



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

Contact:

I.	Section 75 of the NI Act 1998 and Equality Scheme	Name: Manager	Charis Hilditch, Corporate Services
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II.	Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above Name: Telephone: Email:	<input type="checkbox"/> (double click to open)

Documents published relating to our Equality Scheme can be found at:

[Publications - search results | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](#)

Screening Reports can be found at:

[Publications - search results | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](#)

Please insert link or details here

Signature:

Yours sincerely

A handwritten signature in black ink that reads "Sinead Simpson".

Sinead Simpson

Chief Executive



This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2021 and March 2022

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1 In 2021-22, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

Background

The Northern Ireland Policing Board (**the Board**) was established on 4 November 2001 and is an independent non-departmental public body (**NDPB**) of the Department of Justice (**the DOJ**). The Board comprises 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 by reducing crime and the fear of crime.

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 the following sets out how we have continued to promote equality of opportunity and good relations throughout the 2021-2022 year.

1. NIPB ENGAGEMENT & INTERNAL DEVELOPMENTS

I. Volunteer & PCSP Recruitment

Throughout the reporting period, Officials continually monitored processes linked to recruitment to Volunteering roles (Independent Community Observers) and also for ad hoc appointments to PCSP Independent Member roles across Council areas. Where appropriate effective outreach was implemented to ensure appropriate and wide-reaching engagement. The adhoc appointments of PCSP Members were taken from a reserve list which was previously generated from the latest recruitment process. Outreach activity was completed for that during late 2018/early 2019. Board officials utilised the Board's stakeholder contact list to write to each of the groups that represent Section 75 groupings and offered bespoke information sessions. In addition, officials promoted the recruitment at events and conferences such as the Age Friendly

Conference, University of Ulster and Queen's University Freshers week, Over 50s Exp, PRIDE & MELA.

II. Police Property Fund

As part of the actions from the Equality Screening of the PPF, Officials used a number of outreach mechanisms to advertise funding opportunities to ensure applications would be encouraged from a wide range of interest groups. All programme documentation could also be made available in a range of formats. Equality screening of the process resulted in no requirement for a full EQIA as the application process is open to all, and effective outreach ensured it had a high degree of visibility. The Communication's team worked hard to ensure that the Fund was promoted across all media platforms including the Board's and PSNI's Social media accounts.

III. Engagement Strategy

Members ensured that outreach with key stakeholder groups was diverse, representative and inclusive as a reflection of the Board's Engagement Strategy objectives. As part of the outreach taken forward in the period, a number of engagement events were undertaken with S75 groups. The Board Chair and former Chief Executive met with the Afro-Caribbean Society of Northern Ireland (ACSONI) during this period. This provided a forum to discuss policing of Black Lives Matter protests which had previously taken place in locations across Northern Ireland. In December 2021 the Board Chair was invited to speak at a national event arranged in Belfast City Hall following an invitation from the President of the National Black Police Association.

In this period Board Members were also involved in the launch of the Law Enforcement Torch Run which support Special Olympics. Special Olympics is the largest sports organisations for children and adults with physical and intellectual disabilities.

- IV. Engagement with Leonard Cheshire** – Board officials engaged with Leonard Cheshire regarding their GradEmployNI program. This is a pioneering program offering paid placements, professional development and mentoring, matching graduates with any disability or long-term condition with progressive employers and ensure the experience is positive for both, with a bespoke program of onsite training and support. The programme offered the Board access to a pool of talented high-calibre candidates that we may not have reached through our traditional selection recruitment processes. The program also offered the Board

access to high quality, bespoke, onsite disability awareness training and support for our organisation. By becoming involved, we hope to become a more inclusive environment sending a positive signal to our employees that we are an inclusive and supportive employer.

- V. **Representativeness on internal Panels.** As part of the Board's work there are numerous instances where the formation of Panels (recruitment (staff or Senior Officer), Police Appeals Tribunals, procurement, Independent Volunteer Schemes etc) are required to discharge our functions. The Board continues to ensure that representativeness is achieved when forming panels to undertake these specific areas of the Board's work.
- VI. **Relocation to James House.** In respect of the Board's new accommodation plan, delays in the construction timetable have led to the Board's relocation being deferred until Spring 2023. As such the development of policies associated with this move will be taking place in the coming year and associated screening will be done in conjunction with their development. Staff views have been sought in relation to the gender designation of toilet facilities in our new premises to ensure no adverse impact to S75 categories and again, the screening process in respect of this policy will be completed within the 22/23 year. The Board's internal James House working group has continued to meet throughout the reporting period with the consideration of Equality, Disability and Diversity issues a standing agenda item at each of these meetings. Issues such as the gender designation of our new toilets facilities were raised via this forum.
- VII. **Board Annual Business Plan** - During the reporting period the Board's new Annual Business Plan 2022-2023 was developed. This was agreed by the Board in March 2022. The Board agreed to retain the action to "*Monitor the effectiveness of measures taken to ensure that membership of the PSNI is representative of the community*".
- VIII. **Post Pandemic** - As we emerge from the pandemic the Board continues to offer flexible working arrangements to all staff ensuring the facility to work from home balances business need against presence in the office when required.
- IX. **Board Member reasonable adjustments** - All new Board Members were invited to advise of any reasonable adjustments or equipment that may be required to ensure they can carry out their role effectively. In

addition, Board officials continue to make Committee agendas available in braille to our Board Member who is visually impaired. This member also has an OrCam reading device provided by the Board to increase their accessibility to Board papers and other shared information.

- X. **Chair's Engagements** – Throughout the reporting period the Board Chair also met/engaged with:
- African & Caribbean Support NI
 - Community representatives to discuss areas of concern within the Loyalist Community
 - The Children's Commissioner
 - The Children's Law Centre
 - The Human Rights Annual Report Launch Webinar
 - The Ethnic Minority Police Association

2. DEVELOPMENTS RELATING TO NIPB SCRUTINY OF PSNI

- I. **Policing Plan Outcome 3 Research**
During this period, Business Consultancy Services (BCS) were commissioned by the Policing Board to provide independent facilitation / evaluation of work to deliver against 2 new Policing Plan Measures. Part of this work entailed facilitation of Focus Group meetings, and Board Officials carried out pre-delivery meetings with BCS to ensure that, in line with the ToR for this work, the focus groups would be cross-sectional over the selected geographical areas being evaluated.
- II. **Scrutiny of the permanent introduction of Spit and Bite Guards**
Officials and Members provided scrutiny and analysis of the development of the PSNI's EQIA on the permanent introduction of Spit and Bite Guards throughout the year; and continued to engage with organisations representing young people to hear their views;
- III. **Pre-Consultation on the Review of the PSNI Code of Ethics.** Officials carried out a pre-consultation on the review of the PSNI's Code of Ethics and met with the Equality Commission in relation to this. The Review has been delayed but will begin again in 2022/23;
- IV. **Policing Plan Survey 2022.** The Board carried out a major telephone survey during 2021/22 in relation to confidence in Policing. Over 2,500 individuals were interviewed as part of the fieldwork. Board officials continually reviewed the participants to ensure that all S75 categories

were represented as part of this survey and that all communities were represented and their views on policing were taken into consideration.

- V. **Human Rights of Police Officers.** Officials started research work on the Human Rights of Police Officers and carried out a consultation with key stakeholders as part of this process;
- VI. **Analysis of PSNI statistics.** Board officials continue to monitor PSNI statistics in relation to arrest rates, hate crime, stop and search and the application of Spit and Bite Guards in relation to the various communities in Northern Ireland and to particularly identify any anomalies that lead to scrutiny of PSNI policies and practices in these areas;

3. REPRESENTATIVENESS

- I. **Monitoring of PSNI Representativeness,** The Board has a legislative requirement to monitor representativeness within the PSNI and it is one of nine Indicators in the 2020 – 2025 NI Policing Plan. PSNI reported to the Resources Committee of the Board on the effectiveness of measures taken to ensure representativeness within PSNI on 2 occasions within the reporting period, September 2021 & February 2022. In addition, in June 2021 the Resources Committee received a briefing and statistical analysis of the monitoring information provided by those making applications to join the PSNI in the 2020 Recruitment Campaign. Key performance indicators were reviewed in terms of Gender, Community Background, Disability, Sexual Orientation and Ethnic Minority. This recruitment campaign also showed the highest ever success rate for females, 42% of the final merit list of candidates.
- II. **ACC Barriers to Recruitment** - In June 2021 the Board agreed to commission research to identify the barriers that prevent officers from applying to the role of Assistant Chief Constable (ACC) within PSNI with a view to applying the learning from the research to future ACC appointment processes. Following completion of research a number of recommendations were made and adopted by the Board for future recruitment. These adjustments to our processes will ensure future campaigns attract candidates from the widest possible pool of applicants. Work on promoting talent management within PSNI to enable progression to the Senior Officer ranks is also being monitored through the work of the Board's Committees.

- III. **Monitoring of the NIPB and PSNI applications** and appointments is ongoing through our completion and submission of the annual FET return to the Equality Commission. The Board also continues to fulfil its statutory duty under Article 55 of the Fair Employment and Treatment (NI) Order 1998 by completing a tri-annual review of our workforce compositions and employment practices. 49% of NIPB employees are Protestant and 49% are Roman Catholic and 2% are non-determined. 78% of PSNI employees are Protestant and 20% are Roman Catholic and 2% are non-determined. In relation to the gender composition, the overall profile shows that 36% of NIPB were male and 64% were female. 43% of PSNI were male and 57% were female.

4. POLICE PENSIONS AND INJURY BENEFITS

An important service provided by the Board is the management and administration of the Injury on Duty (IOD) and Ill Health Retirement (IHR) application processes for both serving and former officers. Throughout this year Board Officials have continued to be cognisant of the options available to attendees at Waterside Tower for medical assessment in order to minimise any adverse impact on s.75 categories.

While information is available on the Board's website about the application and medical assessment processes, hard copy information is also circulated to applicants and/or their representatives at various stages throughout the process. The Board offers the option of having representatives either act on an individual's behalf during the application process and/or attend at the medical assessments for comfort purposes if required. Key information about the application and medical assessment process is also routinely shared with stakeholders to include Police Federation of Northern Ireland and PSNI and the legal representatives of applicants.

The Board endeavours to strike a balance between applicants needs during the application and/or medical assessment processing while maintaining confidentiality of all officer personal information. The Board offers a choice of Drs to undertake medical assessments depending on an applicant's availability, and medical assessments are completed in specially adapted rooms, accessed by a lift and the Board has a wheelchair available for any users who may require it. In addition, the Board offers at home and/or paper based medical assessments to applicants to meet their needs.

5. POLICY SCREENING – 2021/2022

The below policies were screened throughout the reporting period:

- Recruitment campaign for Independent Community Observers
- NIPB Retention and Disposal Schedule
- NIPB Data Protection Policy
- Board Annual Business Plan 2022-2023

These are available via the link included on page 1.

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2021-22 (*or append the plan with progress/examples identified*).

The Board's Equality Action Plan 2019 – 2023 details the objectives and associated actions which demonstrate how the NIPB will promote equality of opportunity and good relations and meet its responsibilities under Section 75 of the NI Act 1998. Detailed below are examples of the progress made as a result of the implementation of our Equality Action Plan throughout this reporting period.

1. **PSNI Representativeness** – see update provided in Q1
2. Actions regarding **Barriers to Recruitment Research** – see update in Q1.
3. **Chief Officer Recruitment** – over the course of the reporting period a number of PSNI Assistant Chief Officer posts were filled by the Board. The Board ensured all panels were representative in terms of gender and community background and Panel Members received the necessary training to ensure that appropriate knowledge of effective assessment and selection practices, the relevant legislation and assessor skills were in place. An independent Selection & Assessment Advisor was appointed for each recruitment panel to bring added transparency to the recruitment process. In addition, for PSNI ACC interviews, an Equality, Diversity and Human Rights Advisor was in attendance to provide an independent oversight of the proceedings which he followed up with a written report. The following equality statement was also included in the advertising for the PSNI ACC and ACO posts “Applicants are particularly *welcomed from the Roman Catholic Community, women and members of Black and Minority Ethnic groups, as these groups are currently under-represented at senior levels in the PSNI*”. The impact of the use of these robust recruitment mechanisms has led to the successful implementation of two of our key outcomes, to ensure that the principles of merit, fairness and openness inform the appointment of PSNI Chief Officers and Senior Staff and, to ensure that, for Senior Officer/Civilian appointments, the composition of the recruitment panels is balanced.
4. **HRConnect Recruitment campaigns** – where staff vacancies were filled via recruitment facilitated by HRConnect, (during 2021/22 1 x EOI and 1xSO competition) the Panel Members worked closely with HRConnect on the development of the Candidate Information Booklet to ensure vacancies were advertised to as wide an audience as possible.

All Board staff vacancies are also posted on the Board's website and the below statement accompanies all recruitment opportunities advertised.

The Northern Ireland Policing Board is committed to equality of opportunity in employment and welcomes applications from all suitably qualified candidates irrespective of religious belief, gender, disability, age, race, political opinion, marital status, sexual orientation or whether or not they have dependents. The Northern Ireland Policing Board is an Equal Opportunities Employer

5. **Recruitment Policies and Procedures** - NIPB staff are appointed under NICS Terms and Conditions and as such the Board ensures staff recruitment follows the agreed NICS processes. Where more bespoke appointments are made, for example in senior specialist posts, the Board avails of specialist HR advice to further supplement and enhance these processes and ensure transparency & fairness. For example in this reporting period the Board appointed a Selection & Assessment Advisor to advise the recruitment panel during the appointment process for the Board's new CEO.

As Board staff are appointed under NICS terms and conditions, the HRConnect portal is monitoring regularly for policy changes and staff are alerted and signposted to relevant policy changes.

6. **Enhancement of staff cohesion through the BU (Be Yourself) Group** – throughout the reporting period the BU group remained active and led on initiatives regarding staff well-being and keeping staff connected as the COVID-19 pandemic continued.
7. **New Accommodation at James House.** See updated provided in Q1.
8. **PCSP Recruitment Campaign** - For those PCSPs who required an ad hoc appointment of an Independent Member to be carried out during this period,- see update provided in Q1.
9. **Volunteer Recruitment campaigns (Independent Custody Visitors and Independent Community Observers)** - This was completed through a targeted engagement process using the stakeholders on the Board's Contacts database, as well as communication with a wide range of representative groups. 10 people were successfully recruited as volunteers during the reporting period. Officials ensured that the relevant training carried out for Volunteers and Independent Members of PCSPs was accessible to all.

10. **PSNI response to COVID-19** - A round table meeting was held on 12th October with a number of NGOs and the chair of the Board to discuss certain recommendations of the Covid Report and in particular those concerning the introduction of Spit and Bite Guards. Further engagements were held regarding the development the Board's Human Rights Annual Report 2020/21, the new Human Rights Monitoring Framework and the Human Rights three Programme of Work. Following this all three reports were published and engagements continue with the relevant key stakeholders as the Human Rights Advisor progresses the programme of work.
11. **Accessibility of Public information** – see further detail provided at Q26.
12. **Engagement Strategy** – the involvement and participation of S75 groups is a key pillar of our Engagement Strategy. Please refer to Q1 re Volunteer & PCSP recruitment/Chair's engagements etc
13. **Accessibility of Engagement events** - In the planning of engagement events Board officials pro-actively seek to promote accessibility by carrying out risk assessments prior to the event and reviewing the venue again following set up. We also invite those who require reasonable adjustments to advise of their needs well in advance to ensure they can be accommodated in so far as possible. During the Board's anniversary celebrations and other off-site engagements during this reporting period, prior engagement took place with PSNI and other sites to facilitate seamless access and ensure our visually impaired Board Member had the opportunity to fully participate in visits and events.

PART A

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2021-22 reporting period? *(tick one box only)*

Yes No (go to Q.4) Not applicable (go to Q.4)

Please provide any details and examples:

3a With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

3b What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

As a result of the organisation's screening of a policy *(please give details):*

As a result of what was identified through the EQIA and consultation exercise *(please give details):*

As a result of analysis from monitoring the impact *(please give details):*

As a result of changes to access to information and services *(please specify and give details):*

Other *(please specify and give details):*

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2021-22 reporting period? (*tick one box only*)
- Yes, organisation wide
 - Yes, some departments/jobs
 - No, this is not an Equality Scheme commitment
 - No, this is scheduled for later in the Equality Scheme, or has already been done
 - Not applicable

Please provide any details and examples:

All Board staff are employed under Northern Ireland Civil Service (NICS) terms and conditions which utilises the NICS Competency Framework as the performance management tool. The framework acknowledges and requires adherence with Equality, Diversity & Good Relations duties

However, where roles specify particular responsibilities in regard to Equality, Disability and Good Relations, these have been reflected in Job Descriptions. For example, the job description and performance plans of the Board's Corporate Services Manager, Equality Officer and relevant HR staff reflect their responsibilities and duties in respect of Equality, Disability and Good relations.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2021-22 reporting period? (*tick one box only*)
- Yes, organisation wide
 - Yes, some departments/jobs
 - No, this is not an Equality Scheme commitment
 - No, this is scheduled for later in the Equality Scheme, or has already been done
 - Not applicable

Please provide any details and examples:

Yes, refer to Q4 above.

6 In the 2021-22 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation’s ongoing corporate plan
- No, the organisation’s planning cycle does not coincide with this 2021-22 report
- Not applicable

Please provide any details and examples:

Yes, the Board agreed its Annual Business Plan for 2022/23 should include the action to Monitor the effectiveness of measures taken to ensure that membership of the PSNI is representative of the community. PSNI’s performance in relation to this action will be monitored regularly as part of the NIPB Resources Committee’s Programme of Work. The Board’s Annual Business Plan can be found at the following link:

[Corporate Plan 2020-2023 and Business Plan 2021/22 | Northern Ireland Policing Board \(nipoliceboard.org.uk\)](https://www.nipoliceboard.org.uk/corporate-plan-2020-2023-and-business-plan-2021-22)

Equality action plans/measures

7 Within the 2021-22 reporting period, please indicate the **number** of:

Actions completed:	13	Actions ongoing:	3	Actions to commence:	
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Please provide any details and examples *(in addition to question 2)*:

The majority of the Board’s actions are long-term and ongoing rather than fixed for a one-year term. For the reporting period 13 actions can be considered completed and the majority of these will also be carried forward to future annual reporting cycles owing to their ongoing nature. Full details of those actions considered complete are included at Q2.

In relation to those actions currently ongoing please see the below:

- **Staff and Board Members understand the different employment/HR issues arising for S75 groups:** Relevant training is provided to those staff and Board Members taking part in specific recruitment competitions (referenced in Q2 above). In terms of the roll out of training to all staff, an Equality training/skills audit has been carried out and a training programme is being developed for implementation throughout the 2022/23 year.
- **Further develop our approach to reward and recognition:** As referenced above, NIPB staff are appointed in line with NICS terms and conditions. Following the withdrawal of the Special Bonus scheme across the wider NICS, in line with that policy revision the opportunity no longer exists for NIPB staff to be rewarded via the Special Bonus Scheme. Following our successful Investors in People re-accreditation, a priority for the Board will be progressing alternate ways to explore reward and recognition for staff, a key element of which will be to ensure any revised policy complies with our Equality Scheme.
- **Staff consultation on the new accommodation:** remains ongoing due to issues detailed in Q1.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2021-22 reporting period (*points not identified in an appended plan*):

N/A

9 In reviewing progress on the equality action plan/action measures during the 2021-22 reporting period, the following have been identified: (*tick all that apply*)

- Continuing action(s), to progress the next stage addressing the known inequality
- Action(s) to address the known inequality in a different way
- Action(s) to address newly identified inequalities/recently prioritised inequalities
- Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

- Never
- All the time Sometimes

In the 2021/2022 period no consultations were undertaken.

11 Please provide any **details and examples of good practice** in consultation during the 2021-22 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

Further to the response to Q10, while no formal consultations were undertaken during the reporting period, as detailed in the Board’s Equality Scheme, we recognise the importance of consultation in all aspects of the implementation of our statutory equality duties and all consultations seek the views of those directly affected by the matter/policy, including representative groups of Section 75 categories, other public authorities, voluntary and community groups and any other such groups who have a legitimate interest in the matter.

12 In the 2021-22 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- Face to face meetings
- Focus groups
- Written documents with the opportunity to comment in writing
- Questionnaires
- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other *(please specify)*:

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees’ membership of particular Section 75 categories:

Please refer to responses in Q10/11

PART A

13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2021-22 reporting period? *(tick one box only)*

- Yes No Not applicable

Please provide any details and examples:

14 Was the consultation list reviewed during the 2021-22 reporting period? *(tick one box only)*

- Yes No Not applicable

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

[Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

Screening Reports can be found at:

[Publications - search results | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](#)

15 Please provide the **number** of policies screened during the year *(as recorded in screening reports)*:

To

16 Please provide the **number of assessments** that were consulted upon during 2021-22:

<input type="text" value="0"/>	Policy consultations conducted with screening assessment presented.
<input type="text" value="0"/>	Policy consultations conducted with an equality impact assessment (EQIA) presented.
<input type="text" value="0"/>	Consultations for an EQIA alone.

17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2021-22 reporting period, has shown changes to differential/adverse impacts previously assessed:

None.

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

None.

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2021-22, and the extent to which they met the training objectives in the Equality Scheme.

- Recruitment and Selection Training has been provided to all staff and Board Members undertaking Recruitment Panel duties throughout the reporting period.
- With a view to sharing resources and expertise, the NIPB has representation on the recently established JEN (Justice Equality Network) led by the DoJ. The work of this group includes identifying areas where training can be delivered collectively to staff from all bodies represented on the JEN.
- As previously referenced in Q7, owing to staff turnover and to ensure NIPB training records are up to date, during the reporting period NIPB undertook an audit of the Equality related training completed by current NIPB staff. The outcome of this audit will be used to inform a programme of targeted training for staff involved in policy development decisions going forward.
- Our Equality Scheme remains available to all staff via our internal Intranet and the Board's website at [Equality Scheme | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://nipolicingboard.org.uk)
- The Board's Intranet has a dedicated Equality Matters section for staff where relevant resources (including on Screening/Evidence and Information Data and the Board Equality Scheme) are included.

- All new staff are provided with the Board's Equality Diversity & Inclusion policy and the Dignity at Work policy during induction.

25 Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

- Refer to Q2 in respect of training provided to those involved in PSNI Chief Officer Recruitment and also in Board Staff recruitment processes.

Public Access to Information and Services (Model Equality Scheme Chapter 6)

26 Please list **any examples** of where monitoring during 2021-22, across all functions, has resulted in action and improvement in relation **to access to information and services**:

- Assessments on software were undertaken that will allow Board staff to assess public-facing documentation for plain English principles and reading age.
- NIPB website upgrade has ensured the information published complies with accessibility requirements, and the website meets required accessibility standards.
- All key Board publications and e-zines are now published in a PDF format which is accessible to screen readers.
- During initial planning stages for Board Engagement events venues are considered and evaluated to ensure access for those with a disability.
- Alternate formats of documents will be made available on request.

The Board continues to make its Accessibility Statement available on the website via the link below. This statement provides information on the accessibility of the website, advises on the different format's information can be made available in, how to request these and how to report any accessibility problems.

This accessibility statement was first published on 22 September 2020, reviewed on 20 April 2021 with a further review scheduled for completion during 2022/23.

This website was tested on 23 February 2021 by Government Digital Service (GDS) on behalf of the Minister of the Cabinet Office as part of their obligations to monitor the accessibility of public sector websites in the United Kingdom. In addition the website has been independently audited by an outside contractor in October 2020 to identify areas where we are not meeting accessibility requirements and a further independent audit is scheduled for April 2022.

[Accessibility Statement | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://nipolicingboard.org.uk)

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2021-22?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

N/A

Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

2022/23

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

Throughout the coming year the areas of focus will include:

- **Training** – following the completion of an Equality training audit of Board staff, targeted training for staff who have particular responsibilities regarding screening and for those in policy development re S75 responsibilities will be an area of focus in the coming year – a date has been secured for the Equality Commission to deliver this training in October 2022.
- **Consultation** – throughout the 22/23 year we will be consulting on our new Corporate Plan 2023 – 2025 and also on our Equality Scheme, Audit of Inequalities and new Equality and Disability Actions plans.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next reporting period? *(please tick any that apply)*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same

PART A

Other (please state):

Training – as outlined above, a date for the provision of training by the EC has already been secured for the 22/23 reporting period. We also anticipate continued engagement on ad hoc issues as the year progresses.

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:to

3

Fully achieved

2

Partially achieved

1

Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ			
Regional ^{iv}			
Local ^v	ACTION: We will have ensured the process for the appointment to the Volunteer Scheme has the appropriate structures in place to encourage participation by disabled people in public life:	ICO Applicant Information Booklet provides a definition of Disability pursuant to DDA 1995 and proactively asks applicants to advise if any reasonable adjustments are required to enable them to attend for informal interview. Similarly, the applicant booklet also	While reasonable adjustments and GIS were made available to applicants, during the reporting period no applicant availed of either.

PART B

		advises that the Board operates a GIS and details the eligibility requirements.	
Local	Action: We will have implemented a process to monitor and promote access to events and engagement opportunities	In the planning of engagement events Board officials pro-actively seek to promote accessibility to events by carrying out risk assessments prior to the event and reviewing the venue again following set up. We also invite those who require reasonable adjustments to advise of their needs in advance to ensure they can be accommodated in so far as possible,	During the Board’s anniversary celebrations and other off-site engagements during this reporting period, prior engagement took place with PSNI to facilitate seamless access and ensure our visually impaired Board Member had the opportunity to fully participate in visits and events.

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	ACTION: We will have put in place programmes which will heighten staff awareness of disability issues.	Regular team briefs continued via Zoom throughout this reporting period to keep in contact with staff and ensure they are aware of the resources available to them as the pandemic continued. Managers	These steps ensured staff felt “connected” with other team members and supplementary regular contact from line managers helped to minimise the risk of staff becoming or feeling

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		continued to keep in regular contact with their individual team members during COVID-19 making staff aware for available resources as appropriate.	isolated as a result of not being able to attend at the office in the usual way.
		During the reporting period one of the Board's Mental Health first aiders left the organisation to move to another role and the Board is currently taking steps to support another staff member in becoming a Mental Health first aider	We hope to report positively on an increased number of Mental health first aiders in next year's annual report.
		Resilience training for staff in customer facing roles.	This covered what the stressors staff could look out for and addressed how these could be managed robustly, while working with others to ensure success and resilience.

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1			
2			

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2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1			
2			

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			

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3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	<p>ACTION: In the design of any new accommodation for NIPB the needs of disabled people will be fully considered</p>	<p>Ongoing engagement between Board staff and James House project team including consideration of Disability issues and legislation</p>	<p>While the Board's relocation has been deferred to Spring 2023, Disability issues have continued to be considered throughout the construction phase e.g. lift access, number of parking spaces, ease of movement throughout the building, access points, furniture, design and layout.</p> <p>All design specifications for James House to date meet the necessary requirements for the Disability Discrimination Act 1995. However, this process is ongoing and will be until completion.</p> <p>An internal NIPB working group has been established with Equality and Disability Issues as a standing</p>	<p>Board's relocation has been delayed to Spring 2023</p>

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			<p>agenda item to ensure any S75 relevant issues are captured, progressed and communicated as required. Car parking considerations for staff requiring disabled access at our new building have also been progressed with James House project team.</p>	
<p>2</p>	<p>Policing Board staff and Members will have a positive attitude towards disabled people</p>	<p>S75 considerations and specifically the needs of disabled people are an ongoing priority in the planning of Board facilitated engagement events and events attended by Members, (particularly in relation to adjustments and provisions for our visually impaired Board Member). Accessibility improvements have been made to our website, and disability considerations regarding our new premises at James House have been and</p>		<p>While there is substantial anecdotal evidence that Policing Board staff and Members have a positive attitude towards disabled people, we acknowledge, as it relates to the specific training measures listed regarding this action, limited progress was made in the 2021/2022 year and as such we have listed this action as partially achieved. This was due to several factors, not least, a focus on COVID recovery, resourcing and associated staff attrition rates (the Board has lost</p>

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		<p>will be ongoing for the life of the project. In addition, our positive attitude towards disabled people is evident in the work undertaken in relation to our work with Leonard Cheshire and their GradEmployNI programme. In addition, adjustments are routinely considered for those attending at the Board offices for Selected Medical Practitioner or Independent Medical Referee appointments and Police Appeals Tribunals.</p>		<p>a number of key staff members to several of the of wider NICS recruitment campaigns this year). A new dedicated Equality Officer has recently been appointed and an Equality/Disability training programme has been prioritised for the coming year.</p>

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4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1	We will have ensured the process for the appointment to the Policing community and Safety Partnerships (PCSPs) has the appropriate structures to encourage participation by disabled people in public life	The PCSP appointment process did not take place during this year and therefore this outcome was not applicable.
2		

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

(b) Quantitative

In relation to the Action noted above “*We will have ensured the process for the appointment to the Volunteer Scheme has the appropriate structures in place to encourage participation by disabled people in public life*” the below monitoring information was captured:

Independent Custody Visitor Scheme (ICV):

Of the 52 ICV applications received, monitoring information showed that 8 applicants considered themselves to have a disability, 44 applicants did not consider themselves to have a disability .

5 applicants requested reasonable adjustments at the interview stage and all were accommodated.

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Independent Community Observers (ICO)

- 13 applications received and monitoring information showed that none considered themselves to have a disability.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

Please select

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

While the Disability Action Plan will be reviewed in the coming year and a new Plan agreed ahead of April 2023, a number of limited updates have been made to enable the Board to accurately reflect ongoing work in the 2022/2023 year:

Under the Outcome **Policing Board Staff and Members will have a positive attitude towards disabled people** the below has been added:

- An additional Measure & Performance Action to enable us to monitor and report on our work with Leonard Cheshire
- A Performance Action to avail of the Disability Awareness training offered as a result of our engagement with Leonard Cheshire.
- A commitment that a Guaranteed Interview Scheme and reasonable adjustments where applicable, will be made available in all Board Staff and Senior/Chief Officer recruitment campaigns.

Under the Outcome **In the design of any new accommodation for NIPB the needs of disabled people will be fully considered**, the Measure/Performance Action has been updated to reflect progress to date on the Board's new accommodation and a commitment that we will ensure the facilities within the NIPB demise are compliant with the Disability Discrimination Act (1995)

In relation to the Outcome, **We will have implemented a process to monitor and promote access to events and engagement opportunities**, we have added a Measure and associated Performance Action to include a commitment to ensure applicants attending for Selected Medical Practitioner/Independent Medical Referee appointments and Appellants attending for Police Appeals Tribunals can request/avail of reasonable adjustments in order to facilitate their attendance.

ⁱ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

ⁱⁱ **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level

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^ **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.