

NORTHERN IRELAND POLICING BOARD
EQUALITY SCHEME

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APPROVED BY THE EQUALITY COMMISSION
FOR NORTHERN IRELAND ON
12 FEBRUARY 2003

Published by the Northern Ireland Policing Board
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NORTHERN IRELAND POLICING BOARD EQUALITY SCHEME

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FOREWORD BY THE CHAIRMAN

The Northern Ireland Act 1998 and the Police (Northern Ireland) Act 2000 mark a new beginning for public authorities and for the people of Northern Ireland in terms of being accountable to the public for the active promotion of equality of opportunity, complemented by the promotion of good relations as set out in section 75 of the Northern Ireland Act 1998.

As the first Chairman of the new Policing Board, I am proud on behalf of the Board to welcome these new responsibilities. The Board is fully committed to meeting our obligations under section 75, and I am delighted to approve this Scheme. It is another positive and important step in the life of the Board.



Professor Desmond Rea
Chairman

FOREWORD BY THE CHIEF EXECUTIVE

Under section 75 of the Northern Ireland Act 1998 public authorities must have due regard to the need to promote equality of opportunity and also have regard to the desirability of promoting good relations. These duties are intended to make sure that equality issues are included in the whole range of public policy making. This is essential in policing. As a designated public authority, we, the Northern Ireland Policing Board must present an Equality Scheme to the Equality Commission for Northern Ireland and, in certain circumstances, carry out Impact Assessments of our policies, duties and functions.

We are fully committed to meeting our obligations under section 75. This draft Equality Scheme sets out how we are going to meet these obligations with regard to all of our policies, duties and functions.

As Chief Executive, I will make sure that all our members and officials are familiar with this Scheme and how it will be put into practice, particularly in relation to developing all new policies, powers, duties and functions.

I will also make sure that there is enough people, time and money available to enable us to meet our legal duties, and to put the Equality Scheme into practice effectively and on time.

I will ensure that we will develop and deliver a planned programme of communication and training on this Scheme.

I will also make sure that there are effective internal arrangements in place to make sure that the duties are effectively complied with and for the effective monitoring and reviewing of progress.

I, together with the Board members and my fellow officials, welcome the fact that the principles of openness and accountability on which we operate are also part of our section 75 obligations. Widespread consultation with all those people in Northern Ireland, who are affected by our policies, powers, duties and functions, is central to the successful operation of this Scheme.



Bob McCann
Chief Executive

PART 1 INTRODUCTION

1 Role, structures, policies, duties and functions

(A) We, the Northern Ireland Policing Board, were set up on 4 November 2001 as a result of the Police (Northern Ireland) Act 2000- the legislation which gives effect to the recommendations of the Patten Report on Policing (The Report of the Independent Commission on Policing in Northern Ireland). Under this legislation, our main duty is to secure and maintain an effective and efficient police service for the Northern Ireland community.

(B) Under section 75 of the Northern Ireland Act 1998 (“the Act”), we are required in carrying out all of our functions, powers and duties relating to Northern Ireland, to have due regard to the need to promote equality of opportunity between:

- people of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- men and women generally;
- people with a disability and people without; and
- people with dependents and people without.

(C) Without prejudice to these obligations, we are also required, in carrying out our functions, to have regard to the desirability of promoting good relations between people of different religious belief, political opinion or racial group.

(D) Under schedule 9 of the Act, we must set out how we are going to meet these obligations in our Equality Scheme. This document is intended to fulfil that legal duty. We are committed to working with the Equality Commission to make sure that we continue to make progress on putting the Equality Scheme into practice.

(E) We are committed to meeting our obligations under section 75 and to putting our Equality Scheme into practice. The Chief Executive will be responsible for ensuring this. We will make sure that we have effective internal arrangements in place (see Part 2 paragraph A), and we will make the necessary resources available in terms of people, time and money,

to ensure that that the Scheme is drawn up and implemented effectively and on time, and that the duties are effectively complied with.

Training

(F) We will ensure that all of our members and staff receive relevant information and a planned programme of training on the section 75 obligations. Further details on this are set out in Part 7.

Our organisational structure

(G) There are 19 Members of the Board. Ten are Members of the Northern Ireland Assembly and nine are Independent Members.

(H) We meet in public at least 8 times each year to receive and consider reports on policing from the Chief Constable. These meetings are advertised in the press.

(I) Officials who support us and put into practice our policies are organised into various branches. There is more information on these branches in the organisational chart in appendix E.

(J) The Chief Executive is responsible for making sure that our decisions are put into practice and for the day-to-day management of the organisation. The Chief Executive is also our Accounting Officer, and is responsible for the effective and efficient use of resources and for maintaining appropriate standards of financial accountability. The Chief Executive oversees the work of the organisation through our Senior Management Team.

(K) We have six committees and more details on these are set out in appendices C and D.

Our functions

(L) A comprehensive list of our functions is set out in appendix C.

Decision-making process

(M) We have a defined range of functions and responsibilities (see appendix C). Proposals to change existing policies or develop new policies

are generally considered by the committee that is responsible for the function that the policy relates to, on the basis of a written report prepared by our officials.

(N) Following a discussion at the committee meeting, an agreement will be reached on what action needs to be taken and this will be recorded in the committee's minutes. Apart from those items of business that have been delegated by the Board, the committees' decisions will not be final until they have been approved by the full Board.

(O) In order to meet our duties under section 75 of the Act, we will make sure that all proposals to committees include an assessment of its impact on equality of opportunity. This will be outlined in a written report to the committee that considers the proposal first. In making any decision about a policy, we will take account of any assessment and consultation carried out in relation to the policy.

PART 2 ARRANGEMENTS FOR ASSESSING COMPLIANCE WITH SECTION 75 DUTIES

Our internal arrangements

(A) We are committed to meeting our obligations under section 75 and to putting our Equality Scheme into practice through monitoring and reviewing our policies. We will ensure that we have effective internal arrangements in place. We will appoint an Equality Officer who will be responsible to the Chief Executive for driving forward the Scheme across the organisation. Until the Equality Officer is appointed Ruth Thompson, Deputy Principal in Community Affairs Branch, will carry out this role. Anyone who may be affected by our policies, powers, duties and functions and who requires further information should contact her:

Ruth Thompson, *Tel: 028 9040 8558, Fax: 028 9040 8564,
e-mail: ruth.thompson@nipolicingboard.org.uk
minicom: 028 9040 8565*

(B) We have established a section 75 Equality Steering Committee chaired by the Chief Executive and comprising Heads of Branches and the Equality Officer (see appendix F). The Steering Committee is supported by our Statistical and Research branch. The Steering Committee meets at least once every three months to monitor and review our progress on the section 75 obligations. The Equality Officer reports to the Corporate Policy Committee of the Board following these meetings. The Equality Officer has direct access to the Chief Executive.

(C) Objectives, aims and targets relating to the section 75 obligations will be included in our corporate and annual business plans. These aims and targets will be implemented and monitored in the same way as existing performance indicators, at all levels of strategic planning within the organisation, including staff aims and annual plans. This process will include quarterly reviews of the progress against the objectives in the annual business plan by senior management.

(D) In our annual report we will provide a section on our progress in meeting our section 75 obligations.

(E) We will ensure that all of our members and staff receive relevant information and a planned programme of training on the section 75 obligations. Further information on this is provided in Part 7.

(F) Over the next five years, we will assess the extent to which all of our current and proposed policies, both formal and informal, have an impact on the promotion of equality of opportunity and the promotion of good relations within the terms of section 75 of the Act. We will do this by:

- screening policies, powers, duties and functions in consultation with representatives of affected groups from those listed at appendix B (see Part 4) and
- subsequent equality impact assessments (see Part 4) following the timetable set out in Part 11.

(G) We will consult about equality impact assessments with organisations in the list in appendix B. We will also consult the following organisations in relation to an assessment that deals with the promotion of good relations:

- Community Relations Council
- Equality Commission
- Equality Forum for Northern Ireland
- The Northern Ireland political parties
- Northern Ireland Council for Ethnic Minorities
- Mediation Network NI
- Counteract

Annual review of progress

(H) We will prepare an annual report on the progress we have made and the limitations we have experienced during the year concerning the implementation of the arrangements contained in our Scheme, and in complying with the duties. This will include progress regarding the good relations duty. We will send this report to the Equality Commission and continue to liaise with the Commission to make sure that we maintain progress.

(I) We will work closely with the Police Service of Northern Ireland that has its own equality scheme. And we will liaise as appropriate with the Police Ombudsman and the Northern Ireland Office.

Review of Scheme

(J) We will carry out a thorough review of this Scheme within five years of submitting it to the Equality Commission on 23 May 2002. This review will include an assessment of how we have met our section 75 obligations; how we have promoted equality of opportunity and how good relations have been promoted in relation to the main functional areas. This assessment is likely to include an input from external consultants who are familiar with the section 75 obligations. We will consult with the relevant organisations from those listed in appendix B and any other affected or interested individuals and organisations before submitting the review to the Equality Commission. The review will be made available to the public in printed form and on our website, and in accessible formats and minority languages.

PART 3

ASSESSING AND CONSULTING ON THE IMPACT OF OUR POLICIES, POWERS, DUTIES AND FUNCTIONS

(A) In identifying which of our policies, powers, duties and functions will be the subject of equality impact assessments, we will consider all of our current policies, powers, duties and functions listed in appendix C of this Scheme and look forward to all new policies, powers, duties and functions that may be proposed during the first term of the Scheme.

(B) We will consider the effect each current or new policy, power, duty or function has on the promotion of equality of opportunity in terms of the nine categories of people listed in section 75 of the Act (examples of people who are relevant to the section 75 categories are shown in appendix A). This initial process is known as screening. For each policy, power, duty and function, the following criteria will apply.

- Is there any evidence of higher or lower participation or uptake by different groups?
- Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy?
- Is there an opportunity to promote better equality of opportunity or better community relations by altering the policy, or working with others in government or in the larger community?
- Have consultations with relevant groups, organisations or individuals shown that particular policies, powers, duties or functions create problems that are specific to them?

(C) We are committed to consulting people in line with the Equality Commission guidance and we recognise the need for the consultation to be timely, open, and inclusive. We will consult the Equality Commission, the Community Relations Council, voluntary, community and trade union groups, relevant interest groups, and organisations and individuals representing the various categories included in section 75, (see appendix B).

(D) We will carry out the screening in two phases. In the first phase we will explain all our policies and consult as openly and inclusively as possible on whether:

- all of our policies have been identified;
- how they affect the section 75 category groups in terms of equality of opportunity and their priority for equality impact assessment.

(E) This process will help to inform our conclusions on which of our policies, powers, duties and functions have a significant effect on the promotion of equality of opportunity, and should be the subject of a full equality impact assessment. It will also help to identify the group or groups within the section 75 categories on which any particular activity is likely to have a significant effect. An example of the internal form we will use in the screening exercise is in appendix H.

(F) When the first phase of the screening process has identified those policies, powers, duties and functions that will need equality impact assessments, we will draw up a timetable for carrying out the assessments based on the following priorities:

- The effect on economic, social and human rights.
- The effect on people's daily lives.
- The cultural or political impact on people.
- The relevance to social need.

(G) Then in the second phase of the process we will consult on our conclusions, including the rationale for our conclusions on policies which we have not considered for equality impact assessment, and also on our timetable for carrying out the impact assessments.

(H) We will include a detailed report on the screening exercise in our annual report to the Equality Commission, including who we consulted and the outcome of our consultation. The report will include which of our policies will be subject to impact assessment. We will also provide details of any policies which those we consulted thought appropriate for impact assessment, but which we have not included. We will explain why they have not been included.

(I) When we consider which new policies should be subject to equality impact assessment, we will apply the same criteria and factors as those we have stated in the paragraphs above.

(J) It is likely that there will not be enough statistical data or quantitative information on which to base all screening judgements, and even less for equality impact assessments. With the Northern Ireland Statistics and Research Agency (NISRA), we want to carry out a data and information availability audit for all of our activities to identify what information is missing and to consider how we can put things right. We will use other qualitative ways of forming fair judgements about the effect that our policies, powers, duties and functions have on the section 75 categories, such as information gained from the affected groups during consultation.

(K) In the case of those policies, powers, duties and functions where the answer to any of the questions in paragraph b is "yes" or "don't know", we will consider a full equality impact assessment. We will agree the details of the format and process for equality impact assessments with the Equality Commission.

(L) We will carry out all equality impact assessments in accordance with the Procedure for Conduct of Equality Impact Assessments as set out in Annex 1 of the Equality Commission Guide to the Statutory Duties.

(M) The equality impact assessments will aim to identify whether, within each section 75 category, the policy, power, duty or function creates differences between groups or has the potential to improve equality of opportunity between groups, particularly in terms of:

- rights;
- participation;
- values and norms (that is, traditional roles, stereotypes, attitudes and behaviour, and division of labour).

(N) We will consult on the impact assessments with those on the list at appendix B, relevant interest groups, the Equality Commission, other public authorities, voluntary groups, community groups, trade unions

and other individuals or groups who have a legitimate interest in the issues. This will include all of those who are directly affected by the policy, power, function or duty that is going to be assessed, whether or not they have a direct economic or personal interest.

(O) In making any decision on a current or future policy for adoption, we will take account of any equality impact assessment and consultation carried out in relation to the policy.

PART 4

CONSULTING ON MATTERS RELATING TO OUR DUTIES

(A) We are committed to carrying out all consultations in accordance with the Guiding Principles set out in the Guidelines issued by the Equality Commission.

(B) We published for public consultation the first draft of our Equality Scheme on the 13 March 2002. Copies of the draft Scheme inviting comments were sent to the bodies listed at appendix B and to any further groups and individuals who expressed an interest. Details of the responses received are outlined in appendix G.

(C) We will continue to consult with the organisations listed in appendix B. We will consult the Equality Commission, the Community Relations Council, other public authorities, voluntary, community and trade union groups, and organisations representing the various categories included in section 75 (see appendix A and appendix B) on all issues that are relevant to us meeting the duties. Consultation will take account of matters relating to the duties, the Equality Scheme, screening, equality impact assessments and proposals from the groups and individuals relating to the section 75 obligations. We will also consult all other groups affected by the policy, power, duty or function to be assessed, whether or not they have a direct economic or personal interest.

(D) We realise that different consultation methods will be more suitable for different groups, and it will be important to establish the best way of consulting during the life of the Scheme. Therefore when we consult on any matter to which this Scheme relates, we will work with representative groups and individuals of the section 75 categories in order to identify the best way to get their views and the time they will require to respond. This may involve face-to-face meetings, advisory groups, surveys, consultative panels, internet discussions and other new ways of consulting.

(E) From time to time we will also have to consult on other policing matters. On each of these occasions, we will involve the organisations listed in appendix B in these consultations.

(F) When consulting the groups and individuals of the section 75 categories throughout the Scheme, we will aim to begin consultation as early as possible and provide a response period of at least eight weeks. However, there may be exceptional circumstances when this timescale is not practical, for example:

- executive actions involving policing issues responding to changes in legislation or in the political or security situation; or
- policies that must be put into practice urgently to meet a court judgement or international obligation.

(G) When this happens, we will monitor, justify and report on the situation in our next annual report.

(H) When consulting on any matter to which this Scheme relates, we will normally write to the relevant organisations referred to in appendix B and, if necessary, follow this up with a phone call. We will also consult in other ways such as meetings, consultative forums or panels, attitude surveys, questionnaires and internet discussion groups, having worked out which format is most effective in providing satisfactory consultation for the groups identified in appendix B.

(I) We will remove all barriers to proper consultation by making sure it is in the appropriate language and format. We will concentrate on issues concerning access to information highlighted in part 8 of the Scheme. We have put systems in place to meet the needs of specific groups by making sure that information is available when people want it and in accessible formats, including in Braille, in large print, on audio-cassette, on signed video cassette, on computer disk and in minority languages for people who are not fluent in the English language.

(J) We think that it is very important that sufficient, timely and appropriate information is provided so all affected groups and individuals can consider the full impact of the policy or function under consideration and we will take steps to ensure this. We will give specific consideration to how best we can communicate information to young people and people with learning disabilities. We will discuss this with the affected groups and individuals to identify the most effective way forward.

(K) For all our consultations, we will release relevant quantitative and qualitative information and other documents such as consultants' reports. Information will be made available in consultation with the affected groups to make sure they are involved as much as possible in any policy decision-making.

(L) We will give staff involved in consultation exercises specific training to make sure that they have the skills they need to communicate effectively, and we will develop this training in consultation with the affected groups.

(M) When we organise consultation meetings, we will aim to make sure that as many people as possible can take part. We will do this by paying particular attention to the time of the meeting, the venue, accessibility, how the meeting will be run, the use of appropriate and accessible language, the possibility of childcare and help such as signers for people who may have poor hearing.

(N) We will publish our response to the comments of those people we consulted.

PART 5 MONITORING ANY ADVERSE IMPACT

(A) Knowing what effect our policies have on different groups in the section 75 categories is an essential part of assessing our progress towards the effective promotion of equality of opportunity. We will establish a system to monitor the impact of our policies on the relevant groups. We will review this on an annual basis and the results will be widely and openly published in press notices and in reports to the Equality Commission and to the other groups listed at appendix B.

(B) In the first year of the Scheme and before 22 May 2003 we will review our existing monitoring within each of the functional areas and how we could improve it. We will take account of:

- The value of any further information we may obtain
- The resource implications
- The readiness of the public to supply information
- The availability of proxy measures

(C) In monitoring the impact of our policies we may use information from existing sources, both qualitative and quantitative. This may include research or information we have already gathered, and information and research gathered by a range of government and voluntary and community bodies, such as:

- Public opinion surveys
- Statutory agencies
- Deprivation studies and appropriate indices
- Published research reports
- Community views
- Comparable information from Ireland, Great Britain or Europe
- Pressure group data

(D) We will consult with and co-operate with a wide range of representative bodies and organisations in further developing our monitoring and information. We recognise the need for sensitivity and confidentiality in monitoring with relation to areas such as disability and sexual orientation.

(E) In some cases, an equality impact assessment may identify negative effects on particular groups within the section 75 categories. Assuming that no alternative policy is possible, we will take whatever steps we can to reduce the negative effect. In these circumstances we may commission special monitoring to confirm the extent of the negative effect or the success of anything we do to put things right (or both). Where the results of the special monitoring show that the policy will have a greater adverse impact than we predicted, or if opportunities arise which would allow us to promote equality of opportunity, we will revise the policy as a matter of priority.

(F) Part 6 provides details of how and where we will make sure that the public can see the results of equality impact assessments and monitoring.

PART 6 PUBLISHING THE RESULTS OF EQUALITY IMPACT ASSESSMENTS

(A) We will publish the results of equality impact assessments and the monitoring we have carried out. The published information on equality impact assessments will include:

- the aims of the policy that the assessment relates to;
- details of the outcome of the assessment, highlighting whether a negative effect has been identified;
- associated available monitoring data, whether it is statistics or the outcome of a consultation;
- any evidence of a negative effect that has not been devised deliberately to put right a previous inequality;
- details of any consideration given to reduce the negative effect of the policy on the promotion of equality of opportunity; and
- details of any consideration given to alternative policies that might promote equality of opportunity.

(B) This material will be available on our website (www.nipolicingboard.org.uk). It will also be available in printed form, in Braille, on disc, on audio-cassette and in minority languages for people who are not fluent in English.

(C) It will be available from Ruth Thompson, *Tel: 028 9040 8558, Fax: 028 9040 8564, E-mail: ruth.thompson@nipolicingboard.org.uk.*

(D) We will tell the general public what material is available through press releases and advertisements in publications which could best target the relevant groups, and by displaying public notices and posters. We will also tell the organisations listed in appendix B, and any other organisations or individuals who were involved in the consultation, when this material is available. We will particularly consider the best way to communicate with young people and those with learning disabilities.

PART 7 TRAINING

(A) Within one year of this Scheme being approved, we will make sure that all of our members and staff receive relevant information and training on the section 75 obligations, the requirements of this Equality Scheme, and the arrangements for equality impact assessments.

(B) We will give all members and staff copies of this Scheme. The Chairman and the Chief Executive will write to staff setting out their personal commitment to the equality agenda. The letter will encourage all members and staff to read the Scheme and to promote equality of opportunity as they go about their daily lives.

(C) We will put in place a programme of communication to update members and staff on action on implementing the duty and our Scheme. This will include briefing material and regular reports at team briefs.

(D) We will prepare a detailed training plan for all Board members and staff, within the five-year period to which the Equality Scheme refers, that will achieve the aims listed below.

- To raise awareness of current anti-discrimination legislation in Northern Ireland, including section 75, schedule 9 and section 76 of the Northern Ireland Act 1998. This will include an explanation of the duties and their implications for all members and staff.

- To provide those staff who are involved in screening policies, powers, duties and functions with the skills and knowledge they need to do this work effectively.
- To provide those staff who are involved in the equality impact assessment of policies, powers, duties and functions with the skills and knowledge they need to do this work effectively.
- To provide those staff who will deal with complaints about our scheme with the skills and knowledge they need to investigate and monitor complaints effectively.
- To provide those staff who are involved in the consultation processes with the skills and knowledge they need to do this work effectively.
- To provide those staff who are involved in putting into practice and monitoring and evaluation of our scheme with the skills and knowledge they need to do this work effectively.

(E) We will develop this training with relevant groups drawn from and representing the section 75 groups.

(F) Staff who will be consulting representatives of some of the nine section 75 groups will receive specialist training, as will specialist staff such as those involved in research and data collection, policy development, monitoring and evaluation.

(G) All new members and staff will be trained in the requirements of section 75 and this Equality Scheme in their induction training.

(H) Details of the training programmes have not been confirmed yet but will be included in the annual reports to the Equality Commission on how the Scheme works, including the extent to which we have achieved the training aims above.

(I) In addition to providing full copies of the Scheme, we will provide a summary for members, staff and the public to ensure that our Scheme is comprehensible and accessible to all. The summary will set out the commitment of the Chairman and the Chief Executive to the statutory duty.

(J) We will assess and evaluate the extent to which everyone involved in our training programme has acquired the skills and knowledge they need to achieve each of the aims set out above.

PART 8 PUBLIC ACCESS TO OUR INFORMATION AND SERVICES

(A) We are committed to effective communication with the public. We recognise, however, that there is a risk that some sections of the public will not have equality of opportunity in accessing the information we provide. There are four particular risk areas.

- People with sensory (sight and hearing), communication and learning disabilities who may have particular difficulties with information in print.
- Members of ethnic minority groups, whose first language is not English, who may have difficulties with information that is only provided in English.
- Some local newspapers are mainly read by members of only one of the major politico-religious groups (that is, Protestants and Unionists or Catholics and Nationalists).
- Historically, some people have chosen to distance themselves from policing matters.

(B) When publishing information in the local press, we will make sure that there are press statements and public advertisements in at least all three daily Northern Ireland newspapers, including the North West edition of the Belfast Telegraph. If press statements or public advertisements are aimed at a particular area in Northern Ireland, we will make sure that the information is in at least two local newspapers circulating in that area, and is accessible to all politico-religious groups in the local community. Where appropriate, we will consider what other measures are necessary to make sure that relevant information reaches all members of the community, including young people and people with learning disabilities. This will include publication in targeted publications accessed by minority groups. Our arrangements will be carried out in line with the principles set out in Part 6 above.

(C) We will provide on request information in Braille, in large print, on audio cassette, on signed video cassette, on computer disk and in minority language formats. We will assess our arrangements for provision of information in these formats and the assessment will take account of the legal requirements of the Disability Discrimination Act 1995.

(D) We want all of our services to be fully accessible to all parts of the community. Equality impact assessments will highlight any factors that create a negative effect by making a service that is linked to a particular policy, power, duty or function less accessible to a particular group or groups. We will regularly monitor access by groups from each of the nine section 75 categories to information about our policies, powers, duties and functions and access to our services.

(E) We will maintain a welcoming and harmonious environment in our offices. Our members and staff will follow the relevant conditions of the Disability Discrimination Act 1995.

(F) Our commitments in this Scheme to equality of opportunity in accessing information do not affect any rights to information in the current Code of Practice on Open Government or in the Freedom of Information legislation.

PART 9

PUBLISHING THE SCHEME

(A) Following approval of the Scheme by the Equality Commission, we will issue a press statement and place prominent advertisements. This will include publication in targeted publications accessed by minority groups. We will send a copy of the Scheme to all the organisations outlined in appendix B, as well as to any other individuals or organisations who have expressed an interest or helped with consultation.

(B) We have put systems into place so that the Scheme will be available on request and in a timely fashion in accessible formats such as in Braille, in large print, on audio cassette, on computer disk, on signed video cassette and in minority languages.

(C) We will provide a summary of the scheme for staff and ensure that they have access to a copy of the full Scheme.

(D) We will make the Scheme widely available and take steps to assure equality of access. We will particularly consider how best to communicate the Scheme to young people and those with learning disabilities. This will be done in line with the principles set out in Part 4 above.

(E) The Scheme will be available from: Ruth Thompson, The Northern Ireland Policing Board, Waterside Tower, 31 Clarendon Road, Clarendon Dock, Belfast BT1 3BG, telephone: 028 9040 8558; Minicom: 028 9040 8565; email: ruth.thompson@nipolicingboard.org.uk. It will also be on our website at: www.nipolicingboard.org.uk

PART 10

COMPLAINTS

(A) When a complaint arises which relates to a failure on our part to comply with this Scheme, it should, in the first instance, be brought to the attention of Ruth Thompson, Tel: 028 9040 8558, minicom:028 9040 8565, Fax: 028 9040 8564, e-mail: ruth.thompson@nipolicingboard.org.uk. We will acknowledge all complaints immediately and then carry out an internal investigation of the complaint. We will ensure that the complaints procedure is accessible to the complainant. We will normally respond to the person who has made the complaint within one calendar month.

(B) When we respond to the person who made the complaint, we will tell him or her about the procedure for dealing with the complaint further with the Equality Commission, as set out in paragraph 10 of schedule 9 to the Northern Ireland Act 1998. We will fully co-operate in any investigation that the Equality Commission carries out, providing access to any relevant documents that the Commission may need. Similarly, we will fully co-operate with any investigation carried out by the Equality Commission under subparagraph 11(1)(b) of schedule 9 to the Northern Ireland Act 1998.

PART 11 TIMETABLE

(A) The following outlines the measures under this scheme that we are putting into place to be completed during the five years after we present the scheme for approval on 23 May 2002. We will draw up a timetable after:

- the screening exercise outlined in Part 3 is complete;
- consultation has been carried out on the outcome of the screening exercise; and
- the identification of the required equality impact assessments have been completed.

We will give this timetable to the Equality Commission before 22 May 2003 and it will be made available to the public in line with the commitments we have given in Part 4.

Year 1:

1 April 2002 to 31 March 2003

- Complete the two-part screening exercise, and consult on the equality impact assessments that are needed.
- Draw up training programme, begin training and assess training.
- Issue the equality scheme timetable.
- Carry out the data and information availability audit.
- Develop systems for collecting information, sharing information, effective consultation, accessibility to information, and screening new policies, duties and functions.
- Carry out trial equality impact assessments.
- Screen any new policies, powers, duties and functions.
- Prepare the first annual report.

Year 2:

1 April 2003 to 31 March 2004

- Publish the first annual report.
- Induction training for new staff.
- Continue the training programme.
- Carry out scheduled equality impact assessments.
- Monitor how the scheme operates.
- Screen any new policies, powers, duties and functions.
- Prepare the second annual report.

Year 3:

1 April 2004 to 31 March 2005

- Publish the second annual report.
- Induction training for new staff.
- Carry out scheduled equality impact assessments.
- Monitor how the scheme operates.
- Screen any new policies, powers, duties and functions.
- Prepare the third annual report.

Year 4:

1 April 2005 to 31 March 2006

- Publish the third annual report.
- Induction training for new staff.
- Carry out scheduled equality impact assessments.
- Monitor how the scheme operates.
- Screen any new policies, powers, duties and functions.
- Prepare the fourth annual report.

Year 5:

1 April 2006 to 31 March 2007

- Publish the fourth annual report.
- Carry out any equality impact assessments that still need to be done.
- Screen any new policies, powers, duties and functions.
- Carry out a major five-year review of the operation and effectiveness of the scheme in promoting equality of opportunity and good relations.
- After 31 March 2007, publish the review report.

EQUALITY SCHEME

APPENDICES A-H

APPENDIX A

Main groups that are relevant to the section 75 categories for Northern Ireland

Category	Main Groups
Religious belief	Protestants, Catholics, people of non-Christian faiths and people of no religious belief.
Political opinion	Unionists generally, Nationalists generally, and Members and supporters of any political party.
Racial or ethnic group	Bangladeshi, Black African, Black Caribbean, Chinese, Indian, Irish Traveller, Pakistani, White, Mixed ethnic group and others.
Men and women generally	Men (including boys), women (including girls), transgender people.
Marital status	Married people, unmarried people, divorced or separated people, widowed people.
Age	Children under 18, people up to 25, people of working age (16/65), people over 65.
People with a disability	People with a physical, sensory (sight and hearing) or learning disability, as defined in sections 1 and 2 and schedules 1 and 2 of the Disability Discrimination Act 1995.
People with dependents	People who are personally responsible for looking after a child, a person with a disability or a dependent elderly person.
Sexual orientation	Heterosexual people, homosexual people and bisexual people.

APPENDIX B

List of Consultees

This is a list of the interest groups, public authorities, voluntary groups, community groups, trade unions and other groups and bodies with whom the Board consults.

We have tried to identify as many groups as possible, but we realise that the list is not exhaustive and we may amend it in the light of experience.

If your group is not included and you wish to be considered, please contact the Board's Equality Officer.

Age Concern Northern Ireland	Barnardos
Age Sector Reference Group	Belfast City Council
Alliance Party of Northern Ireland	Belfast Hebrew Congregation
AL-NUR Craigavon Asian Association	Belfast Islamic Centre
Amnesty International (Northern Ireland)	Belfast Islamic Centre (Women's Group)
Antrim Borough Council	Belfast Travellers' Site Project
Ards Borough Council	Belfast Travellers' Education and Development Group
Armagh Borough Council	
Association of Chief Police Officers	Blind Centre for Northern Ireland
Association of Independent Advice Centres*	British Deaf Association
Baha'i Faith	British-Irish Rights Watch
Ballymena Borough Council	Cara friend
Ballymoney Borough Council	Carers' National Association Northern Ireland
Banbridge Borough Council	Carrickfergus Borough Council
Baptist Union of Northern Ireland	Castlereagh Borough Council

Central Services Agency	Democratic Unionist Party
The Chief Electoral Officer for Northern Ireland	Derry City Council
Child Care Northern Ireland	Disability Action
Children's Law Centre	District Policing Partnerships (when established)*
Child Poverty Action Group	Down District Council
Chinese Lay Health Association	Dungannon and South Tyrone Borough Council
Chinese Welfare Association	East Belfast Community Development Agency
Church of Ireland	Employers' Forum on Disability
Citizens' Advice Bureau	Equality Commission
Coalition on Sexual Orientation	Evangelical Contribution on Northern Ireland
Coleraine Borough Council	Extern
Committee on the Administration of Justice	First Division Association (Union for senior public sector workers)
Community Development and Health Network	Fermanagh District Council
Peace People	Foyle Friend
Community and Police Liaison Committees*	Free Presbyterian Church
Community Relations Council	Gay and Lesbian Youth Northern Ireland
Cookstown District Council	Gingerbread Northern Ireland
Council for the Homeless Northern Ireland	Green Party (Northern Ireland)
Craigavon Borough Council	Habitat for Humanity Northern Ireland
Craigavon Travellers' Support Committee	Help the Aged

Indian Community Centre	Northern Ireland
Irish Council of Churches	Anti-Poverty Network
Jehovah's Witnesses	Northern Ireland Association for Mental Health
Laganside Corporation	Northern Ireland Committee, Irish Congress of Trade Unions
Larne Borough Council	Northern Ireland Council for Ethnic Minorities
Lesbian Line	Northern Ireland Council for Voluntary Action
Limavady Borough Council	Northern Ireland Filipino Association
Lisburn City Council	Northern Ireland Human Rights Association
Magherafelt District Council	Northern Ireland Inter-Faith Forum
Mediation Network	Northern Ireland Gay Rights Association
MENCAP – The Royal Society for Mentally Handicapped Children and Adults	Northern Ireland Office
Methodist Church in Ireland	Northern Ireland Pakistani Association
Moyle District Council	Northern Ireland Pensioners' Convention
Multi-Cultural Resource Centre	Northern Ireland Public Service Association
National Union of Students	Northern Ireland Victim Support
Newry and Mourne District Council	Northern Ireland Women's Aid Federation
Newtownabbey Borough Council	Northern Ireland Women's Coalition
North Down Borough Council	Northern Ireland Youth Forum
North West Forum of People with Disabilities	
Northern Ireland Association for the Care and Resettlement of Offenders	
Northern Ireland African Cultural Centre	

North West Community Network	Roman Catholic Church
National Society for the Prevention of Cruelty to Children	Royal National Institute for the Blind (Northern Ireland)
Oi Kwan Women's Group	Royal National Institute for Deaf People (Northern Ireland)
Oi Wah Chinese Women's Group	Rural Community Network
Oi Yin Bangor Chinese Women's Group	Salvation Army
Omagh District Council	Samaritans Belfast
Omagh Women's Network	Save the Children
Parades Commission for Northern Ireland	Sense Northern Ireland
Pat Finucane Centre	Shelter Northern Ireland
Physically Handicapped and Able Bodied Northern Ireland	Sinn Fein
Police Federation of Northern Ireland	Social Democratic and Labour Party
Police Ombudsman for Northern Ireland	Strabane District Council
Police Service of Northern Ireland	Superintendents' Association
Presbyterian Church	Training and Employment Agency
Probation Board for Northern Ireland	Traveller Movement (Northern Ireland)
Progressive Unionist Party	Ulster Democratic Party
Putting Children First	Ulster Unionist Party
Queer Space	Ulster Quaker Service
Sai Pak Northwest Chinese Community Association	UK Unionist Party
The Rainbow Project	UNISON (Union for public sector workers)
Relatives for Justice	University of Ulster
	Victims and Survivors of the Troubles
	Voluntary Service Belfast

West Belfast Economic Forum	Women's Resource and Development Agency
The Women's Centre	Women's Support Network
Women into Politics	Workers' Party
Women's Forum Northern Ireland	Youth Council for Northern Ireland
Women's Information Group	

* Additional groups added following consultation.

APPENDIX C

Policies, powers, duties and functions of the Northern Ireland Policing Board

This appendix lists the Board's policies and functions, grouped according to which Committee of the Board is responsible for taking them forward. Please note that the Board's committee structure will change with effect from June 2003. The new structure is provided at Appendix C (a).

Lists of the members of the Committees are also provided. Please bear in mind that membership of committees changes each year, however, up to date information is available on our web-site: www.nipolicingboard.org.uk or on request from the Policing Board.

(1) CORPORATE POLICY COMMITTEE

Members:

Professor D Rea (Chairman)
 Mr D Bradley (Vice-Chairman)
 Mr F Cobain
 Mrs P McCabe
 Mr E McGrady
 Mr S Wilson
 Mr B Gilligan (for a period of six months)
 Mr B Dougherty (for a period of six months)

Police Performance:

- Setting objectives and performance targets for policing in Northern Ireland.
- Issuing, subject to the Board's endorsement, the Policing Plan for Northern Ireland before the beginning of each financial year
- Monitoring the performance of the Police Service in carrying out the annual Policing Plan and the three to five year strategy
- The overall review of the effectiveness, efficiency and impartiality of the Police Service
- Co-ordinating the Monitoring of Change within the Police Service
- Monitoring police performance in public order situations
- Monitoring policy regarding the openness of the police service and the effectiveness of "police - public- press" relations

Human Rights:

- Monitoring the performance of the Police Service in complying with the Human Rights Act 1998
- Issuing the Code of Ethics for the Police Service after consultation as laid down in section 52 of the Police (Northern Ireland) Act 2000
- Reviewing the arrangements made by the Chief Constable to ensure all police officers read and understand the Code of Ethics; assessing its effectiveness
- Taking forward the Board's policy regarding compliance with the Human Rights Act 1998

Equality Issues:

- The Board's policy relating to equality issues under section 75 of the Northern Ireland Act 1998 and schedule 6 paragraph 24(1) of the Police (Northern Ireland) Act 2000 and developing the New Targeting Social Need Action Plan

Appointments:

- Appointing the Board's Secretary and Chief Executive
- Appointing chief officers of the Police Service
- Appointing an independent person to the Chief Constable's recruitment vetting panel

Complaints and Discipline:

- Dealing with certain complaints against, and the discipline of, chief officers of the Police Service in accordance with the guidance on such matters
- Where appropriate, suspending from duty chief officers of the Police Service
- Making arrangements for police appeals tribunals under the Appeals Regulations 2000

Board Issues:

- Considering matters referred from the Police Ombudsman as not within her remit
- Considering appeals in respect of legal and financial support in cases of action by police officers
- The Board's public relations, communications and openness policies
- The Board's research programme
- Meetings with Police Staff Associations
- Board visits to Police Service establishments
- The Board's Implementation Progress Reports to the Oversight Commissioner
- The Board's Annual Report

(2) THE COMMUNITY AFFAIRS COMMITTEE

Members:

Mr D Bradley (Chairman)
 Professor D Rea (Vice-Chairman)
 Viscount Brookeborough
 Mr A Attwood
 Mr J Byrne
 Mr B Dougherty
 Mr W Hay
 Lord Kilclooney
 Mrs P McCabe
 Mr I Paisley (Junior)
 Mr S Sharma

Policing with the community:

- Facilitating and monitoring policing with the community as the core function of the Police Service
- Making arrangements, when appropriate, for obtaining the views of the public about matters concerning policing
- Making arrangements for the co-operation of the public with the police in preventing crime
- Overseeing police strategy for preventing crime and promoting community safety
- Promoting consultation with local communities
- Monitoring the Police Communications and Public Relations Strategy for supporting the development of community policing
- Information on trends and patterns in crime in Northern Ireland

District Policing Partnerships (DPPs):

- Development and oversight of DPPs
- Appointing independent members of DPPs
- Funding and support of DPPs

Community and policing - voluntary schemes:

- Arrangements for the Independent Custody Visiting Scheme for Northern Ireland
- Arrangements for the extension of the role of Custody Visiting
- Arrangements for the Independent Community Observer Scheme regarding community oversight of the police recruitment process

Board issues:

- The co-ordination of the Board's work with that of other agencies.

(3) THE COMPLAINTS MONITORING COMMITTEE

Members:

Mr E McGrady (Chairman)
 Mr W Hay (Vice-Chairman)
 Viscount Brookeborough
 Mr A McFarland
 Mr T Kelly
 Mrs R Moore

- Keeping itself informed of Part VII of the Police (Northern Ireland) Act 1998 and trends and patterns in complaints under that part
- Keeping itself informed as to the manner in which complaints from members of the public against traffic wardens are dealt with.
- Reports produced by the Ombudsman under Section 61 of the Police (Northern Ireland) Act 1998.
- Keeping itself informed about suspended officers and the outcome of disciplinary procedures.
- Considering complaints about the Board

THE FINANCE AND RESOURCES COMMITTEE

Members:

Mr S Wilson (Chairman)
 Mr B Gilligan (Vice-Chairman)
 Mr F Cobain
 Mr A Attwood
 Mrs R Moore
 Lord Kilclooney

- Strategic financial planning and monitoring the effectiveness of the Police Service financial planning process.
- Approving estimates for the Police Service and Board purposes.
- Monitoring and, where appropriate, approving support services strategies and policies.
- Monitoring Police Service expenditure and approval of expenditure outside delegated limits.
- Dealing with issues relating to borrowing, sponsorship, special payments and write-off of losses.
- Monitoring civilianisation, overtime, provision of support services and other areas of expenditure.
- Considering novel or contentious expenditure.
- Monitoring the changing appearance of police stations and where appropriate, approving the provision of buildings and maintenance of property.
- Acquiring and disposing of land.

THE PERSONNEL AND GENERAL PURPOSES COMMITTEE

Members:

Mrs P McCabe (Chairman)
 Mr A McFarland (Vice-Chairman)
 Mr B Gilligan
 Mr S Foster
 Mr E McGrady
 Mr S Sharma
 Mr S Wilson

Responsibilities regarding the Police Service:

- Overseeing and monitoring human resources policy, strategy and effectiveness in the Police Service
- Overseeing and monitoring training and development in the Police Service of Northern Ireland.
- Discharging our responsibilities for the health and safety of the Police Service of Northern Ireland.
- Discharging our responsibilities for changes in rates of pay, allowance and conditions of service of the Police Service of Northern Ireland.
- Monitoring and approving, as appropriate, the settlement of civil actions against the Chief Constable and the Board.
- Discharging our responsibilities under police and police pension regulations.
- Undertaking our responsibilities in respect of gender imbalance.
- Discharging our responsibilities as an employer

Monitoring:

- Trends and patterns in recruitment to the Police and police support staff.
- Other recruitment issues and the extent to which the membership of the police and the police support staff is representative of the community in Northern Ireland.
- The development of the Police Service Staff Performance Review system.
- The implementation of the Police Service Manpower Optimisation Plan.

Other issues:

- Granting Exemptions under Article 84(b) of The Licensing (NI) Order 1996 and Article 51 of The Registration of Clubs (NI) Order 1996.

THE AUDIT COMMITTEE**Members:**

Mr F Cobain (Chairman)
 Mr J Byrne (Vice-Chairman)
 Mr B Dougherty
 Mr T Kelly
 Mr I Paisley
 Mr S Foster Junior)

Internal Audit services:

- Internal Audit's Terms of Reference, scope of work, planning documents and reports.
- Internal Audit effectiveness.
- Ensuring that weaknesses in internal control are being addressed.
- Considering reports made by the Northern Ireland Audit Office.

Oversight of the audit service to the Police Service of Northern Ireland:

- Reviewing the Police Service Internal Audit's Terms of Reference, scope work, planning documents and reports.
- Ensuring that weaknesses in internal control are being addressed.
- Considering reports made by the Northern Ireland Audit Office.

Economy, efficiency and effectiveness:

- Developing "Best Value" organisational framework and processes;
- Fulfilling "Best Value" responsibilities as determined and agreed;
- Analysis of performance information;
- Analysis of management information systems;
- Reviewing reports of Financial Audits of the Police Service;
- Reviewing reports on Financial Audits of the District Policing Partnerships
- Monitoring occurrences of fraud.

APPENDIX C (a)**Policing Board Committee Structure with effect from June 2003****(1) CORPORATE POLICY COMMITTEE****Strategy and policy:**

- Coordinating and advising on the development of the Board's policies and duties;
- Developing the annual policing plan for the Board's approval;
- Supporting the organisational effectiveness of the Police Service by overseeing the change programme and making sure Her Majesty's Inspector of Constabulary's recommendations are implemented;
- Equality issues;
- Human rights issues; and,
- New TSN.

Police Service and Policing Board personnel responsibilities:

- The appointment and discipline of senior police officers;
- The appointment of the Board's Chief Executive and other senior staff;
- Arrangements for police appeals tribunals;
- Appeals in respect of legal and financial support in actions by police officers; and
- Monitoring the composition and structure of the Board's staff.

Standards:

- Promoting and keeping high standards of conduct by Members;
- Assisting Members to observe the Code of Conduct;
- Advising the Board on the adoption of the Code of Conduct and any revisions.

Other:

- Matters referred back from the Police Ombudsman as not being within her remit;
- Approving and exercising general oversight of the Board's research programme, and;
- Coordinating meetings with other bodies and opinion formers.

(2) COMMUNITY INVOLVEMENT COMMITTEE

Policing policies:

- Securing, supporting and monitoring policing with the community as a core function of the Police Service;
- Supervising and monitoring the implementation of Police Service strategies on crime prevention, community safety and the community in general (for example, changing the appearance of police stations);
- Community consultation and involvement;
- Finding out and taking account of the views of the public about policing issues;
- Developing, promoting, supervising and funding consultation on policing issues, including through District Policing Partnerships, and;
- Developing, promoting, supervising and funding schemes that make sure there is community involvement in policing, such as the Independent Community Observer Scheme, and the Independent Custody Visiting Scheme.

Other:

- Monitoring trends and patterns in crime in Northern Ireland.

(3) HUMAN RESOURCES COMMITTEE

Human resources:

- Obtaining, promoting and monitoring the implementation of the Police Service's Human Resources Policy.

Training:

- Obtaining, promoting and monitoring implementation of the Police Service's Training, Education and Development Strategy.

Appraisal:

- Monitoring the development of the Police Service's new staff performance review system.

Representativeness of the Police Service:

- Monitoring trends and patterns in recruitment to the Police Service;
- Promoting and supporting efforts to make the Police Service more representative in terms of gender and community background.

Police Service Personnel:

- Responsibilities for the health and safety of the Police Service;
- Responsibilities for changes in rates of pay, allowances and conditions of service of the Police Service;
- Police and pension regulations.

(4) FINANCE AND GENERAL PURPOSES COMMITTEE

Financial planning:

- Monitoring the effectiveness of the Police Service's strategic financial planning process.

Expenditure and support services strategies:

- Approving estimates for the Police Service and for the Board;
- Monitoring and, where appropriate, approving support services strategies and policies;
- Monitoring Police Service expenditure and approval of expenditure outside delegated limits;
- Issues on borrowing, sponsorship, special payments, write-off of losses and the acquisition and disposal of land;
- Considering novel or contentious expenditure.

Financial scrutiny:

- Monitoring and approving as appropriate the settlement of civil actions against the Board and the Chief Constable;
- Monitoring the cost of other areas of Police Service expenditure.

Other:

- Granting exemptions under Article 84(b) of The Licensing (NI) Order 1996 and Article 51 of The Registration of Clubs (NI) Order 1996;
- Other general purposes that do not fall to any other specific committee.

(5) HUMAN RIGHTS AND PROFESSIONAL STANDARDS COMMITTEE

Human rights:

- Monitoring how the Police Service complies with the Human Rights Act;
- Monitoring police performance in public order situations;
- Revising, where necessary, the Code of Ethics, and reviewing the measure taken to make sure all police officers read and understand the Code of Ethics.

Standards:

- Keeping informed about the implementation of section 75 in the Police Service;
- Keeping informed about the police complaints process and monitoring trends and patterns in complaints;
- Considering reports from the Police Ombudsman under Section 61 of the Police (NI) Act 1998;
- Keeping informed about claims against the Police Service, suspended officers and the outcome of disciplinary procedures to make sure that lessons are learned and best practice promoted.

Other:

- Considering complaints about the Board.

(6) AUDIT AND BEST VALUE COMMITTEE

- Considering the terms of reference of the Internal Audit, the scope of work, and planning documents and reports to secure an effective and efficient Police Service;
- Making sure that weaknesses in internal control are addressed;
- Considering reports from the Northern Ireland Audit Office;
- Monitoring financial management in the Police Service;
- Reviewing reports on financial audits of District Policing Partnerships;
- Monitoring any occurrences of fraud.

Best value:

- Developing a best value organisational framework and processes;
- Fulfilling best value responsibilities;
- Analysing performance information.

(7) PRESS AND PUBLIC RELATIONS COMMITTEE

Promoting policing:

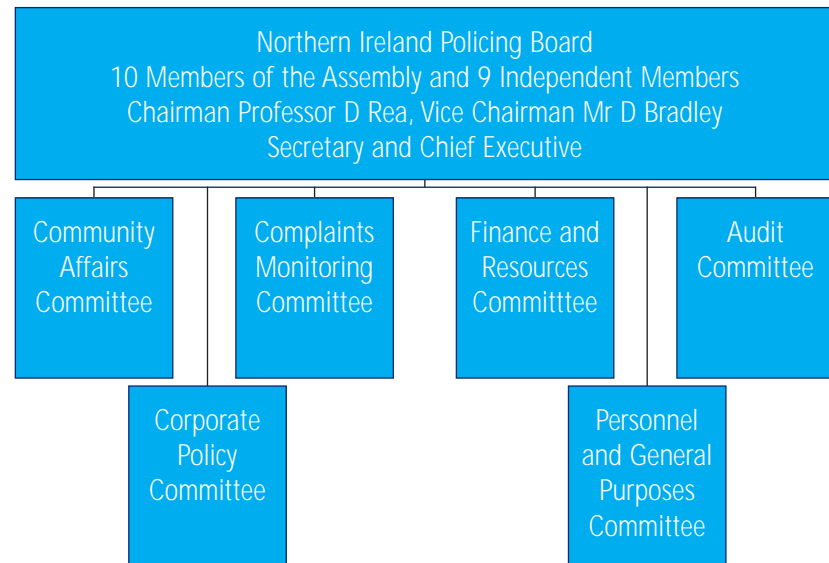
- Exploring and making the most of opportunities for telling people about both Board and Police Service policies and strategies;
- Supervising the preparation of the Board's Annual Report and the public relations aspects of other Board publications and activities;
- Overseeing the Police Service's public relations policies and activities.

Openness and transparency:

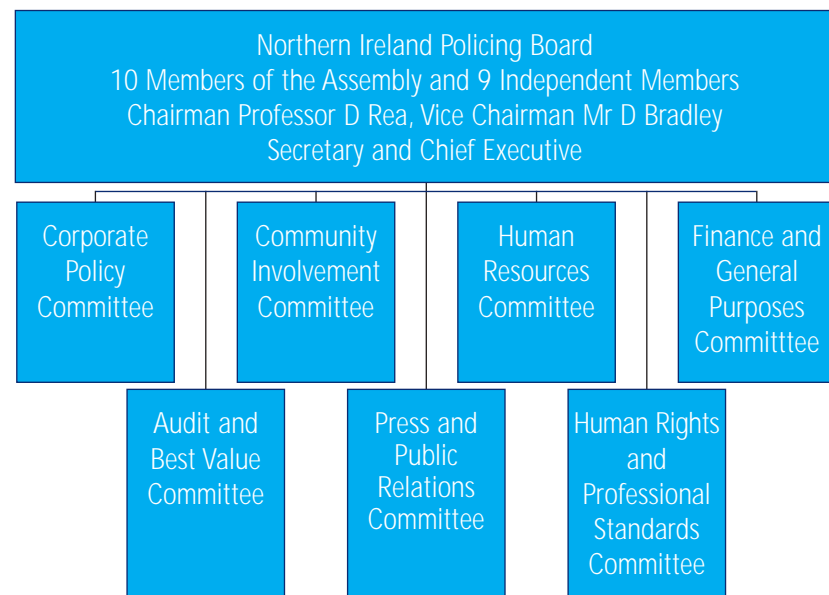
- Monitoring both Board and Police Service openness and transparency policies.

APPENDIX D

COMMITTEES OF THE NORTHERN IRELAND POLICING BOARD

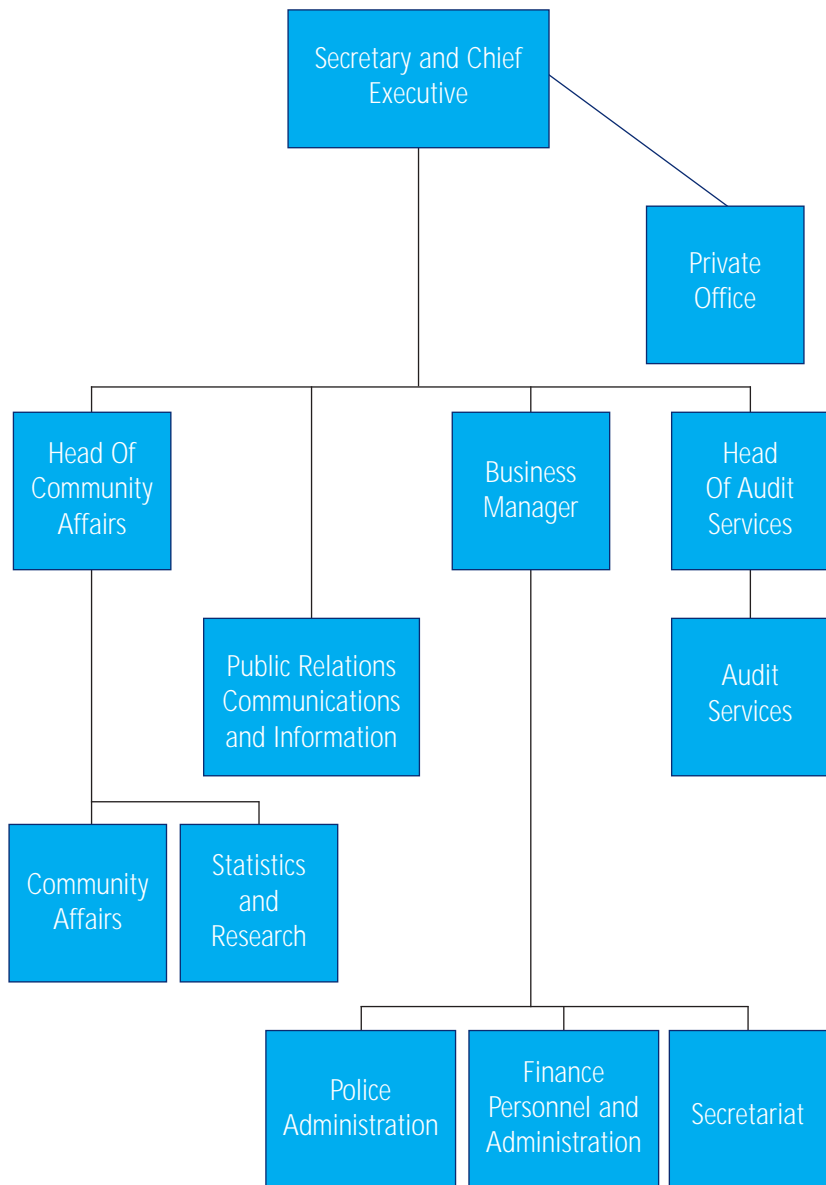


COMMITTEE STRUCTURE FROM JUNE 2003



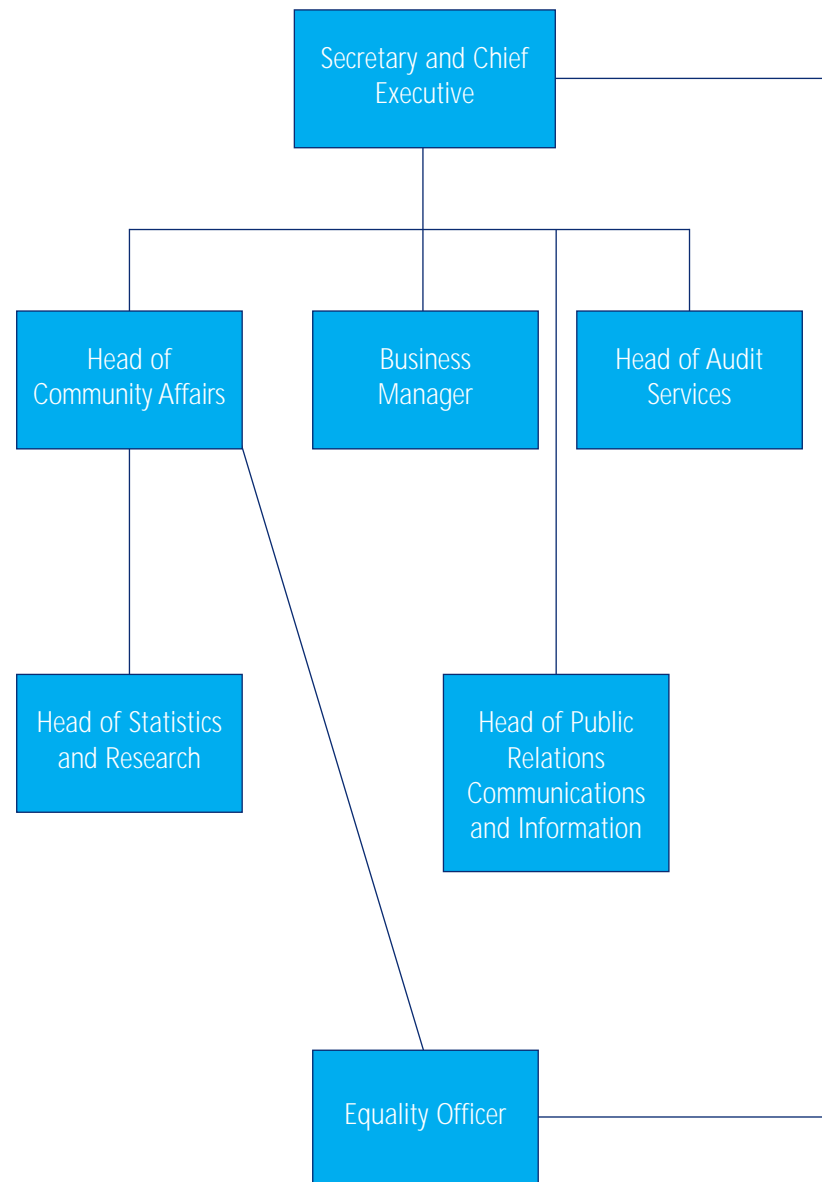
APPENDIX E

NORTHERN IRELAND POLICING BOARD - OUTLINE OF ORGANISATION



APPENDIX F

NORTHERN IRELAND POLICING BOARD - EQUALITY STEERING GROUP



APPENDIX G

FIRST CONSULTATION ON THE DRAFT EQUALITY SCHEME

(A) We published our draft Equality Scheme on 13 March 2002 and sent copies for consultation to the organisations listed in appendix B.

(B) We placed advertisements in the Belfast Telegraph, Belfast and North-West editions; the Irish News, and the News Letter to tell people that the draft Scheme was available, free on request and in alternative formats, for any group or person, and how they could respond. We also told people that the draft Scheme was available on our web-site.

(C) The closing date for consultation was 8 May 2002 which allowed an eight week consultation period. When we were contacted by one organisation to say that they wished to respond but could not meet the closing date, we were happy to allow further time for their response.

(D) The letter that our Chief Executive sent out with the draft Scheme identified ways of responding, alternative formats, and offered to meet with any groups or individuals who wished to meet to discuss the draft Scheme. We had one request from a community group for a meeting to discuss the draft Scheme and we were pleased to meet with them.

(E) With the Blind Centre for Northern Ireland we published an interview about section 75 and our draft Scheme in the tape magazine, "SoundVision".

Responses to the draft Scheme

(F) We kept an audit trail of contacts in relation to the draft Scheme. We were contacted a total of 22 times. The main reasons for contact were to receive further copies of the Scheme or to submit written responses. A breakdown of the reasons for contact is as follows:

Reason for contact	Number of requests
For extra copies of the Scheme	11
Acknowledgement of the Scheme	2
To offer comments on the Scheme	8
To request a meeting to discuss the Scheme	1
Total	22

(G) We received eight responses offering comments on the draft Scheme. These were from:

- Coalition on Sexual Orientation
- Northern Ireland Office
- Superintendents' Association
- Donaghadee and Millisle Community and Police Liaison Committee
- Castlereagh Community and Police Liaison Committee
- Northern Ireland Committee of the Irish Congress of Trade Unions
- Women's Aid
- Committee on the Administration of Justice

(H) We would like to thank these organisations for their comments and recommendations. The following paragraphs show the main issues they raised how we have responded.

ANALYSIS OF RESPONDENTS COMMENTS AND RECOMMENDATIONS, AND OUR RESPONSES

Comments on forewords by Chairman and Chief Executive:

Issue 1: Comment that there is potential room for confusion if every reference to the "equality of opportunity" duty is matched by a reference to the "good relations" duty.

Response: We have noted these comments and made changes to all areas in the Scheme where this applied.

Issue 2: With regard to our commitment to provide "necessary resources", a comment that the Scheme should outline what precise resources are being made available.

Response: At this time we do not know precise details of resources that will be necessary. The Scheme does indicate some of the specific resources that will be necessary such as the appointment of an Equality Officer.

COMMENTS ON PART 1: INTRODUCTION

Issue 3: (Para b) The description of the Statutory Duties does not accurately reflect the required wording of the Guidelines.

Response: The wording has been changed.

Issue 4: (Para I) Recommendation that redrafting should be done to provide the reader with a comprehensive list, with an accompanying explanation, of all the functions of the Policing Board.

Response: We had provided a comprehensive list of all our functions in appendix F. However, we have now deleted the partial list that was in Part 1, and referred readers to the comprehensive list, now at appendix C.

COMMENTS ON PART 2 ARRANGEMENTS FOR ASSESSING COMPLIANCE WITH SECTION 75 DUTIES

Issue 5: Recommendation that the list in paragraph g should be extended to include Counteract (a trade union anti-sectarian unit) and other non-governmental groups and bodies with particular expertise in race relations.

Response: We have extended the list in line with this suggestion.

COMMENTS ON PART 3 - ASSESSING THE IMPACT OF POLICIES, DUTIES AND FUNCTIONS ON THE PROMOTION OF EQUALITY OF OPPORTUNITY

Issue 6: (Para a) Recommendation that screening should apply to all of our policies.

Response: We have given a commitment that we will screen all our policies.

Issue 7: (Para j) Recommendation that redrafting should be done to emphasise the value of qualitative information, particularly that gained from affected groups during consultation.

Response: We have done this.

Issue 8: Recommendation that we amend our screening form so that an explanation is provided regardless of whether the answer is “yes”, “no”, or “don’t know” .

Response: We have amended our form accordingly.

Issue 9: (Para I) Recommendation that the draft Scheme should contain a commitment that all equality impact assessments will be conducted in a way that fully complies with the requirements of Annex 1 of the Commission’s Guidelines on the Statutory Duty.

Response: We have made this change.

COMMENTS ON PART 4 - CONSULTATION

Issue 10: (Para f) Recommendation that there should be a commitment that adequate time, which may in certain circumstances be more than two months, be allowed for the consultation process.

Response: We have amended this section to say that we will work with the different groups and individuals to find out the time they will need to respond to our consultation.

Issue 11: Requests for additional organisations and groups to be added to the list at appendix C.

Response: We will add the additional organisations and groups where we consider this to be appropriate.

Issue 12: Recommendation that we amend paragraph h to read: *“However, there may be exceptional circumstances when this timescale..”*

Response: We have made this change.

COMMENTS ON PART 5 - MONITORING ANY ADVERSE IMPACT:

Issue 13: Comment that this section was couched in somewhat negative terms and we had not given sufficient emphasis to the value of qualitative information.

Response: We have redrafted this section.

NOTES: