

NORTHERN IRELAND POLICING BOARD

**MINUTES OF MEETING OF THE PERFORMANCE COMMITTEE HELD ON
11 NOVEMBER 2021 AT 09:30**

PRESENT:

- Mr Trevor Clarke, Chair
- Ms Carmel McKinney, Vice-Chair
- Mr Edgar Jardine
- Ms Deirdre Toner (1)
- Mrs Dolores Kelly*
- Mr Gerry Kelly
- Ms Liz Kimmins* (2)
- Mr Mike Nesbitt (3)
- Mr Maurice Bradley* (4)
- Ms Joanne Bunting

**EX-OFFICIO MEMBERS
IN ATTENDANCE**

- Mr Tom Frawley* (5)

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE:**

- (6) Deputy Chief Constable Mark Hamilton
- (6) D/Chief Supt Ian Saunders

**OFFICIALS IN
ATTENDANCE:**

- Ms Sinead Simpson, Chief Executive (7)
- Mr Adrian McNamee, Director of Performance
- 6 Board Officials

- (1) Present for Item 1.0 - 6.3
- (2) Joined meeting at Item 5.0
- (3) Joined meeting at Item 6.1
- (4) Absent from meeting 10:45 - 11:30
- (5) Present for 1.0 - 6.1 only (left meeting at 11:30)
- (6) Present for 6.1 only
- (7) Present for 6.1 - 6.6 only

*Attended via video conferencing

1. APOLOGIES

No Apologies were received in advance of the meeting.

The Committee agreed the agenda for the meeting.

The Chair asked Members to advise of any items they wished to raise at Item 9 under “Any Other Business”. No further items were declared.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

3. MINUTES OF THE PREVIOUS MEETING

The Committee considered the amended draft minutes of the Performance Committee meeting held on 14 October 2021.

It was **RESOLVED:-**

That Minutes of the Performance Committee meeting on 14 October 2021 were agreed.

4. UPDATE ON ACTION LOG

The Director of Performance provided an update on the actions listed on the Action Log. Members noted the remaining current open actions and expected timeframes for these to be brought back to the Performance Committee.
NOTED.

The Director of Performance updated Members on AP1 from the meeting held on 9 September 2021 regarding PSNI implementation of the recommendations of the HMICFRS ‘Policing the Pandemic Report’. Members are reminded that Officials had contacted PSNI and an update would be brought to the December 2021 Performance Committee meeting.

The Director of Performance updated Members on AP3 regarding suspensions and re-positionings from the meeting held on 9 September 2021. Board Officials met with PSNI Professional Standards on 30 September 2021 and further information was requested. The PSNI response was provided at Item 4.1 of the agenda.

The Director provided an update on AP6 also from the meeting held on 09 September 2021 in respect of consultation with the Police Federation regarding the Draft Code of Ethics. The Police Federation are attending the meeting later in the agenda.

The Director provided an update on AP8 also from the meeting held on 09 September 2021 in respect of Board representation on the Seapark Gold Group. Officials are continuing to identify options for Board representation on the Seapark Gold Group.

The Director provided an update on AP1 from the meeting held on 14 October 2021 in respect the Minutes of the Meeting held on 09 September 2021. It requested that Item 7.2 should note Gerry Kelly and Liz Kimmins view that PSNI should not be investigating legacy as they are not Article 2 compliant. The September Minutes were amended at Item 7.2 to reflect this.

Members were informed that an update to AP2 from the meeting held on 14 October 2021 concerning Independent Advisory Groups (IAGs) and specifically the Service Level Agreement for the Youth Independent Advisory Group. A letter was issued to PSNI requesting further information on membership, openness, transparency and refinement of role and responsibilities. A response from PSNI is provided at Agenda Item 4.1.

The Director provided an update on AP3 also from the meeting held on 14 October 2021 in relation to Fixed Penalty Notices. A letter was issued to PSNI to request confirmation that all information originally gathered on Fixed Penalty Notices in relation to the Black Lives Matter (BLM) protests in 2020 is

removed and a timeframe for when this work will be completed. A response is awaited.

The Director provided an update on AP4 also from the meeting held on 14 October 2021 in response to Members discussion on Policing Plan Measure 1.2.1. A letter was issued to the PSNI requesting further information on 101 / 999 call data, bail legislation and Tackling Paramilitarism Programme (TPP) funding. A response from PSNI is at Agenda Item 4.1.

The Director provided an update on AP5 also from the meeting held on 14 October 2021 inviting PSNI to present Policing Plan Measure 1.2.2 Organised Crime Gangs. The PSNI will update Members at Agenda Item 6.1.

The Director provided an update on AP6 also from the meeting held on 14 October 2021 in relation to the Human Rights Advisor Three Year Programme Work in response to Member suggestions to consider the inclusion of CHIS, Use of Force and PSNI Human Rights obligations. An update is provided Agenda Item 6.5.

The Director provided an update on AP7 also from the meeting held on 14 October 2021 regarding the invitation extended to the Independent Review of Terrorism, Mr Jonathan Hall Q.C., to attend the February 2022 Committee meeting. An invitation will be issued by Officials.

4.1 Accompanying Correspondence

Members discussed correspondence returned from the PSNI in relation to:

- AP 3 September 2021 – in relation to further clarification on suspensions and re-positionings was provided. Following discussion it was:-

AGREED

Officials to write to the PSNI to seek further detailed information on officer suspensions; the numbers suspended at each rank, those suspended over 3 years on full pay and to provide examples of officer re-positioning. **(AP 1)**

- AP 2 October 2021 – in relation to the Youth Independent Advisory Group and Members were content with the correspondence; and
- AP 4 October 2021 – in relation to 101/999 calls, bail legislation and TPP funding. Following discussion it was:-

AGREED

Officials to respond with Members queries in relation to 101 / 999 call waiting times, “dropped calls” not answered as well as re-call data. Officials asked to compare data with other jurisdictions in respect of 101 / 999 telephony response **(AP 2)**

5. CHAIRPERSON’S BUSINESS

The Chair confirmed that he had no items of business for discussion.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 Policing Plan Measure 1.2.2 - Organised Crime Gangs

Board Officials presented a paper providing Members with an analysis of work relating to PSNI Performance against a Measure specific to Organised Crime Gangs (OCGs). Members were reminded that this item was due for consideration in October 2021 and at that Performance Committee it was agreed to defer the item to the November 2021 Performance Committee. Therefore, all information previously provided has remained the same.

Board Officials gave an update focusing on:

- **Outcome 1** *We have a safe Community*
- **Indicator 1.2** *Fewer Repeat Offenders of Crime*

It analyses PSNI performance against Measure:

Measure 1.2.2: *Through Frustrated, Disrupted and Dismantled activity, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.*

Members were asked to note and consider the information provided by PSNI and detailed analysis of the paper to assist with oversight and scrutiny of police performance in relation to OCGs.

A Board Official also drew Members attention to Item 6.2 on NCA / SOC Q1 Reports as much of the information reported is transferable between Item 6.1 and 6.2. Board officials advised Members that they plan to align Performance Plan reporting of OCGs with future NCA and SOC reports. This is aimed to best meet Member's needs in order to ensure this key strategic area is brought collectively to Members and provide them with as much required information as possible.

A Board Official reminded Members that the PSNI state that their ambition is to reduce the capacity and capability of OCGs by Frustrating, Disrupting and Dismantling them, which will help achieve safer, more engaged and more confident communities.

The Chair welcomed Deputy Chief Constable Hamilton and D/Chief Superintendent Saunders. The Chair invited them to brief Members on the work relating to OCGs.

The PSNI presented information through an OBA Report Card and provided a statistical commentary of their performance against Measure 1.2.2 and discussed with Members the work carried out on a number of key areas including:

- SOC context;

- Effect of Covid-19 on PSNI operations;
- Report card analysis;
- Paramilitary Crime Task Force (PCTF) activities;
- Paramilitary Style Assaults (PSA);
- Cash and Drug seizures;
- Operation Fusion;
- Serious Organised Inquisitive Crime;
- Modern Slavery and Human Trafficking (MSHT);
- Cyber Crime; and
- PSNI's future plans to combat Serious Organised Crime.

The PSNI provided the following responses:-

- The PSNI referred to the changing societal landscape shaped by events such as the EU Exit and Covid-19 lockdown that has seen crimes mutate across to market demand. As a consequence criminality evolves and OCGs worldwide become fluid and adapts.
- The PSNI highlighted that whilst there has been a reduction in cross border crime they continue to monitor the re-emergence of Mobile Organised Crime Gangs who operate in both jurisdictions carrying out burglaries.
- The PSNI informed Members that there are currently seventy active OCGs in Northern Ireland.
- The PSNI referred to modern crime types such as cyber and human trafficking / slavery that are not captured on the Serious and Organised Crime statistical data with the potential result that there may be more unknown organised crime gangs operating than is recorded.
- The PSNI discussed their current approach to apprehending and arresting those involved in organised criminality. In collaboration with organisations such as NCA and HMRC, the PSNI targets those who are directing and controlling OCGs.
- The PSNI informed Members that the sharing of intelligence and resources with other agencies, through the Paramilitary Crime Task Force (PCTF), is seen as the most effective means in their work against OCGs. The PSNI presented detailed statistical information in relation to their successful operational co-operation within PCTF.

- The PSNI reported that there has been a reduction in the number of assaults and shootings recorded but suggested this may increase during winter months.
- The PSNI reported that overall there has been a reduction in the number of assaults and shootings recorded. The PSNI note that assaults are more prevalent among Loyalist paramilitary organisations whilst shootings are more frequently seen among Republican paramilitary organisations.
- The PSNI also highlighted a number of detailed statistics in relation to drug and cash seizures as part of their work to Frustrate, Disrupt and Dismantle OCGs.
- The PSNI discussed ongoing activities against illegal drugs citing the recent 'Operation Dealbreaker' and the number of cash and drugs seizures made as well as provided Members with information on how organised crime gangs transport and distribute illegal drugs.
- The PSNI also discussed 'Operation Fusion' which is focused on EU Exit crime that exploits the Common Travel Area (CTA) such as human trafficking / slavery and drugs. PSNI referred to a number of haulage companies that are known to be involved in cross border organised crime. In response to this type of organised crime the PSNI are working in conjunction with NCA, JTAF, HMRC and An Garda Síochána to share and access intelligence.
- The PSNI discussed Serious Organised Inquisitive Crime and the increase in cases of 'sextortion', impersonation fraud and blackmail. Victims predominately are middle aged males but cases have been recorded against young females.
- In relation to human trafficking / slavery the PSNI referred to the change in crime profile with many victims emanating from Syria and Afghanistan. Sophisticated networks exist that, for example, sees victims flown to Germany to claim asylum before travelling to Dublin where they enter the CTA, and are recorded on that jurisdictions asylum system before onward travel to Northern Ireland and finally to Great Britain.
- The PSNI discussed cybercrime with reference to ransomware and also the 'dark web'. The PSNI currently do not monitor cybercrime specific to OCGs who may be operating in Northern Ireland, but they continue to consider the best approaching to tackling this type of criminality.

At 10:55 am the Chairperson suggested a short recess to allow, for those who wished to do so, to observe Remembrance Day.

The Chair called the Committee to Order at 11:15 and invited the PSNI to complete their briefing to Members. The PSNI continued:-

- The PSNI discussed crime outcome measurements and the differences in statistical information presented as well as the different computer systems used between Great Britain and Northern Ireland.

Members engaged in discussion with PSNI and sought clarity on a number of issues including:-

- A Member queried the human trafficking / slavery journey from Germany and whether this could be expanded further to explain if coercion or fraudulent behaviour was a factor.
- A Member asked how the PSNI success in combating serious and organised crime could be conveyed to the wider public. The Member also indicated support for the suggested changes to the PSNI benchmarking of crime outcomes and remarked that comparisons with An Garda Síochána data should be built into any assessment of performance.
- A Member raised two concerns, firstly, with the perceptions between major crime operations and crime in local district commands, for example, a known drug house in a local area is not dealt with because it is not deemed 'high level'. The second concern raised by the Member is that alignment of crime outcome reporting with other jurisdictions may result in what works well for the PSNI being lost. The Member further queried what alignment means in practical terms.
- A Member referred to organised crime gang "kingpins" and asked if the PSNI tactic in targeting and removing these leaders only served to provide a vacuum in which further crime occurs as others jostle for position in the gang.
- A Member referred to prosecution data for OCGs and outlined that for any PSNI changes to reporting the Board would want to engage.
- A Member queried the PSNI suggestion that assaults and shooting may increase in winter months and the reasons for this.

- Members drew attention to human trafficking / slavery and whether the means to address this issue could be done through the whole PSNI organisation.
- A Member queried whether pre-conviction / pre-trial Prevention Orders as used in Great Britain would be useful in Northern Ireland.
- A Member referred to the PSNI briefing on haulage companies and the numbers identified as involved in organised crime and queried how this developed.
- A Member asked if OCGs were operating in every economic sector.
- A Member queried whether the PSNI response to, for example, the haulage companies was taking responsibility for something outside of the PSNI remit.

The PSNI provided the following responses:-

- The PSNI referred to the focus when targeting OCGs, which has a quantifiable impact in that results can be seen in terms of cash seized.
- The PSNI advised that operationally more can be done in terms of a cross service approach to dealing with OCG's such as having Local Response Officers to provide the link between local policing and serious crime officers. In terms of the change of focus to concentrate on OCG leaders, the PSNI spoke of creating a strategy that does not create a bigger problem and referred to their response plan to OCG's requiring local police level engagement with neighbourhood policing having a role to play.
- The PSNI could only suggest that shootings and assaults increase in winter due to the criminals operating at night to hide their activities.
- The PSNI referred to trained officers within districts designated as a Modern Slavery and Human Trafficking Single Point of Contact (MSHT SPOC) who will investigate trafficking and provide a link with Serious and Organised Crime Team.
- The PSNI suggest that if legislation, such as Prevention Orders, can be adapted for use in Northern Ireland then that could be seen as a step forward.
- The PSNI spoke of the greater challenges and demands in Northern Ireland in comparison to Great Britain such as counter terrorism. As a result the PSNI response lags behind in issues such as MSHT in comparison with Great Britain.

- The PSNI believe that there are two scenarios in respect of hauliers, those who already existed and were involved in criminality and those recently established to profiteer.
- The PSNI point out that OCGs are fluid organisations who adapt to the market demands with the result that anything that makes money can be exploited.
- The PSNI referred to Internet Enabled Crime that allows criminals to put more distance between the crime and themselves. The internet provides an opportunity for more people to get involved in criminality.
- The PSNI stated that they are not working in isolation with regards organised crime. The PSNI believe that working through multi-agency partnerships with organisations such as Border Force, Organised Immigration Crime and the Home Office is beneficial and this holistic approach allows the PSNI to catch up with current best practice.
- The PSNI discussed the challenges of staffing Serious and Organised Crime Branch.

The Chairperson thanked the PSNI for their attendance and briefing and they left.

Following discussion it was:-

AGREED

Officials to follow up on the PSNI offer to provide data on prosecutions. **(AP 3)**

Officials to contact the PSNI regarding the six CJINI MSHT Report recommendations and to ascertain the PSNI progress on implementation. **(AP 4)**

6.2 NCA / SOC Q1 Reports

A Board Official presented Members with a paper that provides an overview of the NCA and PSNI performance and activity in respect of Serious and Organised Crime (SOC) covering the period April to June 2021 (Q1). The paper gave an overview of law enforcement activity as the organisations seek

to disrupt OCGs with the aim of protecting individuals, communities and businesses in line with their key purpose of 'Keeping People Safe'.

The Board Official referred Members to the statistics illustrating the impact of NCA disruptions in Northern Ireland is increasing, with 46% over the last 12 months assessed as '*major*' or '*moderate*' (the highest level of impact), compared with 29% in the previous 12 months. In regards to Q1 2021/22 specifically, 60% of all disruptions were major / moderate. In comparison the PSNI SOC report assessed and recorded disruptions against OCG's on the following levels: Frustrated, Disrupted; and Dismantled. The number of OCG's 'Frustrated' has increased in this quarter to 96, with 'Disruptions' increasing to 18 with a slight decrease in those 'Dismantled' to 3.

The Board Official reiterated to Members that, in line with Item 6.1 relating to OCGs and due to the transferable nature of information reported, Board officials plan to align Performance Plan reporting of OCGs with future NCA and SOC reports.

The Board Official requested that Members note and consider the information provided by NCA and PSNI SOC Q1 reports as well as the key issues and Board analysis in anticipation of the NCA Director General Graeme Bigger and PSNI Chief Constables attendance at the 2 December Board meeting.

6.3 Annual Report of the Independent Reviewer of JSA.

A Board Official provided Members with a paper providing a summary of the last annual report of the previous Independent Reviewer of JSA, Mr David Seymour C.B.

Members were asked to consider the findings of the previous Independent Reviewer of JSA, Mr David Seymour CB, and also to consider the issues identified by the new Reviewer, Professor Marie Breen-Smyth.

The Board Official referred Members to the key findings of Mr Seymour's report that included the Ramsey Judgement and his recommendations including the recording of Stop and Searches under JSA and the PSNI to give consideration to the Board's 2013 recommendation concerning monitoring of community background. The Official also highlighted to Members that for the fourth consecutive year the use of JSA powers has decreased as shown by stop and question rates reduced by 38%, search of premises has dropped 55%, vehicle searches down 41% and search of a person without reasonable suspicion down 20%.

The Official highlighted to Members other key findings of the Report such as the fact that 3 complaints were made to the Police Ombudsman of Northern Ireland concerning the use of JSA powers, this represents 0.12% of all complaints received. Mr Seymour also noted in his report that in relation to Body Worn Video usage under JSA powers there is still room for improvement noting that the statistics confirm the IOPC findings that Body Worn Video is not used consistently. As an example Mr Seymour cited in relation to stop and question under Section 21 shows that Body Worn Video was used in 28% of cases in August 2019 and 28% in July 2020.

The Board Official informed Members that today provided an opportunity to engage and seek the views of the new Independent Reviewer of JSA, Professor Marie Breen-Smyth and to consider the issues identified by her.

The Chair welcomed Professor Marie Breen-Smyth to the meeting and invited her to brief Members. Professor Breen-Smyth thanked the Chair and welcomed the opportunity to introduce herself to Members and provide an overview of a number of key areas of her work including:

- Complaints against the British Army;
- Ramsey Judgement;
- Non-Jury Trials;
- JSA Stop and Search under Section 21 and 24;
- Paramilitarism;

Professor Breen-Smyth provided the following responses:-

- Complaints against the British Army falls within her remit as Independent Reviewer of JSA. She informed Members that these complaints are very low in number and normally concern low flying helicopters.
- The Ramsey Judgement was provided as an Annex by her predecessor David Seymour and this adds weight to the report in terms of seriousness.
- Professor Breen Smyth informed Members that she has requested a meeting with the Northern Ireland Bar Association to discuss Non-Jury trials and to obtain a better understanding of the legal arguments. Members were reminded that the previous report sought to examine returning to the status quo. Professor Breen-Smyth pointed out that it is a misunderstanding that non-jury trials cannot happen under ordinary law.
- Professor Breen-Smyth is due to meet with the Non-Jury Trial Working Group in December to further her knowledge and to discuss their ongoing work that seeks to establish equivalence with Great Britain in respect of non-jury trials.
- With regards PSNI Stop and Search under JSA Sections 21 and 24 Professor Breen-Smyth referred to her engagement with officers across all ranks within PSNI and also her discussions with external organisations.
- She acknowledged the statistical variations between districts for numbers stopped and searched, emphasising that if the Stop and Search is intelligence led then this is justified.
- Professor Breen-Smyth referred to the six years since the original recommendation was made by her predecessor to monitor community background for Stop and Search. She highlighted the need to find a solution and that the PSNI have informed her that they have sought legal advice on the implementation of this recommendation of which she has requested.

- Professor Breen-Smyth discussed with Members the different powers in communities in Northern Ireland.
- She referred to Stop and Search and its' investigatory as opposed to prosecutorial power and that she intends to discuss the scope and intent of the legislation with the Lady Chief Justice.
- The high percentage of children and young people aged under 25 who are subject to Stop and Search was discussed.
- Professor Breen-Smyth also referred to her engagements with local communities.

Members engaged in discussion with Professor Breen-Smyth and sought clarity on a number of issues including:-

- The disparity between Stop and Search powers used and numbers of people appearing before the Courts;
- The PSNI Serious and Organised Crime change in tactic that sees the targeting of crime gang “kingpins” and asked whether there was merit in stopping someone more frequently; and
- Obtaining the Board’s assistance to encourage the Chief Constable to comply with the Independent Reviewer of JSA Recommendations.

6.4 Code of Ethics: Police Federation of Northern Ireland Engagement

The Director of Performance provided Members with a paper giving an update on the PSNI Draft Code of Ethics that was provided to Members on 8 July 2021 and previously considered at the Performance Committee meeting on 9 September 2021. Members were requested to note the information contained within the paper.

At the September 2021 Performance Committee meeting Members had requested Officials engage further with The Equality Commission, the Office of the Police Ombudsman and The Police Federation. The Director reminded Members that Officials had attended a meeting with the Equality Commission in September 2021 and also that Members had engaged with the Office of the

Police Ombudsman at the Committee meeting in September 2021. PSNI will work to produce a final draft for submission to the December Performance Committee meeting. Officials will then seek Members approval to recommend the final draft to the Board meeting in February 2022 seeking approval to proceed to formal public consultation for twelve weeks.

The Director of Performance informed Members that arrangements have been made for an engagement with the Police Federation of Northern Ireland as part of this Performance Committee meeting. This provides Members with an opportunity to further engage with the Police Federation representatives on their specific comments in relation to the draft Code.

The Chair welcomed the representatives of the Police Federation of Northern Ireland to the meeting.

The Police Federation thanked the Chair and welcomed the opportunity to engage with Members to discuss the Police Federation's response to the consultation.

The Police Federation provided the following responses:-

- The Draft Code of Ethics has been perceived as a root and branch change as opposed to the small amendments to the existing code that were expected;
- The Police Federation believe that the Draft Code of Ethics is not as direct as it could be whereas Codes in other jurisdictions are more direct. The Federation drew Members attention to the Codes produced by the College of Policing, An Garda Síochána, Police Europe and Royal Canadian Mounted Police as examples of direct codes;
- The Federation see the Draft Code as too aspirational;
- The Federation met with PSNI Professional Standards and Discipline Branch to discuss the content of the Draft Code of Ethics and to ascertain why the changes were being made; and

- The preferred choice of the Police Federation is a Code of Conduct rather than a Code of Ethics.

Members discussed the following areas with the Police Federation:-

- The original 2008 Code as a good foundation to be clear to the officer what they have to adhere to;
- The new Draft Code of Ethics needs to reflect officer's rights. The Federation have held discussions with the Police Ombudsman for Northern Ireland concerning vexatious complaints received as currently there is no recourse for the officer concerned. The Federation cited the An Garda Síochána process in the event a complaint is found to be vexatious then an investigation is initiated against the complainant. The Federation would like to see a similar scheme operated in Northern Ireland;
- The Police Federation referred to Article 10 of the Code Duties of Supervisors and suggested that supervisor's must be challenged and have confidence that accountability mechanisms exist for all ranks; and
- The Police Federation believe that most officers understand the 2008 Code and will find it difficult to make the leap to the new Code because it is aspirational and inspirational.

The Chairperson thanked the representatives of the Police Federation of Northern Ireland for their attendance and briefing and they left.

Members engaged in a brief discussion on a number of issues -

Following discussion it was:-

AGREED.

Officials to write to PSNI providing an update on Member concerns following engagements with OPONI, the Northern Ireland Equality Commission and Police Federation. **(AP 5)**

6.5 Human Rights Advisor Three Year Programme

The Human Rights Advisor presented Members with a first draft of the Human Rights Programme of Work for the period 2021 to 2023 at the October meeting.

Following discussion and comments from Members, Officials have redrafted the programme. The changes as requested are: bringing forward Covert Human Intelligence Sources (CHIS) to year one and including a new theme focusing on PSNI's own human rights obligations in respect of officers and staff which is now in year two, moving Custody into year two.

The Human Rights Advisor advised that the Three Year Programme would be reviewed on a regular basis, at least every six months, with flexibility to deal with issues arising in Committee. Also, it would be intended that ongoing consultation with wider stakeholders would inform the prioritisation of areas, the first of which will take place as part of the launch of the Human Rights Annual Report 2020/21 at a webinar on 10 December 2021. This will provide an opportunity to consult with key stakeholders on their priority areas and to take this into consideration when identifying areas for further focus and scrutiny.

Members were requested to consider the draft three year Programme of Work and agree for the Human Rights Advisor to continue on this basis.

Following discussion it was:-

AGREED.

That Members were content that the Human Rights Advisor proceeds with the Three Year Programme of Work and continues on this basis.

6.6 Human Rights Advisor Update Report for October 2021

The Human Rights Advisor provided Members with an overview of areas within his current work programme and updated Members on meetings he attended during October including the NIO working group on non-jury trials, MI5 and NCA. The Human Rights Advisor also informed Members of his participation in the Gold Command meeting in relation to the Seapark murder archive and also his attendance at the PSNI Senior Command Course.

The Human Rights Advisor informed Members of his November work plan.

Following discussion it was:-

NOTED.

That Members were content with the Human Rights Advisors Update Report and schedule of work for October 2021.

7. QUESTIONS FOR THE CHIEF CONSTABLE

7.1 Two questions were identified by Members at the October 2021 Performance Committee meeting. The Chief Constable's response was **NOTED**.

7.2 Identify any questions arising out of this meeting which Members wish to raise with the Chief Constable at the next Board Meeting.

A Member identified two questions to ask the Chief Constable:

1. What contracts do the PSNI have with the Stonewall charity?
2. Following the BBC's recent withdrawal from the Stonewall Diversity Champions Scheme has the PSNI given consideration to its participation in the scheme?

8. COMMUNICATION ISSUES

There were no communication issues arising from the meeting.

9. ANY OTHER BUSINESS

No other business was conducted.

10. DATE OF NEXT MEETING

It was agreed that the next meeting would take place on **Thursday 09th December 2021** at **09.30am** in Waterside Tower.

Meeting closed at 1:10pm.

PERFORMANCE DIRECTORATE

11 November 2021

Chairperson