but disappointed that it does not yet have a full understanding of the extent to which corruption is having an impact on the organisation. In order to improve this, the force should ensure all corruption intelligence is properly assessed and graded in a timely manner. It also needs to gain a better understanding of the extent to which officers may be abusing their authority for sexual gain.

“The inspection has shown that the force understands and values the benefits of workforce wellbeing and has several ways in which it can identify the wellbeing needs and concerns of its workforce. It needs to better understand the areas which have most impact on its workforce, in order to be confident it is treating its staff fairly and respectfully. It also needs to improve how it manages personal development across the force.

HMIC has also published individual assessments of the leadership within each police force in England and Wales. These, along with individual reports on the legitimacy of all forces in England and Wales, are available on HMIC’s website.