

NORTHERN IRELAND POLICING BOARD

DRAFT EQUALITY ACTION PLAN 2023-25

DRAFT EQUALITY ACTION PLAN 2023-25 - FROM 1 APRIL 2023

OUTCOME 1 - PSNI'S PERFORMANCE, REPRESENTATIVENESS AND LEVELS OF CONFIDENCE IN POLICING WILL BE MONITORED

Section 75 Category Impacted	Performance Indicator	Action (How we will do it)	Responsible Branch	Timescale for Completion
Gender Marital Status	The PSNI's performance in dealing with domestic abuse crimes and incidents will be monitored.	Performance Committee to receive twice yearly updates on the PSNI's performance in dealing with domestic abuse incidents and crimes, particularly the number of repeat offenders and victims.	Police Performance Branch	2023-25
All Section 75 categories	The PSNI's performance against two Policing Plan Indicators will be monitored.	Receive twice yearly updates on the Policing Plan 2020-2025 Indicator 1.1 "Fewer Victims of Repeat Crime", 1.2 "Fewer Repeat Offenders of Crime" and 2.4 "Delivery of Effective Crime Outcomes".	Police Performance Branch	2023-25
Ethnicity Sexual Orientation Gender	The PSNI's performance in dealing with hate crimes will be monitored.	Performance Committee to receive twice yearly updates on the PSNI's performance in dealing with hate crimes against Section 75 categories including sexual orientation, ethnic minorities, transgender people.	Police Performance Branch	2023-25
All Section 75 categories particularity Age	Confidence in policing levels will be monitored.	Monitor confidence in policing levels across all Section 75 categories particularly among older people via the Policing Plan Survey.	Police Performance Branch	2023-25
All Section 75 categories particularity Gender, Religion, Ethnicity and Sexual Orientation	PSNI recruitment campaigns and the initiatives taken by the PSNI to target recruitment campaigns to underrepresented Section 75 categories will be monitored and scrutinised.	Resources Committee to be provided with equality information following each PSNI Officer recruitment campaign and Chief Officer Competition.	People and Organisational Development Branch	2023-25
		Resources Committee to be provided with details of initiatives undertaken by PSNI to target underrepresented S75 groups for each PSNI Officer recruitment campaign and Chief Officer Competition.	People and Organisational Development Branch	2023-25
		Resources Committee to receive an annual update on Equality, Diversity, and Inclusion in PSNI.	People and Organisational Development Branch	2023-25
All Section 75 categories particularity Gender and Community Background.	The representativeness of the PSNI will be monitored.	Resources Committee to receive twice yearly updates on the Policing Plan 2020-2025 Indicator 2.3 "The Representativeness of the Police Service" .	People and Organisational Development Branch	2023-25
All Section 75 categories	The views of relevant Section 75 category groups will be obtained as part of the Board's Research programme.	Engage with key stakeholders including PSNI and Staff Associations and the various Section 75 category groups where applicable.	Human Rights and Professional Standards Branch	2023-24
All Section 75 categories particularly Age, Gender, Ethnicity	The impact on section 75 groups will be assessed through the monitoring of the human rights recommendations in areas relating to rights of officers, use of force such as Taser and Spit and Bite Guards and other areas as scrutinised by the Human Rights Advisor to the Policing Board.	The Human Rights Advisor will report to the Performance Committee and Board about the impact on Section 75 groups.	Human Rights and Professional Standards Branch	2023-24

OUTCOME 2 - A CULTURE OF INCLUSION, RESPECT AND UNDERSTANDING WILL BE CREATED WITHIN OUR WORKFORCE

Section 75 Category Impacted	Performance Indicator	Action (How we will do it)	Responsible Branch	Timescale for Completion
All Section 75 categories	The Dignity at Work suite of policies will be familiar to staff.	Publicise regularly and facilitate easy access to all Dignity at Work policies and ensure support is provided to Management where applicable.	People and Organisational Development Branch	2023-24
All Section 75 categories particularly Ethnicity and Age	Where appropriate, action will be taken to ensure that recruitment is targeted to underrepresented groups.	To include where applicable a Welcome Statement for use in NIPB recruitment advertising, targeting unrepresented groups within the organisation.	People and Organisational Development Branch	2023-25
All Section 75 categories	In relation to the development of People and Organisational Development policies, the collection of Section 75 data for staff will be considered.	Capture, as appropriate, and in line with policy development the Section 75 information of staff.	People and Organisational Development Branch	2023-25
All Section 75 Categories	James House accommodation will meet all staff needs.	Directorate staff meetings to be held to discuss impacts on staff of the new accommodation.	Emerging Priorities Branch	2023-24
All Section 75 Categories	Staff and Board members to understand Section 75 duties as applicable to their roles and the different employment / HR issues arising for Section 75 categories.	Deliver and keep updated Section 75 Training to staff and Board Members	Corporate Services Branch	2023-25
All Section 75 Categories	Progress of the Equality and Disability Action Plans will be report regularly to the Board.	Report on a quarterly basis to the Board, via the Chief Executive's Report, on progress of the Equality and Disability Action Plans	Corporate Services Branch	2023-25
All Section 75 Categories particularly Those With Dependents	Flexible working is implemented.	Ensure flexible working is available to staff whilst ensuring business needs are met.	People and Organisational Development Branch	2023-25

OUTCOME 3 - PCSP INDEPENDENT MEMBER AND VOLUNTEER SCHEMES WILL BE MONITORED TO ENSURE REPRESENTATIVENESS

Section 75 Category Impacted	Performance Indicator	Action (How we will do it)	Responsible Branch	Timescale for Completion
All Section 75 categories particularly Age	The PSNI performance against a Policing Plan Indicator will be monitored.	Partnership Committee to receive twice yearly updates on the Policing Plan 2020-2025 Indicator 3.1 "Police, in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems"	Partnership Branch	2023-25
All Section 75 categories	In line with Section 75 of the Northern Ireland Act 1998, all candidates applying to the PCSP Independent Member Recruitment process have equality of opportunity to apply and be considered for appointment.	Monitor the Section 75 information provided by all PCSP Independent Member applicants and assess impact of any identified underrepresented groups and report to the Partnership Committee on the steps to be taken to address any identified issues in attracting candidates from all Section 75 categories.	Partnership Branch	2023-25
All Section 75 categories	All Section 75 category information of PCSP applicants will be monitored and analysed, and steps or initiatives to address any identified issues in attracting candidates from underrepresented Section 75 categories will be identified.	Monitor and publish the Section 75 information of all PCSP Independent Member applicants and assess the impact of any identified underrepresented groups and report to the Partnership Committee on the steps to be taken to address any identified issues in attracting candidates from all Section 75 categories.	Partnership Branch	2023-25
All Section 75 categories	Volunteer recruitment campaigns are open to all members of the public, including the Section 75 categories.	Monitor and publish the Section 75 information of all Volunteer Scheme applicants and those successfully appointed to roles.	Engagement Branch	2023-25
All Section 75 categories	All Section 75 category information of Volunteer Scheme applicants will be monitored and analysed, and steps or initiatives to address any identified issues in attracting candidates from underrepresented Section 75 categories will be identified.	Monitor and publish the Section 75 information of all Volunteer Scheme applicants and those successfully appointed to the Schemes, and assess the impact of any identified underrepresented groups and report to the Partnership Committee on the steps to be taken to address any identified issues in attracting candidates from Section 75 categories.	Engagement Branch	2023-25

OUTCOME 4 - EQUALITY OF OPPORTUNITY WILL BE PROMOTED IN PROCUREMENT

Section 75 Category Impacted	Performance Indicator	Action (How we will do it)	Responsible Branch	Timescale for Completion
All Section 75 Categories	The guidance 'Equality of Opportunity and Sustainable Development in Public Sector Procurement' Guidance issued by the Equality Commission and the NICS Central Procurement Directorate in 2008 will be considered	Explore the extent to which the guidance 'Equality of Opportunity and Sustainable Development in Public Sector Procurement' Guidance issued by the Equality Commission and the NICS Central Procurement Directorate in 2008 can be incorporated into NIPB procurement processes.	Finance Branch	2023-24

 028 9040 8500

 information@nipolicingboard.org.uk

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DOCUMENT TITLE

**Northern Ireland Policing Board
Draft Equality Action Plan 2023-25**

ONLINE FORMAT

This document is available in PDF format from our website. This document may also be made available upon request in alternative formats or languages. Requests should be made to the Northern Ireland Policing Board.

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