

# NORTHERN IRELAND POLICING BOARD

---

## EQUALITY CONSULTATION 2023-25

## **Contents**

<b>Foreword by the Policing Board Chair</b>	<b>Page 3</b>
<b>Glossary</b>	<b>Page 4</b>
<b>Introduction</b>	<b>Page 5</b>
<b>Consultation information</b>	<b>Page 6</b>
<b>Equality Screening</b>	<b>Page 6</b>
<b>NIPB Privacy Notice</b>	<b>Page 7</b>
<b>Consultation Response Form</b>	<b>Page 10</b>

## **NORTHERN IRELAND POLICING BOARD EQUALITY SCHEME**

The Northern Ireland Policing Board's current Equality Scheme and related Equality and Disability Action Plans are due to expire on 31 March 2023 and consequently, we are currently revising our Equality Scheme and developing our Equality and Disability Action Plans for 2023 – 2025. The Board's new Equality & Disability Action Plans have been designed for a 2 year period to align with the remainder of the current Policing Plan cycle and our new 2023-2025 Corporate Plan and we are seeking the views of the wider public and stakeholders to inform the development process.

We would value your feedback on:

- Our revised draft Equality Scheme;
- Our draft Audit of Inequalities and whether it identifies appropriate inequalities in relation to the functions of the Northern Ireland Policing Board, and
- Our draft Equality and Disability Action Plans and whether to agree that the proposed actions will have a positive impact on disabled and Section 75 groups.

The consultation will run for 12 weeks, from **Monday 19 December 2022**, and responses should be submitted by **12 noon on Monday 13 March 2023**.

We look forward to hearing from you.



**Deirdre Toner**  
Board Chair

## **Glossary**

NDPB	Non-Departmental Public Body
NIO	Northern Ireland Office
NIA	Northern Ireland Assembly
DoJ	Department of Justice
ECNI	Equality Commission Northern Ireland

## **INTRODUCTION**

### **Background to the Northern Ireland Policing Board**

The Northern Ireland Policing Board was established as an executive Non-Departmental Public Body (NDPB) of the Northern Ireland Office (NIO) on 4 November 2001 by the Police (NI) Act 2000, as amended by the Police (NI) Act 2003. The Board is an independent public body made up of 10 Political and 9 Independent Members established to ensure, for all the people of Northern Ireland, an effective, efficient, impartial, representative and accountable police service which will secure the confidence of the whole community

On 12 April 2010, justice functions in Northern Ireland were devolved to the Northern Ireland Assembly (NIA) and the Department of Justice (DoJ) came into existence as a new Northern Ireland Department. From this date, NIPB became an executive NDPB of the DoJ.

As a designated public authority, the Board is required to comply with Section 75 of the Northern Ireland Act 1998 and as such, is required to have due regard to the need to promote equality of opportunity, and regard to the desirability of promoting good relations across 9 categories as outlined in the Act.

The Board is committed to discharging its Section 75 obligations and throughout this consultation the Board is seeking the views of statutory consultees, key partners and members of the public in order to inform how we may continue to promote equality of opportunity and good relations throughout the 2023-2025 period.

The below documents are included with this Consultation Document, and the Board would welcome your views as outlined below in the Consultation Information section.

- Draft Revised NIPB Equality Scheme,
- Draft NIPB Audit of Inequalities,
- Draft Equality Action Plan 2023-2025, and
- Draft Disability Action Plan 2023 – 2025

## **CONSULTATION INFORMATION**

This consultation will run from **Monday 19 December 2022 to 12 noon on Monday 13 March 2023**. There are **three** questions that we are seeking your views on. We want to make the process of consultation on our draft Equality and Disability documents as accessible as possible, so there are a number of ways in which your views can be submitted.

### **SUBMIT YOUR VIEWS:**

**EMAIL:** E-mail your Consultation Response Form to:

[Equality@nipolicingboard.org.uk](mailto:Equality@nipolicingboard.org.uk)

### **POST:**

Corporate Services Branch,  
Equality Consultation,  
Northern Ireland Policing Board,  
FREEPOST PO Box 2225  
Belfast BT1 9YW

If you require the consultation document in an alternative format, please contact the Board on 028 9040 8500 or email [equality@nipolicingboard.org.uk](mailto:equality@nipolicingboard.org.uk)

We aim to publish a response to the consultation within three months following the close of the consultation period.

### **EQUALITY SCREENING**

Equality screening has been completed and can be found on our website at [www.nipolicingboard.org.uk](http://www.nipolicingboard.org.uk)

## **NIPB Privacy Notice for responding to our consultations and surveys**

### **Data Controller Name: Northern Ireland Policing Board**

Address: Waterside Tower  
31 Clarendon Road  
Clarendon Dock  
Belfast  
BT1 3BG

Telephone: 028 90408500

Email: [information@nipolicingboard.org.uk](mailto:information@nipolicingboard.org.uk)

### **Data Protection Officer Name: William Magee**

Telephone: 028 90408500

Email: [Data.protection@nipolicingboard.org.uk](mailto:Data.protection@nipolicingboard.org.uk)

### **Why are you processing my personal information?**

Personal data collected in this consultation exercise will be used for analysis and reporting of consultation responses.

Data protection legislation states that, a public body may process personal data as necessary for the effective performance of a task carried out in the public interest such as a consultation.

We have identified our lawful basis for processing your personal information as being Article 6 (1) (e) of the UK General Data Protection Regulation (UK GDPR) (Public Task as the processing is necessary for us to perform a task in the public interest).

Where you have provided us with special category data, such as health, religious or ethnic information the lawful basis we rely on to process it is article 9(2)(j) of the GDPR, and Schedule 1 part 1(4) of the DPA 2018.

### **Do you share my personal data with anyone else?**

The personal data collected in our consultations will not routinely be shared outside of the Northern Ireland Policing Board (NIPB).

Please note, however, that we may be required to share your data to meet our legal or public function requirements, to pursue debt, for fraud, or crime prevention and detection purposes, or in your vital interest.

We may receive Freedom of Information and Environmental Information Regulations requests for third party personal data. We have a legal obligation to process any personal data we hold when considering requests under these laws. In most cases we will consider whether disclosure would contravene principle (a) of the GDPR.

### **Do you transfer my personal data to other countries?**

The Board does not transfer personal information overseas.

### **How long do you keep my personal data?**

We will retain your data in line with our Retention and Disposal Schedule.

### **Do we use Data Processors?**

We may, on occasion use a data processor to gather information on our behalf. However, for the purposes of this consultation the Board will not be using a Data Processor.

### **What rights do I have?**

- **You have the right to object to the processing in specific circumstances.**

#### **In addition:**

- You have the right to obtain confirmation that your data is being processed and access to your personal data.
- You are entitled to have personal data rectified if it is inaccurate or incomplete.
- You have a right to have personal data erased and to prevent processing in specific circumstances.
- You have the right to 'block' or suppress processing of personal data in specific circumstances.
- You have the right to data portability in specific circumstances.
- You have rights in relation to automated decision making and profiling.



**How do I exercise my rights or complain if I am not happy?**

You can find out more information about your rights on the [Information Commissioner's Office website](#) or you can contact them at the address provided below.

**If you wish to exercise any of your rights or if you are unhappy with any aspect of this privacy notice please contact the Board's Data Protection Officer at:**

Northern Ireland Policing Board  
Waterside Tower  
31 Clarendon Road  
Clarendon Dock  
Belfast  
BT1 3BG

Email: [Data.protection@nipolicingboard.org.uk](mailto:Data.protection@nipolicingboard.org.uk)  
Telephone: 028 90408500

**If you are still not happy, you have the right to lodge a complaint with the Information Commissioner's Office (ICO):**

**Information Commissioner's Office**

Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113

Email: [casework@ico.org.uk](mailto:casework@ico.org.uk)

<https://ico.org.uk/global/contact-us/>

## CONSULTATION RESPONSE FORM

The questionnaire can be completed by individual stakeholders, members of the public, or on behalf of a group or organisation.

Please indicate if you are responding as:

A member of the public

On behalf of an organisation

Other (Please specify)

Your name (optional).....

Organisation's Name (if responding on behalf of an organisation required)

.....

If other: Please Specify

.....

.....

Communications Consent (optional)

Email:

If you wish to be added to the Board Communication emails please tick the box below and provide your email to confirm.

Email

Please note that replying 'yes' we will use your contact details to provide information on the role and work of the Board and PCSPs. Our privacy notice can be found at [www.nipolicingboard.org.uk](http://www.nipolicingboard.org.uk)

**1. Do you broadly agree that the draft Audit of Inequalities identifies appropriate inequalities in relation to the functions of the Northern Ireland Policing Board?**

yes       no

Please state the reasons for your answer including any additional suggestions for priority areas.

**2. Do you broadly agree that the measures in the draft Equality Action Plan will have a positive impact on the Section 75 groups?**

yes       no

Please state the reasons for your answer:

**3. Do you broadly agree the action measures in the draft Disability Action Plan will have a positive impact?**

yes       no

Please state the reasons for your answer

**Thank you for completing our questionnaire.**

 028 9040 8500

 [information@nipolicingboard.org.uk](mailto:information@nipolicingboard.org.uk)

 [www.nipolicingboard.org.uk](http://www.nipolicingboard.org.uk)

 [policingboard](https://www.facebook.com/policingboard)

 [@nipolicingboard](https://twitter.com/nipolicingboard)

 [nipolicingboard](https://www.youtube.com/nipolicingboard)

 [Northernirelandpolicingboard](https://www.linkedin.com/company/northernirelandpolicingboard)

#### DOCUMENT TITLE

---

Northern Ireland Policing Board  
Equality Consultation 2023-25

#### DISCLAIMER

---

While every effort has been made to ensure the accuracy of the information contained in this document, the Northern Ireland Policing Board will not be held liable for any inaccuracies that may be contained within.