

# Public Document Pack

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**Gwent Police  
and Crime Panel**

**Panel Heddlu  
& Throseddu Gwent**

Am bob ymholiad sy'n ymwneud â'r agenda hon, cysylltwch Mark Jacques  
(Ffôn: 01443 864267 E-bost: jacqum@caerphilly.gov.uk)

**Dyddiad: Dydd Iau, 20 Mawrth 2025**

Annwyl Syr/Fadam,

Cynhelir cyfarfod o **Banel Heddlu a Throseddu Gwent yn Ystafell Syrhowy, Tŷ Penallta, Tredomen, Ystrad Mynach ar Dydd Gwener, 28ain Mawrth, 2025 am 10.00 am.** I ystyried y materion a gynhwysir yn yr agenda ganlynol.

## A G E N D A

Tudalennau

1 Datganiadau o Ddiddordeb.

2 I dderbyn ymddiheuriadau am absenoldeb.

Cymeradwyo a llofnodi'r cofnodion canlynol: -

- |   |   |         |
|---|---|---------|
| 3 | Panel Heddlu a Throseddu Gwent a gynhaliwyd ar 31 Ionawr 2025 | 1 - 6   |
| 4 | Diweddariad gan Gomisiynydd Heddlu a Throseddu Gwent.         | 7 - 10  |
| 5 | Adroddiad Monitro Perfformiad Chwarterol – Chwarter 3         | 11 - 44 |
| 6 | Blaenraglen Waith.  | 45 - 46 |

### **AELODAETH:**

Cynghorydd Gareth A. Davies, Cyngor Bwrdeistref Sirol Blaenau Gwent  
Cynghorydd Jacqueline Thomas, Cyngor Bwrdeistref Sirol Blaenau Gwent  
Cynghorydd Marina Chacon-Dawson, Cyngor Bwrdeistref Sirol Caerffili  
Cynghorydd Mrs Christine Forehead, Cyngor Bwrdeistref Sirol Caerffili  
Cynghorydd Colin Mann, Cyngor Bwrdeistref Sirol Caerffili  
Cynghorydd Tony Easson, Monmouthshire Sir Fynwy  
Cynghorydd Tony Kear, Monmouthshire Sir Fynwy  
Cynghorydd Gavin Horton, Cyngor Dinas Casnewydd

Cynghorydd Farzina Hussain, Cyngor Dinas Casnewydd  
Cynghorydd Debbie Jenkins, Cyngor Dinas Casnewydd  
Cynghorydd Lynda Clarkson, Cyngor Bwrdeistref Sirol Torfaen  
Cynghorydd Nick Horler, Cyngor Bwrdeistref Sirol Torfaen

Aelodau Cyfetholedig- Mrs G. Howells a Ms K. Stevenson

### **Drwy Wahoddiad**

Ms J. Mudd, Swyddfa Comisiynydd yr Heddlu a Throsedd  
Ms E. Thomas, Swyddfa Comisiynydd yr Heddlu a Throsedd  
Mrs S. Curley, Swyddfa Comisiynydd yr Heddlu a Throsedd  
Mr D. Garwood-Pask, Swyddfa Comisiynydd yr Heddlu a Throsedd

A Swyddogion Addas.

Gwent Police  
and Crime Panel

Panel Heddlu  
Gwent a Throseddu

## **GWENT POLICE AND CRIME PANEL**

### **MINUTES OF THE MEETING HELD AT PENALLTA HOUSE ON FRIDAY 31<sup>ST</sup> JANUARY 2025 AT 10.00AM**

Present:

Mrs G. Howells – Chair

Councillors G. Davies and J. Thomas – Blaenau Gwent County Borough Council  
Councillors M. Chacon-Dawson, C. Forehead and C. Mann – Caerphilly County Borough Council  
Councillor T. Kear – Monmouthshire County Council  
Councillors F. Hussain, G. Horton and D. Jenkins - Newport City Council  
Councillors L. Clarkson and N. Horler – Torfaen County Borough Council  
Ms K. Stevenson – Co-opted Member.

By invitation:

Ms J. Mudd - Police and Crime Commissioner for Gwent

Ms E. Thomas - Deputy Police and Crime Commissioner for Gwent

Mrs S. Curley - Chief Executive, Office of the Police and Crime Commissioner for Gwent

Mr D. Garwood-Pask – Chief Finance Officer, Office of the Police and Crime Commissioner for Gwent

Mr M. Hobrough – Chief Constable of Gwent Police

Mr R. Guest - Head of Communications, Office of the Police and Crime Commissioner for Gwent

Together with:

Mrs C. Forbes-Thompson (Scrutiny Manager - CCBC), Mr M. Jacques (Scrutiny Officer - CCBC), and Mrs L. Lane (Head of Democratic Services – CCBC).

#### **1. DECLARATIONS OF INTEREST**

No declarations of interest were declared by Members.

#### **2. APOLOGIES FOR ABSENCE**

Apologies were received from A. Easson (Monmouthshire County Council).

**3. TO APPROVE AND SIGN THE FOLLOWING MINUTES: Gwent Police and Crime Panel held on 13<sup>th</sup> DECEMBER 2024**

RESOLVED that the minutes of the Gwent Police and Crime Panel meeting held on 13<sup>th</sup> December 2024 (minute no. 1 – 10) be approved as a correct record.

**4. DRAFT POLICE, CRIME AND JUSTICE PLAN FOR GWENT 2025-2029**

The Gwent Police and Crime Commissioner Ms J Mudd introduced the draft Police Crime and Justice Plan for 2025-2029. The PCC stated that the draft cover of the report shows the changes made since the draft plan was considered by the Gwent Police and Crime Panel.

The draft plan was outlined with the need for robust monitoring highlighted, the PCC explained that the plan is evidence based following extensive engagement with the public, partners and the third sector. The aim is to provide enhanced visibility through meetings with the Chief Constable held in public throughout Gwent. The draft plan is for the whole of Gwent and will cover the diverse range of communities, both rural, towns and city.

The priorities and foundations of the new plan were highlighted by the PCC and the need for Key Performance Indicators was explained, this will include the work of the OPCC as well as Police. The broader policy context was outlined which includes the Safer Streets Mission, a White Paper on the remit of PCC's expected in 2025, a Victims and Prisoners Act to include increased PCC responsibilities for Victims. In Wales, reforms to Community Safety/Safer Communities are expected, there is a new Violence Against Women Domestic Abuse and Sexual Violence Strategy due and Senedd elections will be held in 2026. The next steps were outlined, and an Easy Read version will be compiled.

A Panel member sought further information on what the VAWDASV figures are based upon and asked if the true figures are unknown. The PCC stated that halving violence against women and girls within 10 years is a UK Government target and agreed it is very difficult to give an actual figure when it is known that there is underreporting. However, it is possible to put services in place to target the area and it is known that current services are overwhelmed with demand. There are concerns that there is an acceptance of this type of behaviour becoming normalised, therefore support for victims is very important and it is also important to work with perpetrators as well. The Chief Constable stated that ambition is important, to encourage more reporting and to educate. There will be challenges ahead with extreme misogynistic views being shared on social media. Therefore, working with schools and other groups is important to challenge these views.

The Panel member asked what would success look like, would it be females feeling safer. The CC agreed that yes and working with partners through safe spaces, licensing, tackling spiking of drinks. It is also important for the next generation to have active, positive role models. The police role is also to support victims through the criminal justice system particularly when cases are delayed. Gwent has heavily invested in its investigation team and has seen a 50% increase in positive outcomes compared to previous years, and is one of the leading forces in dealing with Rape.

The Panel asked how the PCC is planning to publicise the five themes of the new Plan

and noted Knife Crime highlighted under the broader policy context and asked shouldn't this be all crime.

The PCC explained the commitment to halve Knife Crime is part of the UK Government ambition under the Safer Streets mission. It was accepted that perhaps the Plan layout should be clearer on the PCC priorities and UK priorities. In terms of what is happening in Gwent the OPCC invests in several projects with young people but also has a responsibility towards the UK Government ambition.

The Panel were advised that following the launch of the Plan it will be shared through community engagement during the summer, by attending events and roadshows. There will be online promotion, and targeted distribution will also be considered. The team are aware of the gaps geographically and demographically and will develop products accordingly.

The PCC stated it is also important to involve partners in sharing the messages and outlined her ongoing visits to Town and Community Councils in Gwent. The CC stated the once the Plan is finalised his responsibility is to complete a Delivery Plan, to have a community focus to tackle issues in areas. Members were pleased to hear about the planned engagement and visits to Town and Community Councils.

A member of the Panel asked the PCC if there were sufficient resources to undertake the monitoring and scrutiny of the plan and who will be involved. The PCC stated that there may be a small cost to undertake the community meetings with the CC, but the OPCC would seek to utilise partner organisations' venues where possible. The OPCC is also reviewing the current scrutiny arrangements to see what time can be freed up to allow more deep dive activities.

The panel asked if the PCC and the CC are aligned with the priorities in the plan. The CC confirmed that he has had early sight of the plan and been given the opportunity to give his opinion on the ability to deliver within existing budget and resources. He confirmed that they were aligned.

A member highlighted priority 4 – Putting Victims First and asked if this would mean increased updates on cases, which is often the basis of complaints from victims. The PCC agreed that most people dislike uncertainty and want to be kept informed. Gwent Police have made significant progress with 999 and 101 calls and she would like to see the learning from this applied to how victims of crimes are kept informed. The CC advised that culturally Police Officers like to advise victims when they have made progress, such as an arrest etc. but it has not been practice to advise them when there has been no progress. However, he has made it clear that he expects officers to provide regular updates and tell them what actions have been undertaken such as house to house enquiries, CCTV, online checks etc. There will be a Superintendent responsible for volume crime and victim care to ensure officers are doing what they are supposed to. They are also looking at IT solutions.

A member commented that shift patterns don't help as you can often contact an officer and then have to wait until they are back on shift.

The Panel commented on the value for money profile of Gwent Police, which is one of the which was thought to be second highest in in England and Wales.

A member commented on the plans to increase police visibility on the streets and the

PCC stated that the public have expressed this in the engagement carried out. The CC stated that there is an aspiration to improve engagement with the public. There are 4 Chief Superintendents in Gwent and 1 will be dedicated to engagement, there will also be a neighbourhood performance framework. In the past, neighbourhood officers could be abstracted to provide response, however there will be a new abstraction policy to manage how neighbourhood officers will be deployed. There will be a need to invest in a neighbourhood App to give updates and allow reporting of issues.

The panel commented that initially PCSO's weren't allowed to patrol in vehicles but that has changed. The CC stated that the intention was that PCSO's would be on foot in communities and he has advised officers that this should be the default position however the geography of our Communities sometimes meant it was not possible.

A members sought clarification on the Prevent programme, and what projects for children and young people are planned for those that don't attend youth services. The CC advised that the Home Office will be looking at the Prevent programme and provide more clarity. The intention is that neighbourhood officers will be going to schools and colleges and outside school activity clubs.

## **5. POLICE AND CRIME COMMISSIONER FOR GWENT'S BUDGET REQUIREMENT AND COUNCIL TAX PRECEPT PROPOSAL 2025/26**

The report was introduced by the Police and Crime Commissioner who advised of her proposed Police and Crime Budget and Precept for 2025/26, which is a budget requirement of £183,840,524 for 2025/26. The PCC therefore recommended a 7.95% increase in the 2025/26 precept to provide overall Council Tax Funding of £86,492,507. The remaining budget requirement will be met from planned efficiency savings during 2025/26 of £360k and further planned efficiency savings of £1.340m (totalling £1.700m) detailed in Appendix 7b of the report. A further proposed underwriting of the remaining deficit with Reserves and Committed Funds of £1.679m to balance the 2025/26 budget was also outlined at Appendix 8.

Members heard from the PCC that the proposed Council Tax Precept annual increase of 7.95% equated to an extra £27.79 for a Band D property. The rationale for the proposal was then outlined to Members. Combating violence against women and girls, preventative work with perpetrators, and funding partner initiatives were highlighted by the PCC.

The Chief Finance Officer provided further detail on the PCC's Budget Requirement and Council Tax Precept proposal for 2025/26. Economic factors were outlined such as a real-term reduction in cash for Gwent Police of 19.2% between 2010/11 and 2025/26, no funding for pay awards, and a growth in 'ring-fenced' specific grant funding. Members heard how the Home Office Grant for Gwent Police had increased by £5.953M, but that this increase was ringfenced for initiatives such as the Police Uplift recruitment programme.

A Member asked about the possibility of the Police charging for certain services. The Chief Finance Officer advised that a charge could be made for a limited number of services. In response to a further question, assurances were given that cutting staff numbers was not predicted as a cost efficiency measure. Clarification was also provided on a prior year cost pressure relating to PCSO vacancies.

A Member sought clarification on shortfalls associated with the pension and National Insurance Contribution grants. This was provided by the Chief Finance Officer. The rise in Welsh Government funding to 350 PCSOs was also highlighted.

One Member requested more information from the PCC and the Chief Constable on their requests for additional funding. The Chief Constable outlined the benefits of his new Operating Model. The need for resilience when dealing with critical incidents was one of the key recommendations for all Police Forces following the Manchester Arena attack in 2017. Members were advised that the model of restructuring around Chief Inspectors in Gwent with an added emphasis on response helped to alleviate some of the risks identified in these recommendations. The strategic importance of creating the five new posts was emphasised by the Chief Constable. In response to the question on the £1M investment requirement the PCC advised that a static precept would have a negative impact in terms of the OPCC's ability to support commissioned services and interventions. It was also stressed that delivering objectives of the Police, Crime and Justice Plan, identified following public engagement, would require an additional level of investment. Members were also advised that any current uncertainties would be resolved through planned robust scrutiny arrangements in the future.

In relation to the £1M investment requirement identified, the Chair enquired about measuring the effectiveness of the OPCC's commissioning investment. The PCC highlighted the increased level of demand in areas such as violence against women and girls and gave examples of other projects that needed to be extended. The PCC recognised that an element of trust from Panel Members was required at this initial stage, but that evidence would be provided through the reformed scrutiny arrangements set out in her Police, Crime and Justice Plan. A detailed cost/benefit analysis would be provided as part of this future overview. The Chief Finance Officer gave Members details of the multi-agency approach to commissioning and illustrated that typically one third of funding for a particular service would be made by the OPCC, one third from either the UK or Welsh Government, and one third from partners. It was suggested that this model allowed commissioning to be viewed as an investment because of the match-funding element. The Chair received clarification from officers that the whole £1M would not be for commissioned services. On the Capital Programme the Chair enquired about the Newport Custody and Cwmbran Station refurbishment work and sought assurances about how realistic the figures were and the implications for the suspended Estates Strategy. The Chief Finance Officer provided detail on the feasibility work and outlined how the refurbishment may eventually be ratified as part of the Estates Strategy.

A Member observed that the proposal placed an additional burden on Council Tax payers during a cost-of-living crisis and at a time when many households depended on foodbanks. Members heard how the proposed increase was in line with other public sector organisations and would fund priorities highlighted at public engagement sessions prior to drafting the Police, Crime and Justice Plan.

One Member enquired how the impact of increasing the Precept from 6.82% to 7.95% would be assessed. The PCC highlighted the importance of having a detailed cost/benefit analysis.

A Member sought assurances that a detailed report on the £1M investment requirement would be brought to future Panel and Finance and Estates subgroup meetings. The PCC and Chief Finance Officer provided assurances on this matter.

## **Recommendation**

Following a full debate about the proposed Precept, and in noting there were 10 for, 3 against and 0 abstentions, the Gwent Police and Crime Panel considered the proposed precept of 7.95% to be acceptable.

However, a significant concern for the Panel was the £1M set aside as a budget provision for the Gwent Police and Crime Commissioner to implement her Police, Crime and Justice Plan. The Panel recognised uncertainty and ambiguity in some of the areas of spend and were extremely disappointed that having raised these concerns at a meeting of the Finance and Estates subgroup, clarifying information had not been forthcoming. The Panel recognised that investment in commissioning support services is necessary and requested that a plan of action be provided in the near future which would clearly demonstrate the expenditure and activity utilising these funds.

The Panel fully supported the £550k outlined under Expenditure Assumptions to implement the Chief Constable's new Operating Model.

## **6. FORWARD WORK PROGRAMME**

Members were advised that the new forward work programme has the dates for the meetings of the Panel for the year ahead. Once the new Police Crime and Justice Plan is finalised it can be populated more fully.

Meeting Closed at 13:42pm.



## **Police and Crime Commissioner Update March 2025**

This is a selection of activities undertaken, scrutinised or supported by the Office of the Police and Crime Commissioner (OPCC) in January – March 2025.

### **New Police, Crime and Justice Plan**

A huge amount of effort has been put into finalising my new Police, Crime and Justice Plan, which will be launched on 28 March. Final focus groups were held in December and January to support the development of the plan, along with final engagement with Gwent Police and partners. I was pleased to be invited to present and take questions on my new priorities at the Chief Constable's Force Direction Forum in February, which is a quarterly meeting that brings all of his senior leaders together for strategic planning and direction setting purposes. Importantly, I remain extremely grateful for the time taken by panel members to review and provide comment on the draft plan. Those comments have been taken into consideration in the final version.

### **KEEP NEIGHBOURHOODS SAFE**

#### **Female runners**

I joined members of Newport Female Runners' Network for a talk by Gwent Police as part of a new initiative to keep runners safe. The scheme acknowledges the fact that women and girls are likely to be more vulnerable than men when out running. Officers have been working with Welsh Athletics and have so far spoken to more than 100 runners from across Gwent.

#### **High Sheriffs' Fund**

The High Sheriff Panel's grant making ceremony was held earlier this month. A total of nine organisations from across Gwent were awarded funding. I have given £65,000 to the fund as part of my commitment to support children and young people in our communities.

#### **We Don't Buy Crime**

My team joined Gwent Police for a series of events supporting businesses in Torfaen and Caerphilly, providing forensic marking kits to tradespeople to help them keep their tools and assets safe. The kits contain SmartWater and signs to warn criminals that SmartWater is in use.

#### **Substance Misuse**

I met with colleagues from GDAS (Gwent Drug and Alcohol Service) and Kaleidoscope to discuss the services that they provide within Gwent and hear more about potential future innovations. Members of my team also attended the Area Planning Board development day on my behalf to help shape the strategic priorities of the board. Tackling substance misuse, and the police and crime issues associated with it, run through my new Police, Crime and Justice Plan, so I intend to invest further into supporting this work.

### **COMBAT SERIOUS CRIME**

#### **Crime and Policing Bill**

I welcomed new legislation being introduced to protect children, young people and vulnerable adults from criminal exploitation. The UK Government's Crime and

Policing Bill will make child criminal exploitation, and the practice of “cuckooing”, specific criminal offences, giving the police, and the criminal justice system, greater powers to protect victims.

### **Ronan’s Law**

The UK Government announced new measures to crack down on the online sale of knives and weapons to children and young people. Under Ronan’s Law, retailers will be required to adopt stronger identity checks for buyers, with prison sentences for selling to under-18s increasing from six months to two years. They will also be required to report any suspicious sales to the police. A new offence of “possessing with violent intent” will be introduced, and a dedicated policing unit will be created to monitor weapons being sold illegally on social media. I welcome this law, as it is critical in helping tackle serious violence.

### **Serious Violence Duty**

My team continues to work closely with local community safety partnerships to develop interventions to help tackle serious violence in our communities. I’m pleased that the Home Office has agreed to continue funding next year, which will enable us to continue investing in new initiatives to prevent and reduce serious violence. We are still awaiting finer details, but this will likely be an interim arrangement as their Youth Futures Programme develops, including the introduction of new hubs and prevention partnerships that will potentially merge with the duty’s requirements.

## **SUPPORT VICTIMS AND PROTECT THE VULNERABLE**

### **Violence Against Women and Girls**

A £13m police centre that will prioritise tackling violence against women and girls across the UK is being created. It forms part of the UK Government’s mission to halve violence against women and girls over the next ten years and treat these crimes as a national emergency as part of its wider Safer Streets Mission. This is a positive step to tackle this chronic issue, and I will be increasing investment in this area of work over the coming years.

## **INCREASE COMMUNITY CONFIDENCE IN POLICING**

### **Black History Month**

I was delighted to join residents from across Gwent for a celebration of Welsh culture at the Riverfront Theatre on St David’s Day. As part of the event, Race Council Cymru held its regional launch of this year’s Black History Wales 365. The theme is ‘Black History is Welsh History’. This annual programme of events and activities is supported by a grant from each of Wales’s four Police and Crime Commissioners.

### **Child Centred Policing**

My team has continued to deliver Safe Spaces sessions, with an additional 10 primary schools across Gwent being visited. I visited two primary schools, Crindau and Maindee, to meet members of their Heddlu Bach schemes, and will be meeting many more over the coming months. I also visited Penygarn Primary School for a question-and-answer session with pupils. My team has taken part in well-being events for Coleg Gwent students at Newport and Usk campuses. Sessions are arranged for Blaenau Gwent, Caerphilly and Torfaen in April and are a good opportunity to engage with young people at a critical point in their lives as they transition into adulthood.

## **Community Engagement**

In addition to the work carried out to engage with residents about my Police, Crime and Justice Plan, my team and I have been out in communities across Gwent speaking to residents. I was pleased to take questions from residents in Blackwood during a facilitated discussion at the Talking Shop in the town centre. The Talking Shop aims to raise democratic participation, tackle issues of isolation and loneliness, and build intergenerational relationships. I have contributed a small amount of funding to pilot taking this concept onto the road as a way of addressing issues in communities across Gwent and I look forward to seeing how this develops. I also met with residents and businesses during walkabouts in Abergavenny and Usk.

I joined partners for a special ceremony, led by school children from across Gwent, at Newport Cathedral to mark Holocaust Memorial Day. Gwent Police's headquarters in Cwmbran was also lit up in purple for the Holocaust Memorial Day Trust's Light Up the Darkness campaign. I attended events across Gwent during March to mark International Women's Day. As Gwent's first female Commissioner, I believe it is really important to inspire the female leaders of the future. Throughout Ramadan, I attended a number of Iftars and visited mosques in Newport.

## **Legitimacy Scrutiny Panel (LSP)**

The LSP for quarter three provided a thematic review of stop and search and use-of-force incidents involving children and young people from ethnic heritage backgrounds. The panel was observed by HMICFRS as part of their inspection activity. Six incidents were scrutinised during the session. The body-worn video review provided positive feedback regarding officer engagement, with examples of clear communication noted, and good information gathering by officers on arriving at scene prior to approaching the individual in question. Specific feedback involving potential points of learning were given by members for two use-of-force incidents. All of the written grounds for the stop searches reviewed were found to be 'strong'. In addition, I'm pleased that LSP members have begun attending taser and operational safety refresher training to support their understanding of these matters in undertaking their role effectively.

## **Out of Court Resolution (OOCR) Scrutiny Panel**

My office chaired the OOCR scrutiny panel, which reviewed 10 youth and 10 adult cases. The panel brings together Gwent Police and wider criminal justice partners to review the decision-making in relation to the OOCRs chosen. Comments and feedback were provided against four of the cases reviewed that the panel deemed were inappropriate. That feedback has gone to Gwent Police to consider for continuous improvement. However, improvements were noted in the decision-making rationale being provided by officers more generally, which is something the panel has been raising for some time.

## **Rural Crime Team**

I joined Gwent Police's rural crime team to learn more about the work it is doing to tackle crime in rural areas. The team demonstrated how it uses drones to cover large areas of countryside and search for missing people. I also met with farmers and rural businesses owners to speak to about the issues concerning them.

## **Scrutiny**

I held my Strategy and Performance Board at the start of March. This was the final meeting in its current format, as I plan to restructure future meetings to better align with my new Police, Crime and Justice Plan. We received positive updates against the HMICFRS PEEL inspection outcomes and discussed Gwent Police's new arrangements for school engagement.

## **DRIVE SUSTAINABLE POLICING**

### **Estates**

A new draft Estate Strategy was presented to me at March's Estate Strategy Board. This will now be refined, with the final strategy to be presented to panel members in June.

My team supported construction partners Willmott Dixon at an apprenticeship day for year 11 pupils at Ebbw Fawr Learning Community in Ebbw Vale. Willmott Dixon built the new police facility in Abergavenny and is working on the joint firearms unit. Educational visits such as these are one of the ways that the company aims to give back to the communities it works in.

### **Police Landscape Reform**

My office and I have taken part in a series of Police Landscape Reform workshops organised by the Home Office. These are to ensure that key stakeholders have an opportunity to engage with UK government over the future of policing governance and ensure a Welsh perspective is considered in these conversations. A white paper on this is due to be published later this year.

### **New Officers**

I was really pleased to meet with the latest group of 24 Gwent Police recruits as they started their training. The recruits include a mix of regular officers and fast-track detectives, and once they have completed their training, they will be deployed to support Gwent Police teams across the region. I also met with the latest cohort of Special Constables at their passing out ceremony.

### **Officer Training**

In February, I had the opportunity to observe officers as they completed refresher training sessions in public safety and taser. I was reassured by the depth of knowledge and expertise of the trainers, and the robustness of the training exercises.

### **Partnerships**

I have been visiting town and community councils across Gwent since the election and aim to accommodate as many of these visits as my diary allows. I have recently met with community councils in Bargoed, Blackwood, Henllys, Pontypool, and Rogerstone. I also gave a presentation about the role of commissioner and the Police, Crime and Justice plan to Gwent Valleys Area Committee. I have introduced new monthly briefings with local MPs, MSs, council leaders and council chief executives.

# PCC's Quarterly Performance Monitoring Report

Quarter 3 2024 / 2025

# Introduction

This report provides an overview of the Police and Crime Commissioner’s (PCC) oversight and scrutiny of Gwent Police performance in relation to the Police and Crime Plan. This is a report for quarter 3 of the financial year 2024/25.

The scrutiny and monitoring of force performance take place in a variety of forms. The main forum where this takes place is the Strategy and Performance Board, the meeting at which the PCC holds the Chief Constable (CC) to account and is open to the public. A new monthly scrutiny meeting is also being trialled in addition to a new dedicated scrutiny meeting for Professional Standards matters. Members of the OPCC also observe and participate in boards and meetings as a critical friend, specific reports and briefings are requested as required, and the PCC has weekly one-to-one meetings with the CC to discuss matters arising and any areas of particular concern.

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# Overview - Highlights and Areas of Focus

## Highlights

- 999 and 101 performance continue to be good
- Shoplifting has declined for two quarters, despite still being high
- Significant proactive work to tackle drug suppliers and organised criminals continues
- ASB continues to trend lower from highs 18mths ago, particularly with the impact of more hotspot policing
- A significant drop in the number of missing children due to various initiatives – see below

## Areas of focus

- Currently on track to have higher police recorded crimes than last year
- Rising levels of rape and sexual offences, although this could reflect an increasing confidence to report this
- Violent crime continues to remain high
- Levels of trust and confidence remain low against historical comparisons
- Staff welfare and wellbeing through sickness rates are being monitored as we move out of the winter months

# All Incidents Updated for Quarter 3 2024 - 2025

These tables provide a breakdown of the 'incidents' that Gwent Police have to manage on an annual and quarterly basis. For ease they are broken down into 4 main incident categories (ASB, Crime, Public Safety and Transport), albeit some incidents can be categorised in any of them so there is some crossover between them.

These 4 incident categories can be further broken down into many more different incident types. The top 5 for each main category are shown to the left. These tend to be consistent year on year, other than 2020/21 and 2021/22 when Covid lockdown enforcement meant that COVID related ASB was a top category of ASB.

All Incidents	2019-20	2020-21	2021-22	2022-23	2023-24				2024-25				Quarterly % Change	
	Total	Total	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3		Total
Public Safety and Welfare	55,375	47,761	51,028	54,510	17,732	17,028	14,650	13,871	63,281	14,887	15,845	14,763	45,495	-7%
Crime Related	53,059	45,025	46,475	48,725	13,036	13,025	12,338	12,642	51,041	14,712	14,947	13,187	42,846	-12%
Transport	31,661	22,881	24,948	22,967	6,545	6,470	6,505	6,499	26,019	7,347	7,347	7,462	22,156	2%
Anti-Social Behaviour	10,807	27,562	12,774	10,599	3,525	3,397	2,918	2,659	12,499	2,950	3,035	2,911	8,896	-4%
Admin	32,078	34,436	34,928	33,513	9,003	9,393	8,715	8,313	35,424	8,985	9,383	8,425	35,632	-10%
Open Log	12	31	25	43	15	35	17	6	73	19	8	11	195	38%
Total	182,992	177,696	170,178	170,357	49,856	49,348	45,143	43,990	188,337	48,900	50,565	46,759	155,220	-8%
% change since previous year		-2.89%	-4.23%	0.11%					11%				-18%	

Closing Category 1	Incident Sub Categories 2022-23		Incident Sub Categories 2023-24		Incident Sub Categories 2024-25	
	Closing Category 2	Total	Closing Category 2	Total	Closing Category 2	Total
ANTI SOCIAL BEHAVIOUR	ASB - NUISANCE	6,916	ASB - NUISANCE	7,155	ASB - NUISANCE	4,104
	ASB - PERSONAL	1,969	ASB - PERSONAL	1,806	ASB - PERSONAL	1,358
	ASB - ENVIRONMENTAL	1,694	ASB - ENVIRONMENTAL	852	ASB - ENVIRONMENTAL	513
	VIOLENCE AGAINST THE PERSON	3	VIOLENCE AGAINST THE PERSON	5	-	-
	ASB - COVID19	12	ASB - COVID19	20	ASB - COVID19	10
CRIME RELATED	VIOLENCE AGAINST THE PERSON	27,686	VIOLENCE AGAINST THE PERSON	21,459	VIOLENCE AGAINST THE PERSON	17,036
	THEFT AND HANDLING	9,014	THEFT AND HANDLING	7,814	THEFT AND HANDLING	6,327
	CRIMINAL DAMAGE	5,947	CRIMINAL DAMAGE	4,386	CRIMINAL DAMAGE	2,987
	BURGLARY	2,417	BURGLARY	1,774	BURGLARY	1,342
	OTHER NOTIFIABLE OFFENCES	2,027	OTHER NOTIFIABLE OFFENCES	1,745	OTHER NOTIFIABLE OFFENCES	1,132
PUBLIC SAFETY & WELFARE	ABANDONED CALL	18,663	ABANDONED CALL	18,796	ABANDONED CALL	9,110
	CONCERN FOR SAFETY	12,969	CONCERN FOR SAFETY	9,138	CONCERN FOR SAFETY	6,186
	SUS CIRCUM/INSEC PREMISES/VEH	6,889	SUS CIRCUM/INSEC PREMISES/VEH	7,583	SUS CIRCUM/INSEC PREMISES/VEH	5,688
	DOMESTIC INCIDENT	4,876	DOMESTIC INCIDENT	4,348	MISSING PERSONS	3,235
	MISSING PERSONS	4,464	MISSING PERSONS	4,241	DOMESTIC INCIDENT	2,452
TRANSPORT	ROAD RELATED OFFENCE	9,530	ROAD RELATED OFFENCE	8,321	ROAD RELATED OFFENCE	6,518
	HIGHWAY DISRUPTION	7,630	HIGHWAY DISRUPTION	6,796	HIGHWAY DISRUPTION	5,188
	RTC DAMAGE ONLY	5,079	RTC DAMAGE ONLY	3,857	RTC DAMAGE ONLY	2,633
	RTC DEATH/INJURY	711	RTC DEATH/INJURY	531	RTC DEATH/INJURY	347
	RAIL/AIR/MARINE INCIDENT NOT RECORDED ELSEWHERE	12	RAIL/AIR/MARINE INCIDENT NOT RECORDED ELSEWHERE	14	RAIL/AIR/MARINE INCIDENT NOT RECORDED ELSEWHERE	8



# All Crimes Updated for Quarter 3 2024-25

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Crime Type	2019-20	2020-21	2021-22	2022-23	2023-24					2024-25				Quarterly %
	Total	Total	Total	Total	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Total	Change
All Other Theft	4,271	2,996	3,251	3,711	964	928	885	882	3,659	937	960	963	2,860	0%
Bicycle Theft	329	274	317	263	71	93	71	50	285	78	78	59	215	-24%
Commercial Burglary	1,097	689	687	757	211	200	204	173	788	253	221	180	654	-19%
Criminal Damage & Arson	8,535	6,828	7,964	7,815	1,983	1,739	1,810	1,632	7,164	1,809	1,792	1,651	5,252	-8%
Drug Offences	1,539	1,839	1,329	1,295	322	387	363	348	1,420	413	515	512	1,440	-1%
Homicide	6	3	4	8	2	1			3	1	1	0	2	-100%
Miscellaneous Crimes	1,740	1,743	1,515	1,504	415	447	361	416	1,639	447	501	439	1,387	-12%
Non Notifiable Offences	124	82	124	110	28	20	24	29	101	21	19	38	78	100%
Other Sexual Offences	1,075	825	1,141	1,269	312	266	280	292	1,150	303	322	312	937	-3%
Possession of Weapons	250	252	297	380	130	138	110	110	488	111	130	125	366	-4%
Public Order Offences	7,157	6,805	8,023	9,009	2,220	1,846	1,629	1,557	7,252	1,901	2,095	1,738	5,734	-17%
Rape	519	425	575	589	137	144	134	168	583	192	175	203	570	16%
Residential Burglary	2,497	1,951	1,754	1,618	389	334	354	315	1,392	399	351	373	1,123	6%
Robbery	304	243	267	331	65	87	67	81	300	92	87	75	254	-14%
Shoplifting	3,458	2,064	2,186	2,976	820	978	1,025	1,107	3,930	1,416	1,314	1,128	3,858	-14%
Theft From the Person	283	153	165	208	62	44	48	34	188	43	41	44	128	7%
Vehicle Crime	3,252	2,259	2,291	2,333	713	845	741	766	3,065	763	830	655	2,248	-21%
Violence with Injury	5,853	4,574	5,837	6,540	1,837	1,670	1,595	1,668	6,770	1,812	1,833	1,711	5,356	-7%
Violence without Injury	14,735	13,989	15,340	17,468	4,601	4,192	4,236	4,271	17,300	4,640	4,582	4,466	13,688	-3%
<b>Total</b>	<b>57,025</b>	<b>47,995</b>	<b>53,069</b>	<b>58,187</b>	<b>15,283</b>	<b>14,359</b>	<b>13,937</b>	<b>13,899</b>	<b>57,478</b>	<b>15,631</b>	<b>15,847</b>	<b>14,672</b>	<b>46,150</b>	<b>-7%</b>
% change since previous year		-15.84%	10.57%	9.64%					-1%				-20%	

# Positive Outcomes and Rates for Quarter 3 2024-25

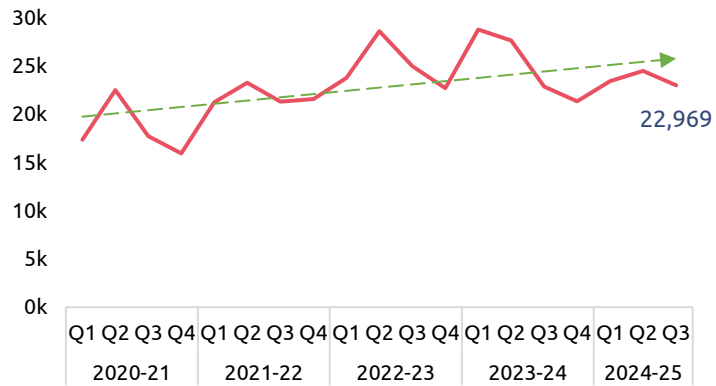
These charts show the Positive Outcomes types and percentages for each crime type. The chart to the right identifies those listed in **bold** as the 'Positive Outcomes' as per Home Office Counting Rules. Note that this information is changing daily as the volumes of 'New/Still Open' cases will continue to be finalised and further outcomes recorded.

Criminal Justice Positive Outcome Rates	2019-20				2020-21				2021-22				2022-23				2023-24				2024-25			
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	
All Other Theft	4%	6%	3%	3%	4%	6%	4%	5%	5%	5%	4%	3%	4%											
Bicycle Theft	6%	2%	8%	5%	11%	1%	3%	4%	5%	1%	8%	2%	4%											
Commercial Burglary	8%	13%	7%	9%	11%	15%	15%	13%	13%	10%	14%	15%	13%											
Criminal Damage & Arson	7%	11%	7%	7%	6%	10%	9%	9%	9%	11%	9%	6%	8%											
Drug Offences	81%	79%	68%	55%	54%	64%	67%	71%	64%	54%	46%	47%	49%											
Homicide	100%	0%	100%	100%	100%	0%	0%	0%	100%	100%	0%	0%	100%											
Miscellaneous Crimes	14%	21%	18%	17%	16%	15%	26%	23%	20%	20%	19%	17%	19%											
Non Notifiable Offences	0%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%											
Other Sexual Offences	10%	14%	8%	8%	9%	9%	13%	12%	11%	9%	10%	6%	8%											
Possession of Weapons	58%	62%	45%	39%	37%	42%	40%	60%	45%	41%	40%	25%	35%											
Public Order Offences	8%	13%	10%	7%	8%	11%	10%	12%	10%	9%	10%	9%	9%											
Rape	6%	11%	6%	7%	7%	8%	18%	11%	11%	10%	9%	6%	8%											
Residential Burglary	5%	7%	6%	5%	5%	5%	7%	12%	7%	6%	9%	5%	7%											
Robbery	19%	16%	19%	13%	15%	16%	16%	14%	15%	12%	12%	16%	13%											
Shoplifting	28%	35%	28%	24%	32%	27%	49%	25%	33%	29%	26%	27%	27%											
Theft From the Person	3%	6%	5%	1%	3%	2%	2%	3%	2%	0%	2%	0%	1%											
Vehicle Crime	4%	5%	6%	4%	6%	3%	6%	3%	4%	3%	2%	3%	3%											
Violence with Injury	16%	19%	14%	12%	14%	15%	17%	18%	16%	14%	15%	12%	14%											
Violence without Injury	8%	12%	8%	7%	8%	9%	10%	11%	9%	9%	10%	7%	8%											

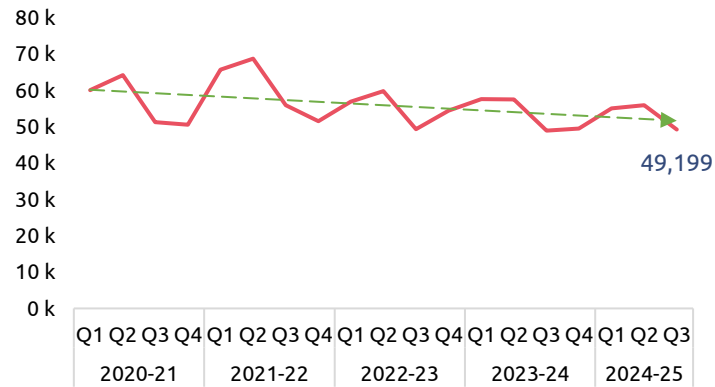
Number of crimes with a recorded outcome rate during time period shown	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
	Total	Total	Total	Total	Total	Total
1: Charged/Summonsed	4,762	5,064	3,873	3,832	4,757	3,525
2: Youth Caution/Conditional Caution	72	89	66	75	78	30
3: Adult Caution/Conditional Caution	724	632	424	504	350	141
4: TIC (Taken into Consideration)	32	12	8	5	24	10
5: Offender has Died	13	15	32	67	59	37
8: Community Resolution/Youth Restorative Justice	555	1,134	1,188	1,224	2,294	1,807
9: Prosecution not in the public interest	10	25	8	29	12	5
10: Police - Formal action not in public interest	571	557	364	791	386	401
11: Named suspect below age of criminal responsibility	79	74	88	183	157	179
12: Named suspect too ill to prosecute	54	127	56	179	135	102
13: Named suspect but victim/key witness deceased or too ill	36	26	26	54	77	28
14: Victim declines/unable to support action to identify offender	3,063	2,932	2,578	2,819	1,671	1,260
15: Named suspect, victim supports but evidential difficulties	9,128	9,519	6,707	12,937	17,664	12,453
16: Victim withdraws support - named suspect identified	14,268	14,929	12,366	17,135	9,622	6,320
17: Suspect identified but prosecution time limit expired	140	188	160	350	30	46
18: Investigation complete no suspect identified	21,231	15,532	13,562	21,437	19,108	14,780
20: Other body agency has investigation primacy	373	213	152	719	742	421
21: Named suspect, investigation not in the public interest	203	130	85	276	288	206
22: Diversionary, educational or intervention activity	136	203	163	183	194	122
New/Still Open	122	101	119	141	219	520
<b>Positive Outcomes</b>	<b>6,681</b>	<b>7,621</b>	<b>5,881</b>	<b>5,678</b>	<b>7,516</b>	<b>5,550</b>
<b>Total Outcomes</b>	<b>56,098</b>	<b>52,167</b>	<b>42,339</b>	<b>62,949</b>	<b>57,868</b>	<b>41,873</b>
<b>% of Positive Outcomes Against Finalised Outcomes</b>	<b>11.9%</b>	<b>14.6%</b>	<b>13.9%</b>	<b>9.0%</b>	<b>13.0%</b>	<b>13.3%</b>

# 999 and 101 Demand for Quarter 3 2024-25

999 Calls



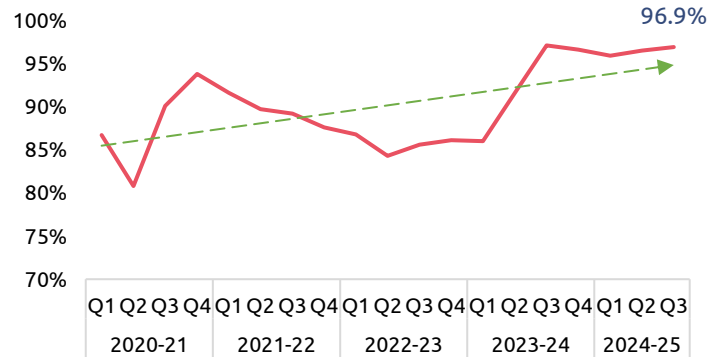
All 101 Connections



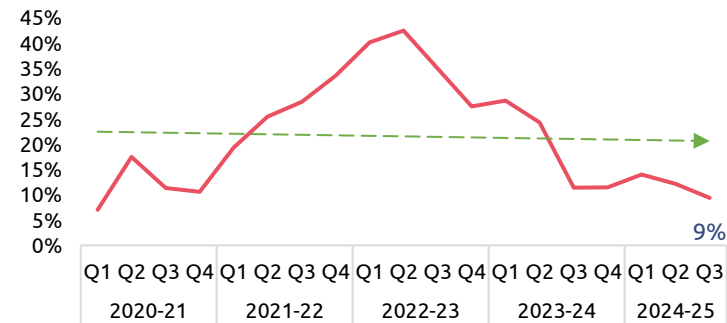
In quarter 3 2024-25, 999 demand has decreased by 6% compared with quarter 2 2024-25. This follows the typical trends seen in the last 5 years where we usually see a drop in demand. The decrease in 999 calls also corresponds with the decrease in incidents reported in Quarter 3 compared to quarter 2 of 2024-25.

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% of 999 calls answered in 10 seconds



% of 101 calls abandoned - includes those opting for call back



The service level has again increased this quarter with 96.9% of all calls answered within 10 seconds, which is a continuation of the positive effect of the changes made to focus on leadership, systems and processes, and operational uplift in the force contact centre since April 2023-24.

There were less than 9% abandoned 101 calls, which includes those callers opting for call back and the average call to 101 was answered within 1 minute 35 seconds.

101 Average Answer Speed	2022-23				2023-24				2024-25		
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
	00:06:53	00:07:45	00:09:41	00:06:45	00:06:27	00:05:05	00:02:20	00:02:14	00:02:57	00:02:22	00:01:35

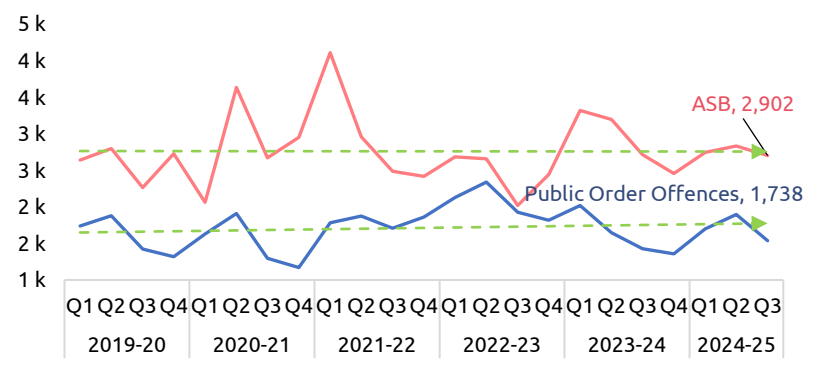
# Priority One: Keep Neighbourhoods Safe

Tackling crime and anti-social behaviour that impacts the safety and well being of communities in Gwent

# PRIORITY 1. KEEP NEIGHBOURHOODS SAFE:

## Reduce public order and anti-social behaviour (ASB), and the number of people who repeatedly carry out these acts

ASB & Public order offences



During this quarter, the force received several messages of appreciation from business owners on Upper Dock Street in Newport, regarding the force’s Problem-Orientated Policing approach to ASB in the area.

The PCC alongside Gwent Police attended the Safer Communities Wales Awards. The force was recognised for its work including its innovative practice of the Blaenau Gwent anti-social behaviour task force to tackle criminal and anti-social behaviours, which prevented escalation and reoccurrence.

### What have the PCC and OPCC Done? Policy, Projects and Partnerships

During this quarter, ‘Operation Lumley’ continued which is Gwent Police’s response to the ‘ASB Hotspot Response patrolling’ and ‘Grip serious violence hotspot policing’ through Home Office funding provided to the PCC.

As part of this operation, Gwent Police Officers, in conjunction with local authority community safety wardens, are conducting a series of high-visibility patrols in identified ‘hotspots’ within the force area, with the aim of disrupting ASB and other criminality in these locations whilst engaging with residents.

Positively, a further £1m funding to continue Op Lumley has been announced for next year.

The OPCC's analyst continues to provide crime and ASB information to the Community Safety Partnerships to enable them to focus priorities.

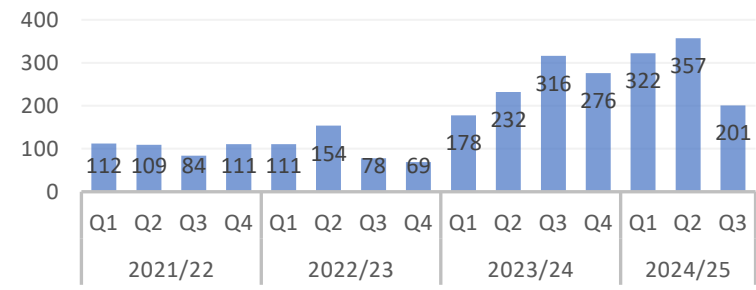
### Funding and Commissioned Services

Positive Futures is a diversionary service for children and young people, funded by the PCC across all local authorities in Gwent. They put on a range of scheduled sessions each week, but also unscheduled sessions in response to emerging community issues.

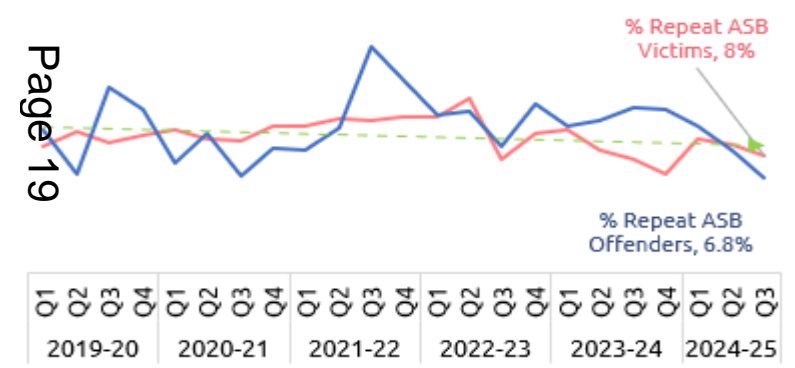
During this quarter, Positive Futures delivered a presentation for the Youth Voice group at a Bettws community session. This involved asking the young people a range of questions and raising awareness of knife and weapon crime.

The graph below shows the number of young people attending unscheduled diversionary sessions.

### NUMBER OF YOUNG PEOPLE ATTENDING UNSCHEDULED DIVERSIONARY SESSIONS



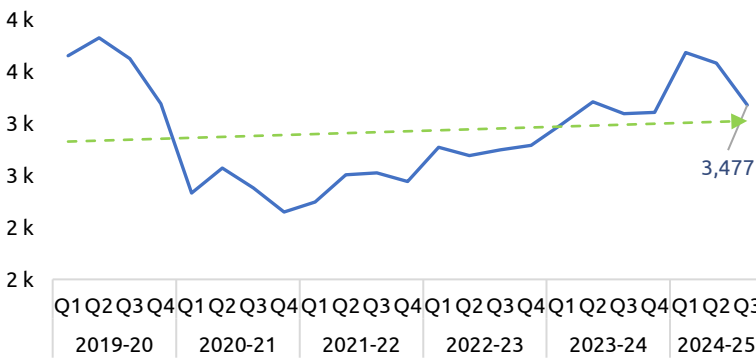
% of Repeat ASB Victims & Offenders



Quarter 3 2024-25 shows that ASB and Public order offences have decreased by -4% and -17%. This is the typical trend usually seen in quarter 3 of previous years.

# PRIORITY 1. KEEP NEIGHBOURHOODS SAFE: Reduce acquisitive crime and repeat offenders

Acquisitive Crime



Acquisitive crime consists of burglary, robbery, vehicle crime, shoplifting and theft. In Q3 2024-25 this saw a decrease of -10%. Decreases can be seen in each category that makes up acquisitive crime with the exception Theft from the person which shows an increase of 7% and Commercial burglary which shows an increase of 6%

Shoplifting this quarter has decreased again, this time by 14%, this is something we will continue to draw focus on until it shows signs of stabilising after the huge increases seen in the previous year. The PCC has committed to tackling Retail Crime in the new Police, Crime and Justice Plan.

The new burglary app is being piloted in the force and has undergone table-top testing in preparation for a full roll out. It is aimed at improving investigation quality.

The force have a daily Criminal Investigation Department resource for burglary response and review and has spent this quarter focusing on hard-to-reach groups considered adversely affected by robbery, particularly homeless individuals living in Newport.

The Store Net initiative across Gwent, part funded by the PCC, continues by giving staff radios which they can use to contact Gwent Police and Community Safety Wardens in their Local Authorities to prevent shoplifting.

Additional focus has also been placed on shoplifting through business crime prevention, seasonal demand predictions, and resourcing and offender management.

### What have the PCC and OPCC Done?

#### Policy, Projects and Partnerships

During this quarter, the PCC attended several community spaces to show support and speak to workers on their experiences following the campaign by the Welsh Retail Crime Consortium and Union of Shop, Distributive and Allied Workers to encourage customers to be kind and respect shop workers, especially during the busy Christmas period.

Q3 also saw the development of the Police, Crime and Justice Plan which sets out initiatives to tackle Retail Crime.

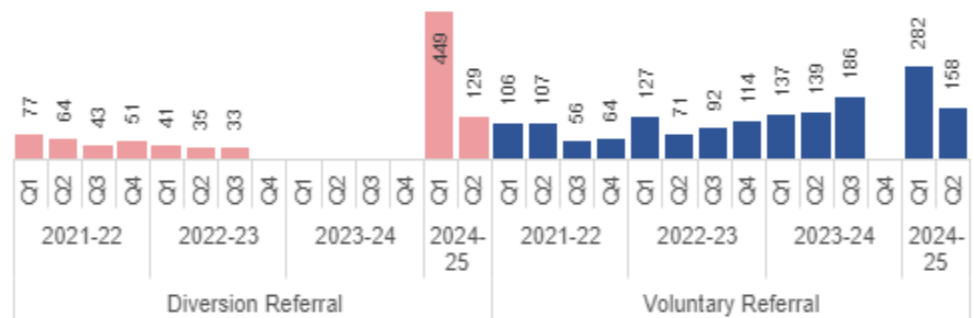
### Funding and Commissioned Services

The OPCC provides funding for the delivery of One Wales 18-25 Early Intervention Service in Gwent. The service supports young adults and women entering the criminal justice system to achieve positive outcomes such as accessing accommodation, improving their financial situation, gaining employment and improving their overall health and wellbeing. These are vital outcomes for reducing re-offending.

Following a recent commissioning exercise with partners last spring, the new providers continue to promote the service across custody with wider stakeholders. Q3 focused on the Early Intervention element of the service by building networks in specific target areas to increase referrals.

The table below shows the number of diversion and voluntary referrals. Please note that these referrals are for South Wales and Gwent. No data was provided during this quarter but the provider, One Wales has ensured us that this will be resolved during Q4.

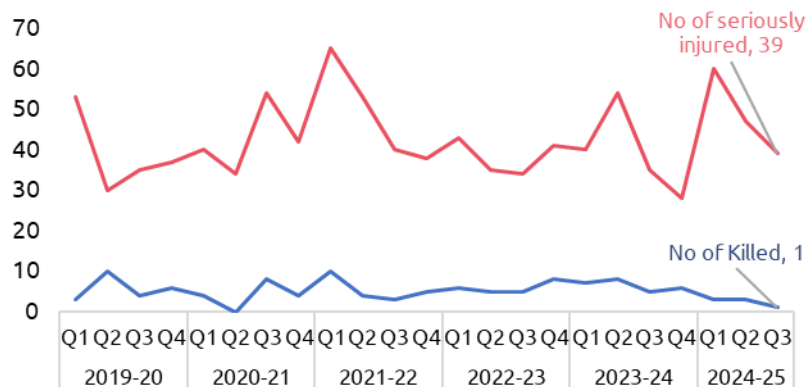
One Wales - Women and Young adult services Wales (Referrals not updated quarterly hence the gaps)





# PRIORITY 1. KEEP NEIGHBOURHOODS SAFE: Improving the safety of roads throughout Gwent

No. of people killed or seriously injured on Gwent roads



In quarter 3 2024-25 the number of recorded deaths on our roads in Gwent continues to fall with 1 fatality recorded. The data for seriously injured has decreased to 39 this quarter and is a typical change seen in previous Q2 to Q3 trends.

Collision Investigation Callouts are for complex collisions requiring roads policing expertise and do not necessarily reflect the severity of harm involved.

The number of collision investigation callouts decreased by 2 (-14%) in quarter 3 2024-25 which is the lowest seen since quarter 2 22/23

The 'Fatal Five' offences consist of:

- Careless Driving
- Drink/Drug Driving
- No Seatbelt
- Use of Mobile Phone
- Speeding

During Q3 2024-25, a total of 570 individuals were reported for one of the 'Fatal Five' offences, an increase of 2.2% when compared to the previous quarter.

The most commonly reported factor during Q3 was drink/drug driving, which accounted for 50.2% of all Fatal Five reports with 286 instances recorded. This was followed by careless driving, comprising 14.4% of all Fatal Five reports with 82 instances recorded.

During this quarter, the Roads Policing and Specialist Operations (RSPO) officers are leading Operation Wheeler, a new initiative created within Gwent to tackle a rise in demand around car cruising, racing, and dangerous driving. The organisers of car cruise events have been targeted as part of this operation, with assistance from colleagues in the cyber and intelligence teams utilised to infiltrate online groups.

As a result of this operation, three organisers have been arrested and are due to appear in court. This tactic has also acted as a deterrent.

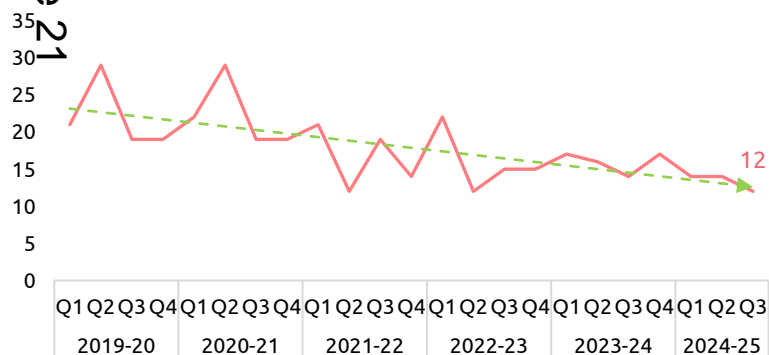
RPSO officers are working closely with Newport City Council and local policing teams to implement Public Space Orders at key sites across the city.

## What have the PCC and OPCC Done? Funding and Commissioned Services

The OPCC continue to coordinate Safer Space workshops which aim to raise awareness of the dangers and impact of driving with a mobile phone and without wearing a seatbelt. These sessions also highlight the dangers of drink driving which is often heightened during the Christmas period.

Pupils were well informed and many aware of the impact it has on drivers. It is hoped that by raising awareness with pupils, they go on to reinforce the messages with their families.

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Collision Investigation Callouts



**Q3 Spotlight Service Media Academy Cymru**

- How much funding goes into the service? **£42,945**
  - What proportion of the service is funded by the PCC? **100%**
- Please note that this funding is from the Police Community Fund.

**About the Service**

Funding is used towards the provision of a Case Manager to work with boys and young men to dismantle the violent narratives of misogyny and focus on the often termed 'manosphere'. The initiative will broaden and raise awareness of these issues to safeguard and prevent the risk of radicalised extreme masculinity ideologies. The aim is to encourage and support children and young people to adopt pro-social values and attitudes irrespective of gender through a programme to engage boys and young men to challenge toxic masculinity.

**Case Study**

X's parents are separated after an affair, significantly impacting his behaviour, particularly to his mum. Since the divorce, X's attitude has changed, showing disrespect, control, and even some physical aggression towards his mum. This shift has included language and actions that suggest X is trying to dominate the household, potentially imitating behaviours he observed in his father, of whom he always spoke highly with peers.

X struggles with managing emotions and often demands financial support from his mum. The longer-term concerns are about how X will act in future relationships. The support plan for X aims to address his understanding of boundaries, respectful behaviour, and managing emotions and develop healthier relationships.

After completing sessions with the MAC programme, X has shown positive changes. He has started participating in extra activities. Mum has noted small improvements in his behaviour and attitude towards her, with more respect when interacting.

X continues to engage in the programme, fostering small improvements and becoming self-aware and developing better emotional control.

As this is a new programme, internal outcomes and progress are continuing to be monitored. The Positive Masculinity project is currently being evaluated by Swansea University to assess its effectiveness. This external evaluation will help provide evidence that the programme is successfully meeting its objectives, ensuring the content resonates with young people and contributes to positive behavioural change.

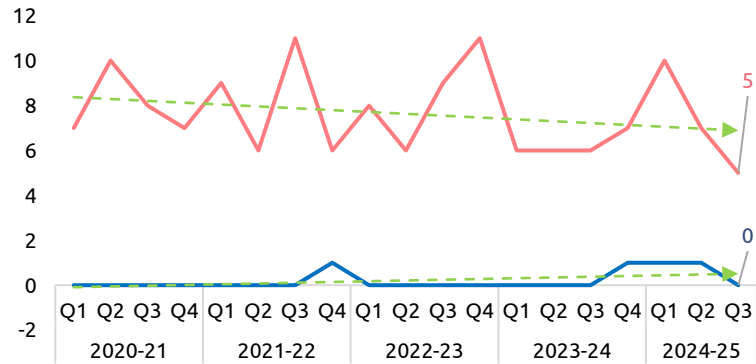


# Priority Two: Combat Serious Crime

Preventing and reducing crimes that cause significant harm to communities and victims

# PRIORITY 2. COMBAT SERIOUS CRIME: Reduce the number of repeat victims of child criminal and sexual exploitation

Repeat victims of CSE & CCE



The number of crimes assigned a Child Sexual Exploitation (CSE) local qualifier has decreased during Q3 2024-25 when compared to the quarter prior, with two lesser crimes reported.

The force continue to reassure the OPCC that work collaboratively is ongoing to target those perpetrating these offences, to prevent and disrupt offenders. Due to the severity and often hidden nature of these crimes, it is vital that we work closely with partners to identify and respond to both victims and offenders.

CSE is closely linked to the Serious Violence Duty (SVD) and feeds into the working group, CSE is a theme considered for future funding opportunities, with funding for the Duty set to continue next year.

## What have the PCC and OPCC Done?

### Policy, Projects and Partnerships

The OPCC continue to work with Newport City Council and are currently in the process of completing an evaluation of a pilot known as 'Understanding the Triggers'. This pilot offered a person-centred approach which supported vulnerable children and families at risk of criminality and exploitation (criminal or sexual).

Interviews have concluded with partners. During the next quarter, the office are speaking to the children involved in the initial pilot to give them the opportunity to share their experiences. We have also requested data from Gwent Police to determine whether this project had any impact on the children's anti social behaviour and criminality. Alongside this, we have requested data from Newport City Council to correlate this with exclusions and attendance.

There is keen interest in this work from partner agencies and Welsh Government, who will receive the evaluation report to inform their policies in this area.

Another of our commissioned services, Fearless, provides children and professionals with information around CSE/CCE to identify signs and promote awareness, offering advice on different ways to report.

## Funding and Commissioned Services

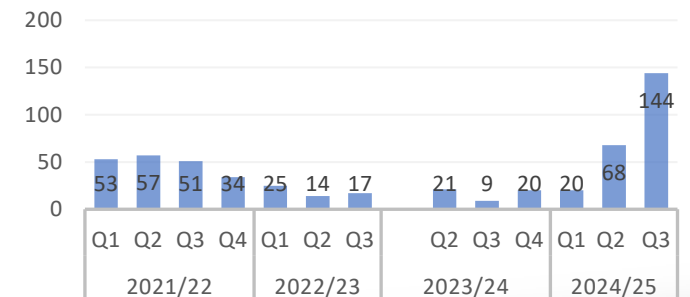
St Giles Trust works with children and young people who are at risk of or are currently being exploited through Serious Violence and Organised Crime.

Q3 saw improvements to partnership working and as a result, saw an increase in referrals. Towards the end of this quarter, St Giles saw one case worker leave the service which may result in the consistency of referrals during the next quarter. We will monitor this and provide an update on this in Q4.

The table below shows the amount of 1:1 tertiary interventions delivered to children and young people. Tertiary interventions work with children and young people known to be exploited. Alongside these interventions, 170 remote contact sessions were carried out, 6 exits with positive outcomes were achieved.

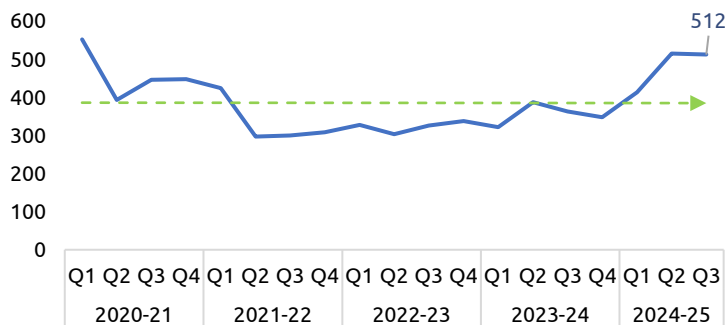
The past 2 quarters has seen an increase in 1:1 tertiary interventions as a result of successful staffing retention.

### St Giles 1:1 Tertiary Interventions



# PRIORITY 2. COMBAT SERIOUS CRIME: Increase disruption of serious organised crime, and reinvest assets seized back into communities

Drug Offences



Gwent Police utilises a problem-solving, partnership-based approach to preventing Serious Violence. Focus continues on the night-time economy, related to violence and knife crime, with recent 'knife sweeps' and amnesties receiving positive feedback from the public.

A 12% increase in knives seized during stop and searches has been recorded, compared to the previous FYTD.

## What have the PCC and OPCC Done? Policy, Projects and Partnerships

As the 'Lead Convening' authority the OPCC continues to work with partners to develop the Serious Violence Duty (SVD) in Gwent. Using the funding secured from the Home Office, work continues to implement schemes to deliver the Duty in the next 2 years.

Using SVD funding, Q3 saw the virtual reality interactive programme go live across some areas in Gwent. The Virtual Reality programme is aimed at educating children in schools across all 5 Local Authorities and the 3 Youth Offending Services in Gwent, using 'Virtual Decisions' around knife crime and gangs.

The programme is now live across the Youth Offending Services, Blaenau Gwent and Positive Futures across the whole force area. During the next quarter, the programme will roll out across the other local areas and the outcomes of this programme will be reported.

During Q3 efforts were also focused on continuing to develop intervention and prevention programmes to tackle youth violence, knife crime and tackling perpetrators of VAWDASV. Through the respective Community Safety Partnerships, proposal bids for commissioning interventions are being developed.

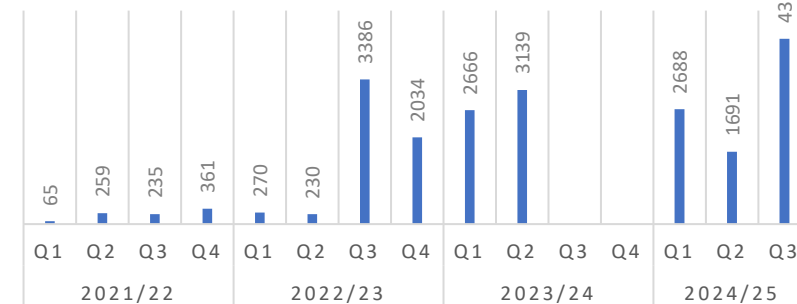
## Funding and Commissioned Services

The OPCC provides funding to Fearless to deliver interventions to school children, with a focus on the risks of Serious Organised Crime, county lines and serious violence.

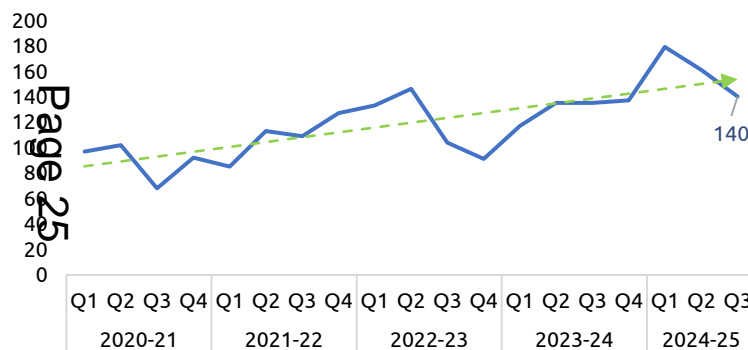
The table below outlines the number of children who participated in school interventions across the 5 local authorities in Q3. Please note that the number of children reached during this quarter was across 64 sessions.

Alongside these school interventions, 257 professionals benefited from workshops conducted by Fearless during this quarter. Fearless also engaged with 50 pupils through Nash College English for Speakers of Other Languages course.

## NUMBER OF CHILDREN ENGAGED IN FEARLESS SCHOOL INTERVENTIONS



Most Serious Violence Offences

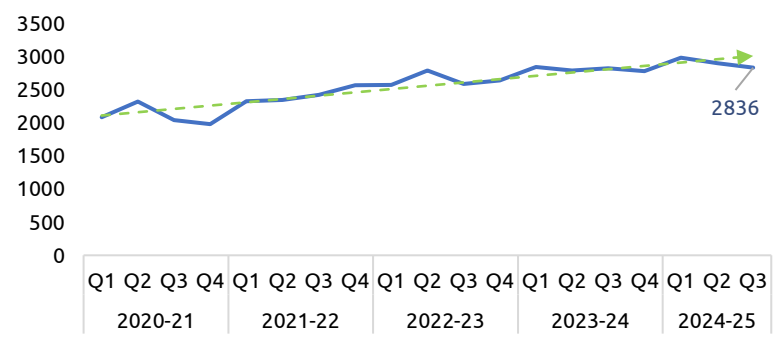


The number of drug offences has decreased in quarter 3 2024-25 by 2%.

Most serious violence offences continue to decrease this quarter with a reduction of -13% (21 crimes), this is a positive, violent crime looks to be stabilising in line with levels recorded a year previously.

# PRIORITY 2. COMBAT SERIOUS CRIME: Improve the overall criminal justice response to violence against women, domestic abuse and sexual violence (VAWDASV)

Violence Against Women & Girls



The volume of recorded Rape offences have remained on an upward trajectory. This rise aligns with the goal of increased confidence to report to the police and is reflected nationally. In quarter 3 an increase of 17% can be seen when compared to quarter 2 of 2024-25.

### What have the PCC and OPCC Done? Policy, Projects and Partnerships

The OPCC has consistently collaborated, supported, and contributed to enhancing partnership understanding of VAWDASV. In Q3 the Commissioner hosted the This Ends Now 'Words Matter' Exhibition, and a Violence Against Women and Girls Partnership Roundtable. This was held as part of the White Ribbon Day 2024 campaign: 'It Starts With Men' and call for 16 days of action. This included a survivor voice sharing their experiences and learnings for partners to consider as well as discussion around children and young people impacted by VAWG and how to improve partnership working in Gwent. Discussions from the event have been taken into planning for the Police, Crime and Justice Plan.

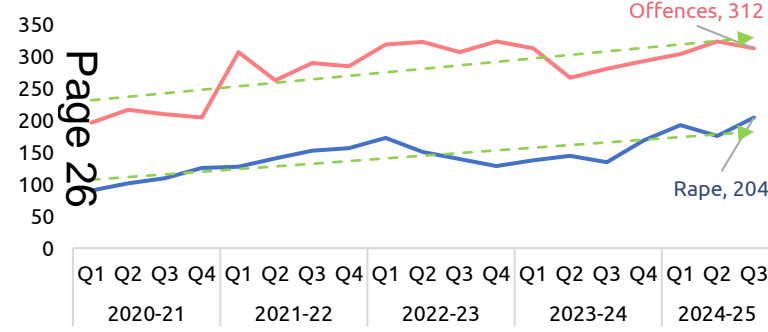
During this quarter, our office was involved in developing internal guidance on how to spot the signs of domestic abuse and support colleagues. It also outlines how to report domestic abuse and access specialist support services.

Our commitment as a force to victims has been recorded as part of a pledge signed by the Chief Constable and the Police and Crime Commissioner. The main aims of this are to raise awareness and change our workplace culture, to challenge stereotypes and break down barriers. While we cannot immediately eradicate domestic abuse, we can wage a war on it together and help build people's confidence to come forward and seek support.

### Funding and Commissioned Services

New Pathways provide a specialist Independent Sexual Violence Advisor (ISVA) service. Adult referrals have seen a slight increase Q3 in line with the increased number of rapes reported to the police.

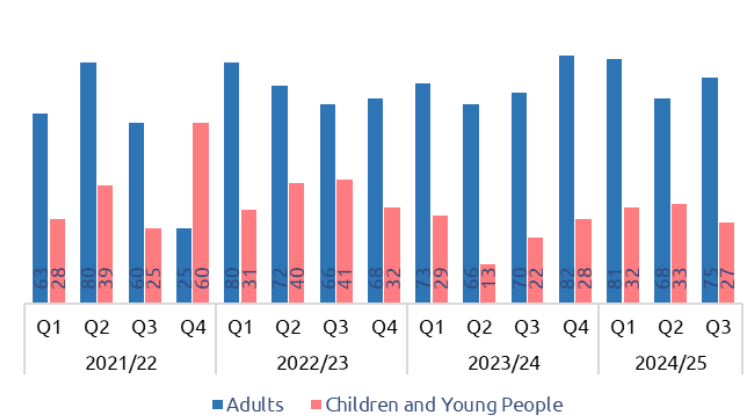
Rape & Serious sexual offences



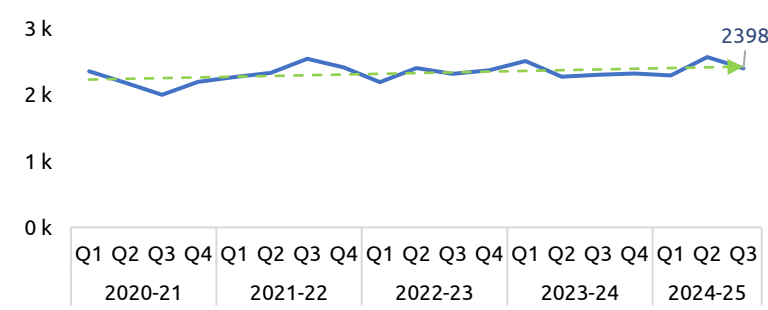
In addition to this, our office responded to the Super-complaint submitted by the Suzy Lamplugh Trust on behalf of the National Stalking Consortium.

Suzy Lamplugh Trust have also been carrying out a review of Gwent Police's response to stalking, jointly commissioned by the PCC and Gwent Police. We expect the findings in Spring 2025.

Independent Sexual Violence Advisor Police Referrals



No. of Domestic related Crimes



## **PRIORITY 2. COMBAT SERIOUS CRIME:** Commission and invest in services that work with perpetrators of serious crime to prevent and reduce re-offending

### **Q3 Spotlight Service:** Gwent Drug and Alcohol Service (GDAS)

- How much funding goes into the service? £867,229

#### **About the Service**

GDAS criminal justice service work with offenders to help them tackle substance misuse needs. GDAS work with people throughout the criminal justice process, including in police custody, through court, prison and in the community on probation. Referrals can be attached to a range of orders, including conditional cautions.

GDAS also offers broader services available through self-referral and from other agencies.

Funding from the PCC is combined with a range of funding partners to maintain the service, which is monitored through the multi-agency Area Planning Board.

#### Case Study

David (*not his real name*) was issued with a conditional caution after a night out when Police were called to respond to a fight, where he was also searched and found to have a small amount of cocaine in his possession. David lives with his parents and older brother in a stable and supportive home environment. He works full-time. David underwent 3 sessions as part of the terms of the conditional caution.

**Session 1- Getting to Know You:** The first session was aimed at building rapport and understanding David's background, lifestyle, and attitudes towards drug use. During the session, David discussed his stable home life and how much he values his family's support. He confirmed his employment provides him with a sense of responsibility and purpose, and he feels regret about trying cocaine. He's experienced feelings of shame after being caught with it, acknowledging that it was a poor decision and one he wouldn't repeat.

**Session 2 – Exploring Cocaine Use:** The second session focused on understanding David's experience with cocaine. We discussed the potential psychological and physical risks of cocaine use, both short and long-term. David reflected on how peer pressure and the excitement of the night out contributed to his decision to use cocaine and recognised that it was ultimately a poor choice. He took the information on board and expressed a clear intention to make healthier decisions moving forward.

**Session 3 – Reducing Harm and Moving Forward:** We explored practical strategies for avoiding situations that could lead to drug use, including setting firm boundaries with friends and peers who might offer them. David states that he recognises the importance of surrounding himself with supportive people and environments that align with his future goals. He told us he felt that the process has been valuable in helping him reflect on his choices and build a clearer path forward.

**Conclusion:** David's case highlights the effectiveness of the conditional caution process for first arrests. Through structured support and self-reflection, he gained a better understanding of his actions and the risks of drug use and gave him the tools and confidence to move forward in a positive direction, ultimately achieving a successful resolution to the case.

# Priority Three: Support Victims and Protect the Vulnerable

Providing high-quality support to victims of crime and protecting those who are most vulnerable from harm

## PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Improve victim services and ensure the needs of victims are identified and responded to appropriately through connect Gwent and the victim care unit

During Q3, the Victim Care Unit (VCU) received 13,510 referrals into the service, relatively consistent with the previous quarter, which saw 14,704 referrals received. 4,838 victims were identified as requiring an enhanced service under the Victims' Code, again, compared to 4,963 reported in the previous quarter.

Victim Satisfaction Survey Data for FYTD 2024-25					
Survey Question	% of Respondents Satisfied	Quarter-on-Quarter Difference		No. of Respondents Satisfied	Total Responses Received
How satisfied are you with the ease of initial contact with the Police?	79%	-1%	↓	201	254
How satisfied are you with the response time to your contact? (e.g. how long it took for your call to be answered)	74%	-1%	↓	190	257
Overall, how satisfied are you with your experience of the first point of contact with the police?	73%	+1%	↑	187	257
If an officer attended, how satisfied are you with the time it took for them to arrive?	85%	-1%	↓	117	138
How satisfied are you with the actions taken by the attending officer/s?	77%	-1%	↓	108	140
Thinking about your overall experience, how satisfied are you with the treatment you have received from Gwent Police?	65%	0%	→	166	256

### Funding and Commissioned Services

The contract for the new children and adult victim service has been awarded and is currently going through the review and signature process. The contract will go live on 1<sup>st</sup> April 2025.

As such, there are no data updates for this section in Q3 or Q4 as focus has been on ensuring all arrangements are in place to transfer existing cases into the new service.

A total of 257 respondents have engaged with the victim satisfaction survey during the current Financial Year To Date (FYTD). Of those who replied to the given question, 85% of respondents were satisfied with officer attendance times, whereas only 65% of respondents were satisfied with the overall treatment they received from Gwent Police.

*All questions within the survey are optional, which may result in a disparity between the number of responses received for each question.*



## **PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE:** Increase the timeliness of police investigation updates provided to victims

Unfortunately, reporting data are not available for Q3.

Work continues with Gwent Police and other criminal justice partners in Wales on the requirements to measure compliance with the Victims' Code, as set out in the Victims and Prisoners Act. Part 1 of the Act has now been enacted, with further enactments relating to this subject to review and ratification by Ministers.

OPCC staff attend the national PCCs' Code Compliance Working Group, hosted by the Ministry of Justice, which provides monthly updates on progress and opportunity to contribute to related discussions to help to shape the outcomes of this work.

We continue to contribute to the Criminal Justice Wales Victims' Code of Practice (VCOP) Working Group to identify effective ways of working collaboratively and ensure that Gwent's Local Criminal Justice Board (chaired by the PCC) is kept informed of any developments at the Wales level.

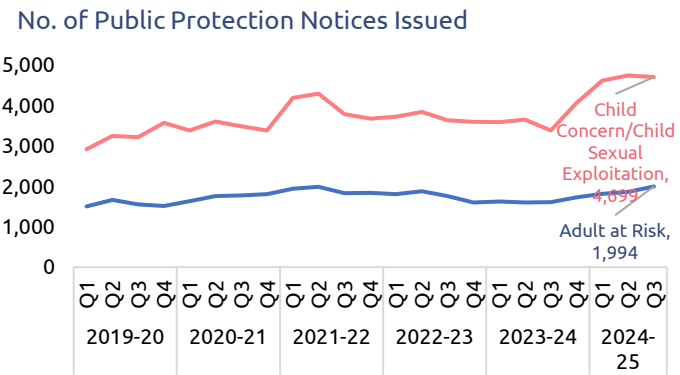
For example, it is recognised that compliance with Right 8 (To be given information about the trial, process, and your role as a witness) and Right 9 (To be given the outcome of the case and any appeals) can be affected by victim attrition at the court stage of the process, providing fluctuations in the data.

Victim attrition, with a specific focus on domestic abuse cases, is monitored in several ways across agencies and partners, including at the PCC-chaired Gwent Criminal Justice Strategy Board (CJSB). Domestic abuse attrition data across a range of measures is collated under the Criminal Justice Board for Wales Victim and Witness Taskforce and shared with the Gwent CJSB to enable oversight of Gwent Police and CPS performance for local cases.

A Domestic Abuse Attrition Dashboard has been developed under the Taskforce which will enable better understanding and interrogation of local performance through the various governance arrangements and will also be used to inform the Gwent CJSB. The Dashboard has been presented to the Gwent CJSB and to the newly convened Gwent Domestic Abuse Group, chaired by the Head of Crime for His Majesty's Courts and Tribunal Service (HMCTS).



# PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Further improve our work with partners to protect those most vulnerable (1)



The PCC received an annual update on child safeguarding at the recent Strategy and Performance Board. The Assistant Chief Constable provided assurance that safeguarding staff are up to full establishment with up-to-date training, and training now being expanded to the wider force.

The number of public protection notices for adults at risk rose in Q3 2024-25 by 7% and is at its highest point since quarter 2 2021-22. The number for child concern has become stable showing only a -1% decrease compared with the previous quarter.

The Joint Inspection of Child Protection Arrangements: Overview Report 2019-2024 report highlights the positive work of early identification, safeguarding and multi-agency partnership working in Gwent, particularly when it comes to Operation Encompass.

In Gwent, agencies have worked together to develop a Child Exploitation Assessment tool. This is a tool that combines both child sexual and criminal exploitation factors. It provides opportunity for professionals to collaborate, share information, evaluate risk via the multi-agency group and develop plans to mitigate risk.

A weekly 'missing' meeting has been developed for all five local authorities. The meeting is attended by a representative from Gwent Police, each local authority and an invitation has been extended to Education. The introduction of this meeting, along with the new Philomena Protocol to improve reporting from care homes, has had significant effects on reducing the number of missing children.

Any trends and themes identified in these meetings and across Gwent more generally are shared within the Multi Agency Child Exploitation (MACE) meeting. These meetings are centred around putting young people at the heart of serious violence prevention and exploitation.

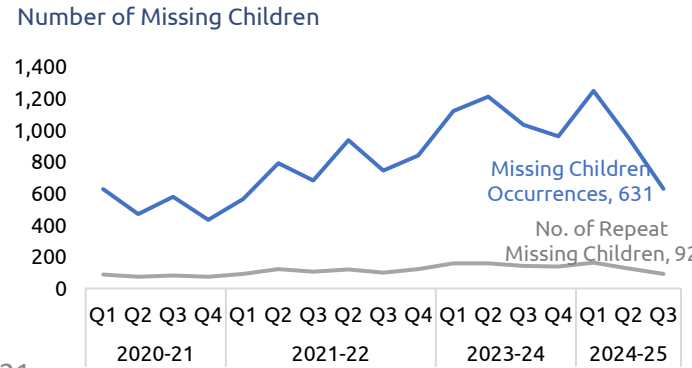
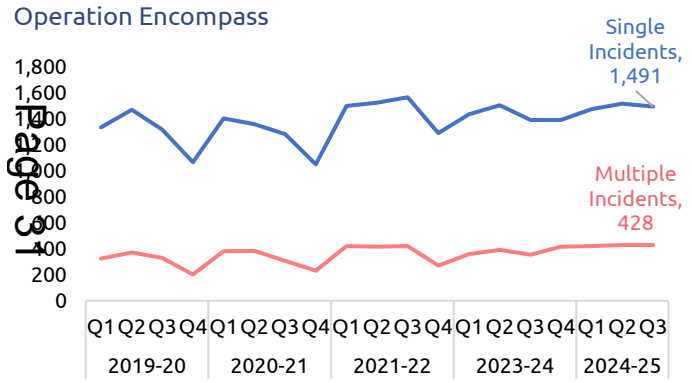
## What have the PCC and OPCC Done? Policy, Projects and Partnerships

The OPCC continue to attend the quarterly Child Centred Policing meeting. These meetings have representation from the whole of Wales and discuss child centred policing issues. During the last meeting, the report 'Children on the Margins' was shared with partners which highlights criminal and sexual exploitation amongst children including homeless and missing children. This provided an opportunity for all partners to share best practices across Wales.

## Funding and Commissioned Services

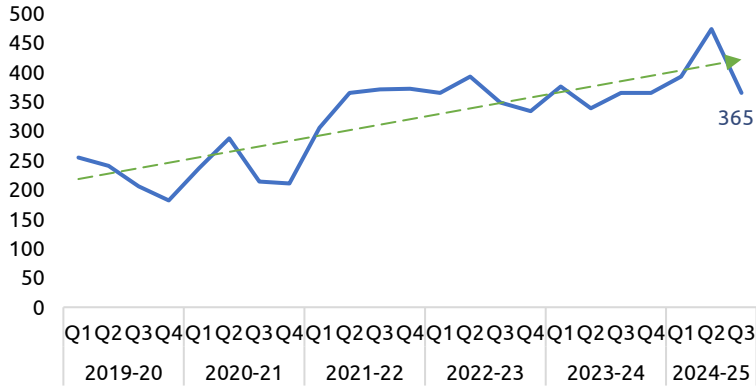
Newport Mind is delivering The Piece-by-Piece project, which provides trauma-informed mental health support to children and young people aged 11-25, supported by funding from the Police and Crime Commissioner. Support workers use a range of approaches to support young people in processing their mental and emotional experiences, enhance relationships within the family and explore new coping strategies to reduce any further impact of poor mental health.

Since the project began, staff have supported many victims and vulnerable young people who are at risk of abuse, hate crimes, sexual exploitation, domestic violence and drug offences. By intervening at the earliest opportunity and providing the right care the project hopes to stop problems from escalating and safeguard those at risk from becoming perpetrators or victims of serious crime.



# PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE VULNERABLE: Further improve our work with partners to protect those most vulnerable (2)

Hate Crime Occurrences



In Q3 2024-25:

- Disability hate saw the largest, and only increase when compared to Q2, rising by 26.2% (17 additional offences for a total of 82).
- Homophobic hate saw the largest reduction, falling by 35.2% (25 fewer offences for a total of 46)

When compared to the quarter prior, the solved rate for hate crime offences has fallen by 3.4 percentage points to 11.3%, with 29 fewer crimes solved for a total of 43. This continues the trend of quarterly fluctuations observed for this metric throughout the timeframe.

The solved rate for the current FYTD stands at 13.0%. Whilst this represents a reduction of 1.3 percentage points when compared to the previous FYTD, nine additional crimes have been solved for a total of 165

Gwent Police’s Equality, Diversity and Inclusion (EDI) team provided inputs on hate crime to schools and hospitals across Gwent, to improve awareness of what constitutes a hate crime, and how to report them.

The OPCC and independent advisory group (IAG) attended this quarter’s Hate Crime Scrutiny Panel, providing an independent perspective on how the force tackles hate crime.

## What have the PCC and OPCC Done? Policy, Projects and Partnerships

As part of the new Police, Crime and Justice Plan, a new Strategic Equality Plan will soon be launched, with an added focus on the response to Hate Crime.

OPCC staff joined with partners from Gwent Police and Victim Support to provide advice and guidance to students during Hate Crime Awareness Week.

The team visited the University of South Wales in Newport to raise awareness of the support services available to victims of hate crime, and the importance of reporting incidents.

Following contributions to the event planning process, OPCC staff attended the joint Hate and Community Tensions Board Cymru and Victim Support Hate Crime Event. The event brought together partners from across Wales to share the findings of the Victim Support hate crime research project.

The Chief Constable contributed reflections on the summer riots and related community feedback and highlighted several of the anti-racism and wider culture initiatives being implemented in Gwent.

Attendees participated in a range of thematic workshops to explore the findings of the report, share good practice and discuss opportunities to overcome some of the challenges in the report.

The volume of incidents classified as hate crimes decreased by 23% in Q3 2024-25 compared with Q2 with 109 less offences being recorded. This shows signs of stabilisation following the unusual spike of hate crimes recorded in quarter 2 2024-25.

This increase in hate crime in quarter 2 was driven by, and reflective of, the wider national disorder across the UK during the summer.

Please note: one crime can have multiple hate strands. The overall hate crime trend is based on recorded crimes, whilst the breakdown by hate strand is based on the volume of each individual strand.

## **PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE MOST VULNERABLE:** Commission and invest in specialist services to support victims throughout the criminal justice process

### Q3 Spotlight Service: **Victim Support**

How much funding goes into the service? **£309k**

What proportion of the service is funded by the PCC?

0.6% for delivery of services in Gwent (as a charity, the main source of income is from PCCs and other statutory and non-statutory bodies for victim services. Other sources of income come from donations, legacies, and fundraising).

### About the Service

The Victim Support (VS) generic service is funded by the OPCC as part of Connect Gwent, providing independent support to people impacted by crime across the area. The service is focussed on delivering local, accessible, trauma informed and victim-centred services.

### Case Study

SU was referred to VS by the Victim Care Unit. SU was a victim of an assault by a neighbour which led to his hospitalisation in intensive care for several months.

Support was provided via his daughter as SU was unable to communicate effectively by phone. SU was concerned about returning home to his rented accommodation as he felt intimidated and frightened after the attack. Whilst SU was in hospital, he had growing concerns that the case was not being investigated as he was not getting updates. SU wanted housing and police advocacy. Further to this the crime had a huge impact on SU's confidence, mental health and wellbeing.

Supporting letters were provided to the housing association by VS as SU was feeling traumatised and refusing to go back home. Multi-agency meetings were carried out alongside the hospital discharge team, nurses, housing association managers and a mental health nurse as well as VS. This was to ensure that SU had adequate care after he was discharged and to make sure he was also safe once he left the hospital. Through advocacy with housing, emergency accommodation was secured but unfortunately SU decided it was best for him to return home and wait for a property nearer to his support network as he felt the emergency accommodation offered would place him too far away from family/friends.

To enable SU to return to his property, VS provided target hardening to secure his property along with safety and support planning. VS were also able to liaise with the police to get a marker placed on the property should something happen. Through planning and ongoing support, it was identified that other services were needed, and a safeguarding referral was made to the local authority as well as the community mental health team.

Ongoing confidence building as well as looking at coping mechanisms for SU was delivered to help transition him back to living in his home but also to help understand what has happened to him.

Police advocacy was also carried out and the case did progress to court with a guilty plea secured.

## **PRIORITY 3. SUPPORT VICTIMS AND PROTECT THE MOST VULNERABLE:** Commission and invest in specialist services to support victims throughout the criminal justice process (Continued)

### **Q2 Spotlight Service: IDVA Independent Domestic Violence Advocate Service**

- How much funding goes into the service? £335,123

#### **About the Service**

The Gwent IDVA Service supports all high-risk victims of domestic abuse across Gwent, male and female, aged 16+, unless the client is already adequately supported by another DA (domestic abuse) specialist.

Referrals are received into the IDVA Service via the Domestic Abuse Safeguarding Team, Multi Agency Risk Assessment Conferences, other agencies direct or victim self-referrals.

IDVAs work with clients at the point of crisis; their key focus is to safety plan the client and their family and identify urgent areas for action and support, as well as support them through the criminal justice process.

#### **Case Study**

Pete (not real name) was referred into the service reporting ongoing abuse from his ex-partner, they had recently separated after a 30-year relationship. Pete described his partner as very unpredictable, he disclosed physical assaults, threats to kill and occasions where his partner burned or damaged his belongings if he didn't do what she said.

The IDVA reported that Pete initially presented as extremely anxious and quite reluctant to engage with the service. Pete told the IDVA his partner had made lots of false allegations about him in the past to police, family and friends which left him feeling unsure who to trust and worried he might be arrested at any time.

The IDVA encouraged Pete to report historic and current incidents, following an investigation his partner was charged for offences and pleaded guilty in court after footage of the incident was shown. Unfortunately, she was given a conditional discharge and no Restraining Order was granted. As this was in SDVC (Specialist Domestic Violence Court) an IDVA was present at the plea/sentence and able to feed back to Pete firsthand on the outcome, explaining that unfortunately his partner again made counter allegations in mitigation of her actions which may have resulted in the lenient sentence.

Pete was extremely upset that he was again being portrayed as a perpetrator but most of all was concerned there was no restraining order or bail conditions in place anymore to stop his ex-partner turning up at the address, which was jointly owned and going through sale. The IDVA was able to support Pete to apply for a non-molestation order. As he worked, Pete was not able to access legal aid and needed lots of help to navigate the process. Pete was given all necessary advice to prepare him for court. Pete's application for a non-molestation was granted in family court.

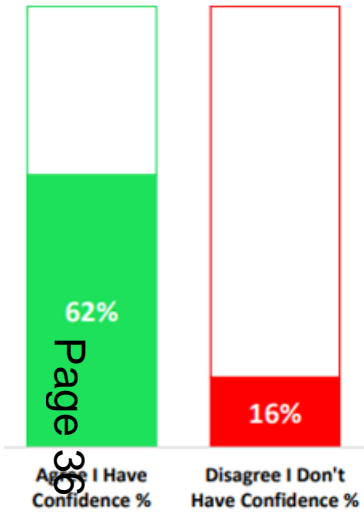
Pete relied heavily on the support of his IDVA throughout this case and reported feeling understood by them and, most importantly, believed.

# Priority Four: Increase Community Confidence in Policing

Working with Gwent Police to improve our relationships with our communities and improve public confidence in policing

# PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Increase the effectiveness of officer and staff engagement with their communities, and community confidence and trust in Gwent police (1)

Rolling 12 months  
Confidence in Gwent Police



In the 12 months to Q3 2024/25, 62% of respondents to Gwent Police's public confidence survey agreed that they had confidence in Gwent Police. This perception is highest in Torfaen (where 64% agreed), and lowest in Blaenau Gwent, where 53% of respondents agreed with this statement.

Gwent Police has seen a downward trend in overall confidence over the last eight quarters, from 68% in Q3, 2022/23, to 62% in Q3 2024/25.

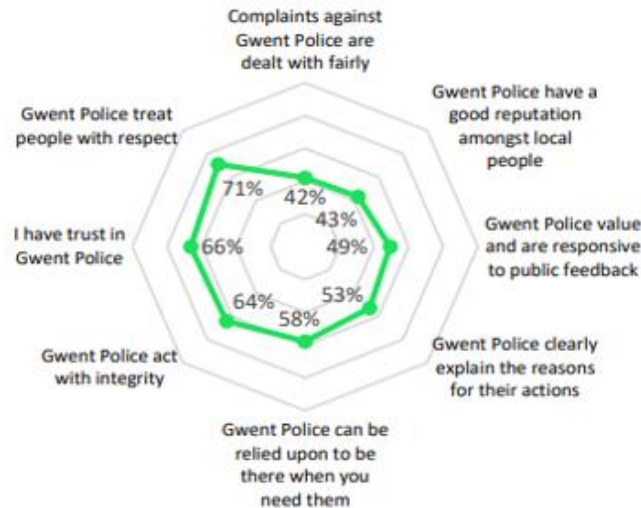
Across the same period, 34% of survey respondents agreed that they felt informed of what Gwent Police was doing in their local area.

There is also a downward trend in feeling informed over the same period, from 40% in Q3, 2022/23.

In the 12 months to Q3 2024/25, 66.2% of people agreed that they had trust in Gwent Police.

42.1% of people said they felt that complaints against Gwent Police are dealt with fairly.

## Trust



## What have the PCC and OPCC Done? Policy, Projects and Partnerships

The Commissioner joined a panel discussion on discrimination and anti-racism as part of the 'Creating an Anti-racist Wales' conference in Cardiff. Hosted by Policy Insight Wales, the conference brought together leaders from across Wales to examine the progress that has been made under the Anti-racist Wales Action Plan.

Anti-racism involves taking proactive steps to challenge and eradicate racism in society. The Anti-Racist Wales Action Plan aims to make Wales an anti-racist country by 2030.

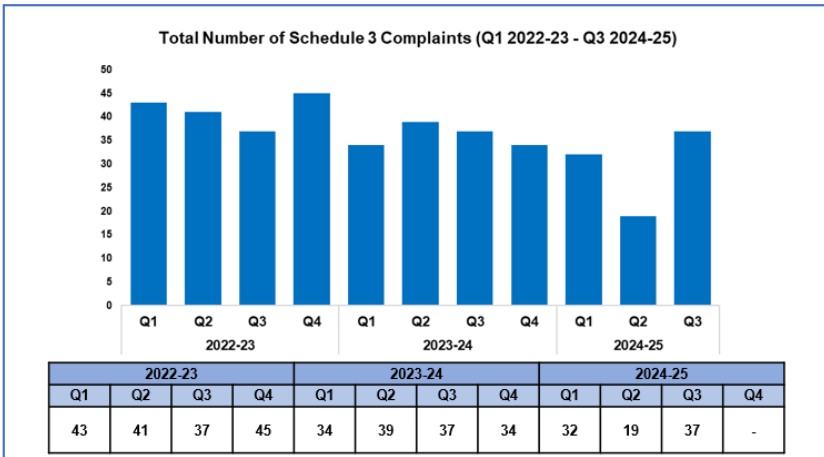
The Commissioner joined partners on the panel to discuss how the public sector can take practical steps to combat racism and discrimination.

## Funding and Commissioned Services

The Commissioner joined partners to celebrate the annual Black History Wales Youth and Community Awards at the Senedd. The awards celebrate the achievements of young people in Wales and highlights the positive impact they are making to their community. The Commissioner represented Wales's four Police and Crime Commissioners as part of their sponsorship of Black History 365.



# PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Increase the effectiveness of officer and staff engagement with residents in their communities, and community confidence and trust in Gwent Police (2)

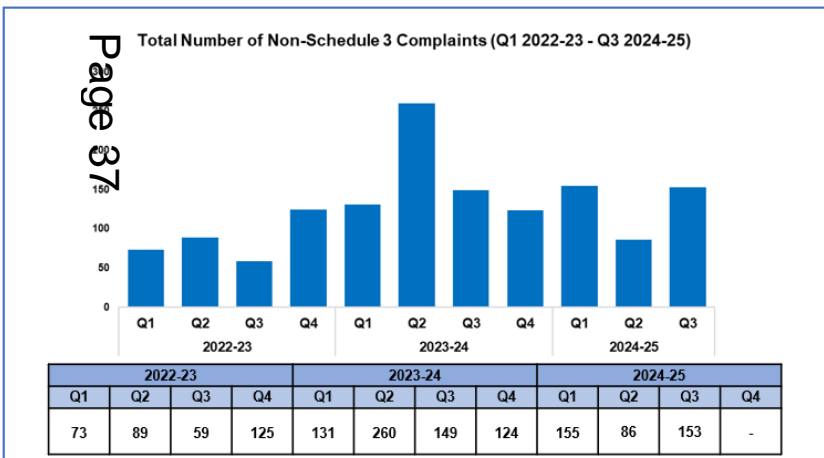


Schedule 3 complaints are dealt with under the Police Reform Act 2022, whereby the complainant can request a review if they are not satisfied. Non-Schedule 3 complaints are dealt with outside the Police Reform Act 2002 (previously a dissatisfaction).

There has been a significant increase of both Schedule 3 and non-Schedule 3 cases during Q3 2024-25 when compared to the quarter prior. This disrupts the downward trend observed since Q2 2023-24. However, there had been a backlog of complaints on the system, which had impacted the timeliness of recording and initial contact. The removal of part of this backlog in Q3 has contributed to the increase in volume observed during this quarter. This was explained at the recent Professional Standards Department scrutiny forum, chaired by the OPCC Chief Executive.

At the time that the data were extracted there were 34 live Schedule 3 complaint cases and four live Non-Schedule 3 complaint cases. This is compared to the 52 live Schedule 3 complaint cases and four live Non-Schedule 3 complaint cases recorded in the previous report.

The number of misconduct cases has risen by 37.5% during Q3 2024-25 when compared to the quarter prior, with six additional cases recorded for a total of 22. This increase represents a return to the levels recorded during 2023-24, following the decline observed during the first two quarters of 2024-25. Nevertheless, a reduction in overall misconduct cases is forecast when comparing the two financial years.



## What have the PCC and OPCC Done? Policy, Projects and Partnerships

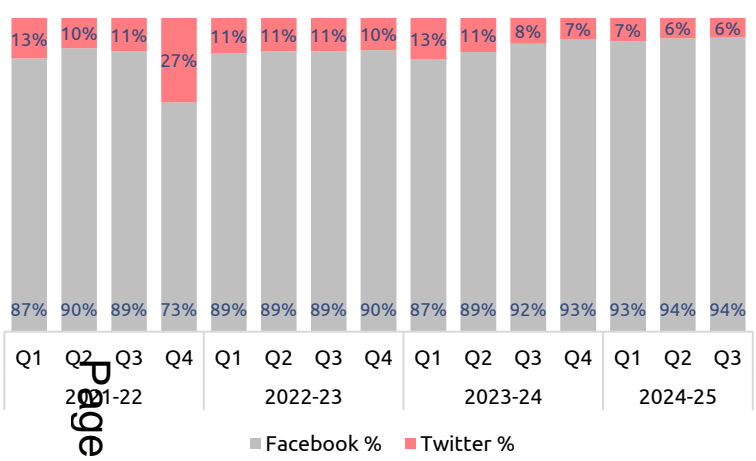
The OPCC's Legitimacy Scrutiny Panel conducted a review of the Gwent Police's authorisation of section 60 stop and search powers, following a serious violence incident in Newport. Section 60 of the Criminal Justice and Public Order Act 1994 provides for a power to stop and search in anticipation of, or after, serious violence. It allows 'no suspicion' searches in a defined area, so prior authorisation based on an objectively held reasonable belief is a requirement.

The Panel was satisfied that the force had followed the authorisation process correctly and that the use of the S60 powers was justified on that occasion. No points of learning or actions for follow-up were identified. They also fed back on the scrutiny process itself and were satisfied that it achieved the desired outcomes.

\*Please note these figures can contain multiple allegations.

# PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Improve the accessibility of neighbourhood police teams through a variety of contact that meet the needs of the public

Social Media Engagement



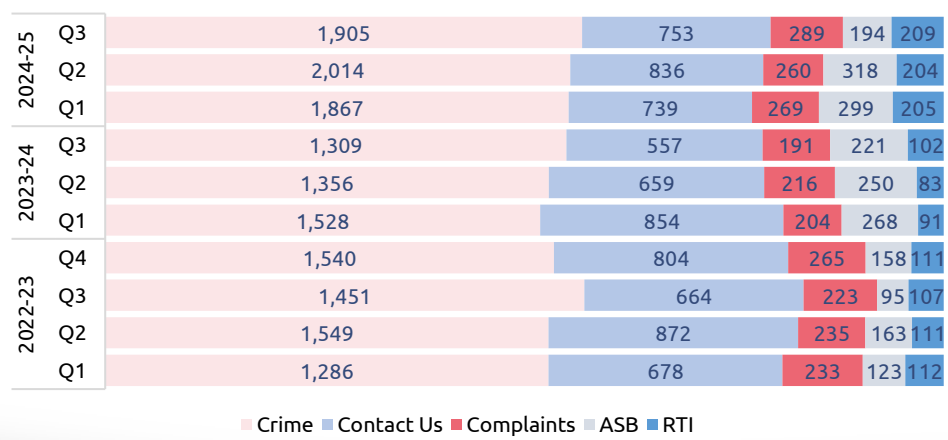
Inbound private messages received via Gwent Police’s social media platforms decreased by 14% during Q3 2024-25 when compared to the quarter prior, with 2,785 less messages received (total=17,960). For inbound private message sources, 94% (16,875 messages) were received via Facebook platforms.

Inbound public messages received via Gwent Police’s social media platforms increased by 17% during Q3 2024-25 when compared to the quarter prior, with 2,554 more messages received (total=17,960). In terms of inbound public message sources, 94% (16,169 messages) were received via Facebook platforms.

This digital contact data includes Gwent Police’s English and Welsh Facebook and X accounts.

Of the top 5 categories for Single Online Home engagement, the majority remains crime reports (48% or 1905 forms), followed by general ‘contact us’ messages (19% or 753 forms).

Top 5 Engagement through Single online home



## What have the PCC and OPCC Done? Policy, Projects and Partnerships

A new police base was officially opened in Abergavenny during December. This facility will increase Gwent Police’s visibility in the area, with local neighbourhood teams able to access the town centre on foot from this location.

The base also provides the response officers stationed there with easy access to local road networks, allowing them to more effectively respond to calls.

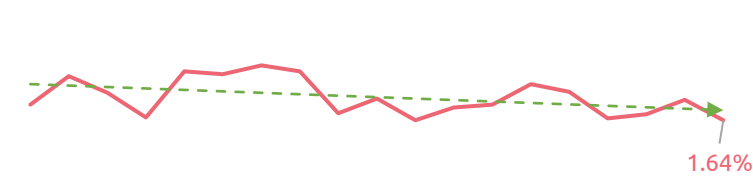
Abergavenny’s station enquiry desk will remain at the shared resource hub in Abergavenny Town Hall which is a more accessible location for local residents.

The Gwent Police estate is the responsibility of the Police and Crime Commissioner and a new Estate Strategy is currently under development and will be published following the launch of the new Police, Crime and Justice Plan.



# PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Increase reporting of crime by communities that are less likely to engage with the police

% of identified victims of crime with an Ethnic Heritage



Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
2020-21				2021-22				2022-23				2023-24				2024-25		

The number of Honour Based Abuse (HBA) incidents recorded YTD has increased in comparison to previous years. FGM reporting has also exceeded previous levels, while Forced Marriage incidents remain consistent. The increase in HBA reporting may reflect the continued work of the VAWDASV partnership to ensure appropriate engagement with communities that may be more affected by these crimes.

The EDI team facilitated the quarterly mosque representatives meeting in December, bringing together mosque leaders and senior Muslim community representatives from across Newport to discuss issues of importance to their communities.

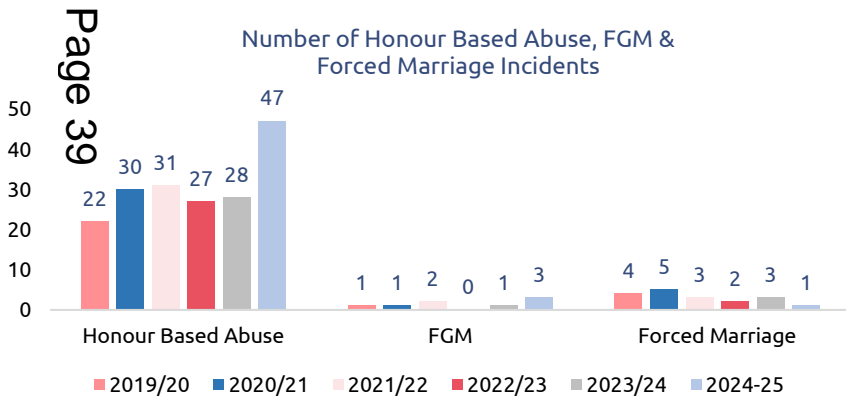
The Women’s Voices Group has been developed further during this quarter. This group was established following the racist riots in the summer of 2024, to ensure that women are given a voice to share their communities’ concerns and are kept updated on how Gwent Police are working to improve public safety and tackle crime. As of this quarter, the group have visited Gwent Police headquarters, toured the Force Contact Centre (FCC), and met with female officers and staff to discuss topics including stop and search and positive action.

The EDI team arranged a display in headquarters of storyboards from Age Alive, a Newport-based group for older people from minority ethnic backgrounds. The also invited members of the group into headquarters, where they visited FCC and met with chief officers. This allowed staff to learn more about the diversity of Gwent’s communities, as well as building trust and engagement between Gwent Police and the group.

## What have the PCC and OPCC Done? Policy, Projects and Partnerships

The Commissioner joined partners and children and young people for the annual Ethnic Minorities and Youth Support Team (EYST) Wales Youth Awards. EYST supports people and communities of Ethnic Heritage across Wales. It’s youth awards, held in Newport and Torfaen, celebrate the talent, resilience, and spirit of the young people that it works with.

The Commissioner supports EYST through her community fund. The funding enables the organisation to run a weekly youth club for children and young people in the Maindee area of Newport, giving them a safe space to go in the evenings. Youth workers will also work with the young people on things such as physical and mental health and support them with schoolwork.

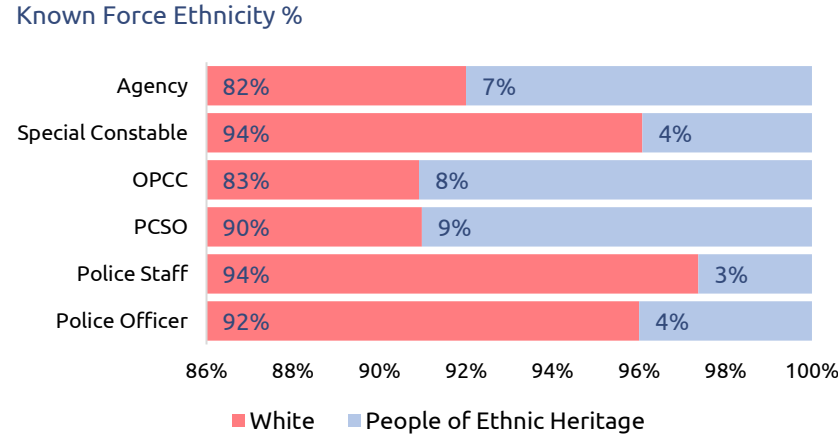


# PRIORITY 4. INCREASE COMMUNITY CONFIDENCE IN POLICING: Further increase officer and staff diversity to ensure our police service reflects the communities that we serve

Gender disparity remains evident in the workforce data for both officers and staff. For officers, females are underrepresented by approximately 12 percentage points (females account for 51% of the population in Gwent based on 2021 Census). However, females are overrepresented in the staff workload area (by approximately 18 percentage points).

There is also disparity in ethnic heritage representation within the workforce. In Census 2021, 5.8% of the Gwent population are people of ethnic heritage. Currently 4% of police officers are of ethnic heritage, whereas ethnic heritage representation in staff is lower at 3%.

The EDI team continue to provide training on EDI topics for new staff and officers. The IAG are also involved in this process, allowing them to share their lived experiences of diversity. In addition, the IAG attended the Team Gwent event in December to discuss culture in policing.



## What have the PCC and OPCC Done? Policy, Projects and Partnerships

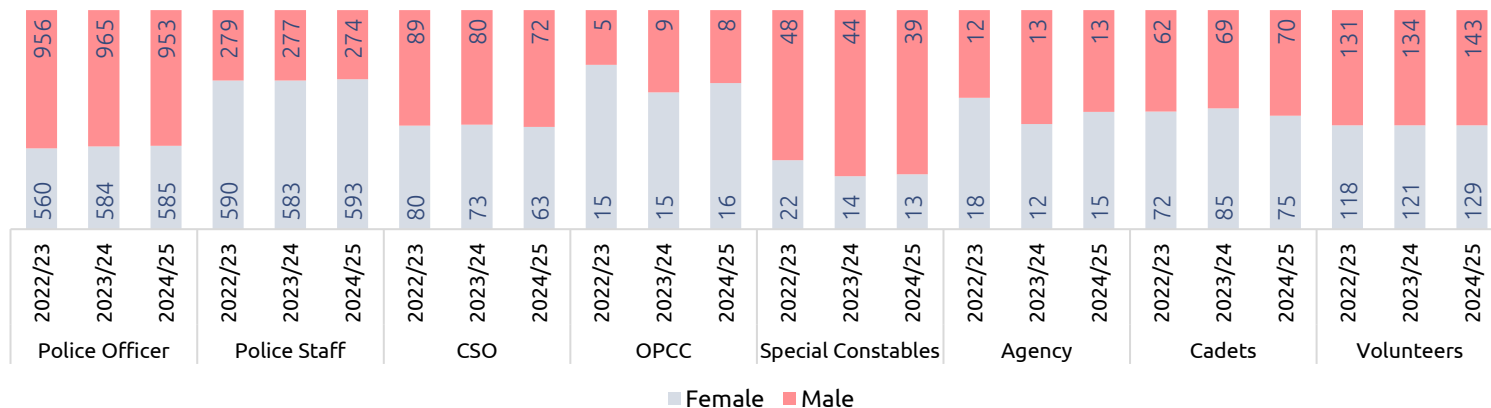
The Commissioner spoke to policing leaders from across the UK about the work Gwent Police is doing to drive culture change within the organisation at the annual Association of Police and Crime Commissioners and National Police Chiefs' Partnership Summit. The Summit brings together senior leaders, politicians and experts to discuss some of the most complex issues in law enforcement and criminal justice.

The Commissioner was joined by the Temporary Assistant Chief Constable who presented the work that the organisation has been doing to help improve culture, with a particular focus on misogyny and discrimination. Working with the University of South Wales and the Hydra Foundation it is developing a culture based on the three pillars of inclusion, fair and trusted leadership, and community confidence.

The Commissioner has a statutory obligation to publish the number of staff in their team, including the proportion of staff who are women and (where disclosed) are from an ethnic minority background, or have a disability. The OPCC team currently includes the following staff (Full Time Equivalent [FTE] excludes PCC and Deputy PCC, secondments and agency staff. Total number of people are 24).

No. of Posts (full time equivalent)	22.83 FTE
No. of staff who are women	16
No. of staff from an ethnic minority background	2
No of staff with a declared disability	1

Female to Male Ratio of workforce 2022/23 - 2024/25

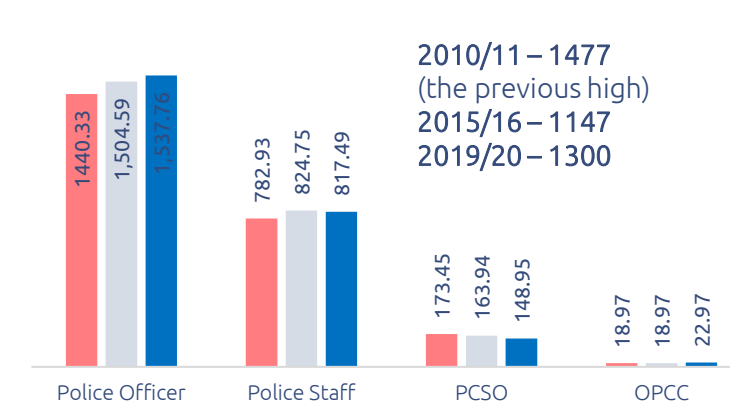


# Priority Five: Drive Sustainable Policing

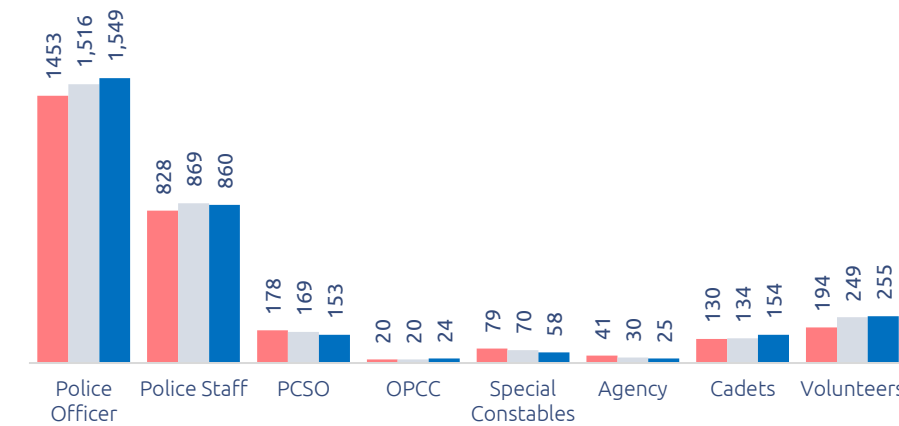
Providing a value for money police service that operates responsibly, with sustainable infrastructures the support current and future demands

# PRIORITY 5. DRIVE SUSTAINABLE POLICING: Ensure Gwent police have the right number of officers, staff and volunteers in the right places

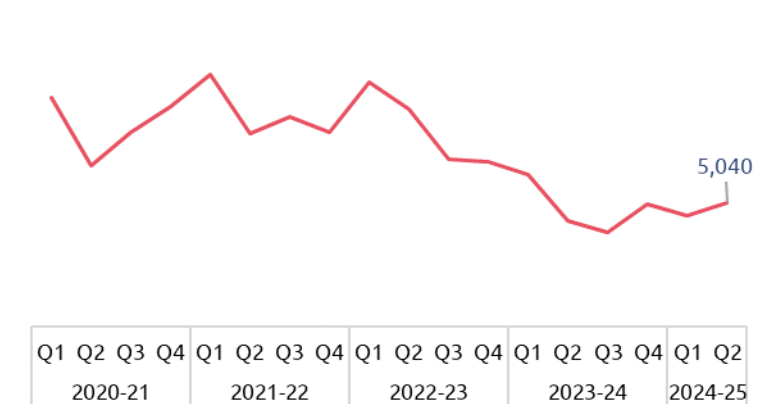
Gwent Police FTE 2021/22 - 2024/25



Gwent Police Headcount 2021/22 - 2024/25



No. of Active Specials Volunteered Hours



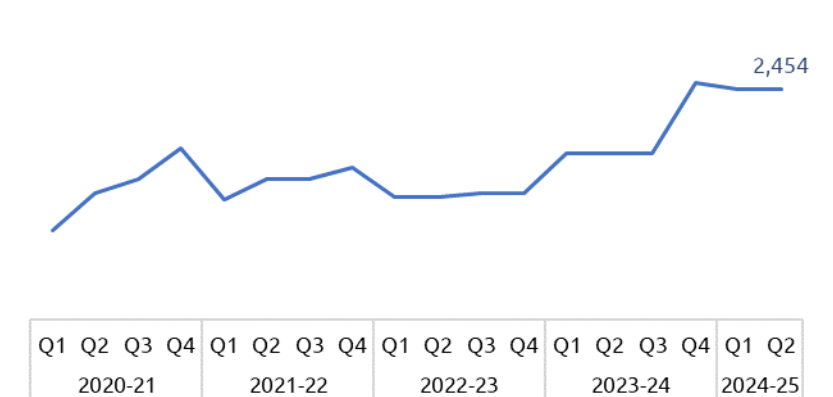
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At the Commissioner’s March 2025 Strategy and Performance Board, the Chief Constable gave an update on changes from the introduction of the new ‘functional’ operating model intended to remove artificial barriers between teams. He also reported the success of delivering full establishment of detectives, which hasn’t happened for a long time, as-well-as increased staffing in the Public Protection Unit. There was also an update on changes to the Police Schools Programme, which the Commissioner scrutinised. This will be subject to a post-implementation review in the summer to test the effectiveness of the recent changes.

Planning has now started for the new Force Management Statement, which provides an annual assessment from Gwent Police of its capacity and capability against projected demand changes. This will be subject of a bespoke scrutiny session by the PCC later in the year.

In positive news, the Home Office has recently announced a continued £1m funding to PCCs to deliver increased patrols in ASB hotspot areas. This is delivered by Gwent Police and local authorities through Operation Lumley, which is monitored by the OPCC. Planning also continues to deliver Gwent’s share of the new Labour Government commitments to increase neighbourhood policing numbers by 13,000. Together, these changes will increase the visible presence of officers in communities who need it most.

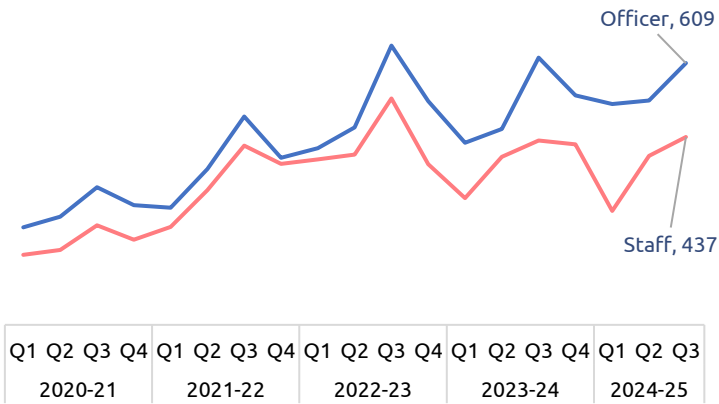
Heddlu Bach - No. of Primary School pupils engagement



Unfortunately, due to staffing shortages, Q3 data were unavailable in relation to Specials and Heddlu Bach.

**PRIORITY 5. DRIVE SUSTAINABLE POLICING:** Enhance health and wellbeing support for officers and staff to ensure our workforce is fit and ready to meet the challenges of policing

Workforce Sickness Occurrences



The above data reflect the number of sickness occurrences for all Gwent Police officers and staff.

Top 5 short term sickness reasons:

1. Vomiting/Diarrhoea
2. Influenza
3. COVID-19 Positive
4. Cold
5. Other Upper Respiratory Infection

Top 5 long term sickness reasons:

1. Stress
2. Anxiety
3. Depression
4. Lower Limb Condition
5. Upper Limb Condition

**Holding the Chief Constable to Account**

The normal increase in sickness rates in Q3 has been observed this year. Due to an increased concern for the expected levels of winter sickness, Gwent Police introduced a new 'Gold' command meeting structure to try and manage the impacts of this.

In terms of broader action to improve sickness levels, Gwent Police continues to focus on delivering the refreshed 2024 strategy to try and bring sickness levels down. For example, by introducing a new discounted private healthcare option for staff and introducing other support measures.

The PCC will scrutinise Gwent Police's effectiveness in this later in the year.

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# Agenda Item 6

## GWENT POLICE AND CRIME PANEL FORWARD WORK PROGRAMME 2025/26

<b>Meeting Date</b>	<b>Items – Theme</b>
<b>28th March 2025</b>	PCC Update
	Panel Questions to PCC (if submitted)
	Performance Qtr 3
<b>Meeting Date</b>	<b>Items – Theme</b>
<b>27th June 2025</b>	Elect Chair and Vice Chair
	PCC Update
	Panel Questions to PCC (if submitted)
	Performance Qtr 4
	Office of the Police and Crime Commissioner for Gwent Annual Report 2024/25
<b>Meeting Date</b>	<b>Items – Theme</b>
<b>26th September 2025</b>	PCC Update
	Panel Questions to PCC (if submitted)
	MTFP & Budget Setting Timetable
	Performance Qtr 1
<b>Meeting Date</b>	<b>Items – Theme</b>
<b>12th December 2025</b>	PCC Update
	Panel Questions to PCC (if submitted)
	PCP Recorded Complaints Report
	Operational Context and Requirements for the Finance Strategy
	Treasury Management update
	Performance Qtr 2 (Information item)
<b>Meeting Date</b>	<b>Items – Theme</b>
<b>30<sup>th</sup> January 2026</b>	Panel Questions to PCC (if submitted)
	Police and Crime Commissioner for Gwent's Budget Requirement and Council Tax Precept Proposal
<b>Meeting Date</b>	<b>Items – Theme</b>
<b>27<sup>th</sup> March 2026</b>	PCC Update
	Panel Questions to PCC (if submitted)
	Performance Qtr 3
	<b>Date to be confirmed</b>
	We Don't Buy Crime Initiative
	Complaints

	Estates Strategy Update
	Serious Violence