



ANNUAL REPORT

**& ACCOUNTS
2022-23**



NORTHERN IRELAND POLICING BOARD

Annual Report and Accounts Together with The Assembly Accountability and Audit Report for The Period 1 April 2022 – 31 March 2023

Laid before the Northern Ireland Assembly in accordance with paragraph 16 of schedule 1 to the Police (NI) Act 2000 as amended by the Police (NI) Act 2003 and Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010 on 3 July 2023

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1. BOARD CHAIR'S REPORT

I am pleased to present the Northern Ireland Policing Board's (NIPB) Annual Report and Accounts for the period 1 April 2022-31 March 2023. Elected as Chair on 1 December 2022, it was a privilege to take on this important position, succeeding Doug Garrett whose tenure ended on 30 November 2022.



The Report outlines how the Board has delivered on its key legislative duties and oversight work which is central to building and maintaining confidence in the delivery of the policing service to the community. It also outlines progress made against the Board's Corporate Plan and Annual Business Plan 2022-23 and includes a detailed assessment of police performance against the outcomes and measures set in the Annual Policing Plan and Performance Plan 22-23.

Over the course of the last year, a substantial programme of work has been progressed through the Board meetings in private, in public and through the scrutiny of Committees.

Scrutiny of the policing budget and resourcing pressures facing the PSNI have undoubtedly dominated Board discussions, with Members deeply concerned about the funding shortfall for policing and the implications of this in terms of service delivery to the community.

The Board fully supported and advocated on behalf of the Service in seeking to secure an improved financial settlement from the Department of Justice. However, with the recent financial settlement now published, it is clear that the Chief Constable's assessment of the impact on policing services will be fully realised. Despite political commitments to increasing officer numbers, at 31 March 2023, policing here had 800 fewer officers, and over 100 fewer police staff with more reductions inevitable in the year ahead. At a time when investment is being made in policing nationally, the service establishment here will reduce to its lowest ever level. And fewer officers will mean less policing, less proactive policing, and force the service to become a reactive service. This limited future recruitment will also impact on efforts to ensure the Service is representative. As a Board we are extremely concerned about the impact of all these issues on public confidence in, and the legitimacy of, policing in Northern Ireland.

Going forward our priority will be working to assure the public of the commitment to do the best with what we have and tell them what this will mean for the service they receive. The Chief Constable and his leadership team are committed to protecting key areas, but it is inevitable reductions of this level will be felt within policing, within partner agencies and within the community as particular aspects of service delivery will change. These will only become truly known going forward but a different policing model will likely be needed by the PSNI.

There were 106,621 crimes recorded in Northern Ireland, an increase of 4,950 (4.4%) when compared with the 2021-22 reporting period. It is clear day to day demands are becoming more complex with online crime becoming more prevalent. Increasing vulnerability in our society also impacts upon policing, with daily calls for service for mental health issues, drug and alcohol addictions, and help in finding missing persons. Domestic abuse figures are at a record high as are increases in sexual offences.

We know the importance of policing within our community, and particularly the work of local policing teams in dealing with community concerns and issues. Whilst the Board will continue to advocate for more funding, focus will be on working with the Chief Constable and his team on the service provision to the public, whilst minimising the organisational risks as a result of pressures faced.

Throughout the course of the year the Board has published a number of important reports. In November 2022, a **Review of Professional Standards; Areas for Improvement** brought focus to an issue that generated significant public concern locally and nationally on the conduct and culture within policing. We hope the recommendations within this review and other measures now being taken by the Chief Constable will send a clear message that inappropriate behaviours will not be tolerated within the service, and as a Board we intend to keep this area under close scrutiny in the year ahead.

In December 2022, the **Human Rights of Police Officers and Staff Report** was published. Whilst some complexities apply to particular issues given the legislative powers and duties conferred on police officers and staff, they do have the same right as anyone else to respect for human rights and fundamental freedom, and to work in an environment free of harassment or discrimination in any form. The welfare of officers and staff was an important element of this report as it is crucial that they feel supported and recognised for the difficult role they do. The increasing number of assaults on police is of concern, and it is questionable whether the current legislation regarding penalties for attacks and assaults properly reflects the risks faced in their service to the community. The Board has asked for this to be reviewed.

Sadly policing here continues to be subject to terrorist threat and the heartfelt show of solidarity and support for policing from across community and political spectrum after the vile attack on DCI Caldwell was welcomed by all those working in policing. As a Board we know that public support for policing cannot be taken for granted, it must be grounded in public confidence that the service meets the standards expected of policing by the community and it is the Board's role to secure and advocate for this through our governance and accountability for policing arrangements. However, we absolutely support and call for people across the community, in public and private sector, to work with the Police Service to make our community safer. And as a society we have a collective responsibility to make sure that those who want to bring terror and violence to our society do not succeed.

In conclusion, I would like to record my thanks to those within policing who work every day to keep us safe. I would like to thank my fellow Board Members for their work and contributions, and to the Chief Executive and her team for their support. Thanks also to those who support our oversight work through the independent Custody Visiting and Community Observer volunteer schemes, and the members who serve on the network of Policing and Community Safety Partnerships (PCSPs).



DEIRDRE TONER

Policing Board Chair

OUTCOMES OVERVIEW: 2022 - 2023



KEY DOCUMENTS PUBLISHED



POLICING BOARD BUSINESS PLAN 2022-23

We outline how we intend to deliver our three key outcomes and four key objectives across the next year. This is the final year of the current Corporate Plan, which ran from 2020-2023.



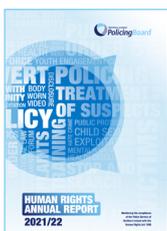
HUMAN RIGHTS REVIEW OF PSNI'S USE OF FORCE

The Board's Independent Human Rights Advisor has made ten recommendations to PSNI across the types of force currently available, providing an overview of how these kinds of force are used, PSNI policy, any potential medical implications and statistics.



ANNUAL ASSESSMENT POLICING PLAN 2020-25 & ANNUAL PERFORMANCE PLAN 2022-23

The Policing Plan and Annual Performance Plan outlines three outcomes that the Board want delivered for the people of Northern Ireland. We produce Annual Assessments of PSNI's performance against these outcomes.



HUMAN RIGHTS ANNUAL REPORT

This Report, produced by the Board's Independent Human Rights Advisor, contains 11 recommendations to PSNI on their compliance with the Human Rights Act 1998 as well as the monitoring work carried out over the year by the Board.



PSNI PROFESSIONAL STANDARDS REVIEW

Board Members agreed the need for additional scrutiny to be brought to a series of concerns and issues identified by both PSNI and the media.



REVIEW OF THE HUMAN RIGHTS OF POLICE OFFICERS AND STAFF

This report sets out nine recommendations with the view of improving PSNI's compliance with international human rights standards regarding those working within policing.



9 Board Meetings



7 Board Public Accountability Sessions



30 Committee Meetings



11 Committee Reports



110 Oral Questions



41 Written Questions



119 Publications

POLICING BOARD RESOURCES

19 Board Members

51 Board Staff

£6.33m Board Funding

£1.5m Board PCSP Funding

31 Custody Visitors

9 Community Observers

2. PERFORMANCE REPORT

Overview

The purpose of the overview is to explain the Board's work during the reporting period and actions taken to deliver on key areas of work identified in the Corporate and Business Plans.

Chief Executive's introduction



As Accounting Officer for the Northern Ireland Policing Board I have responsibility for day-to-day management of the organisation.

As Chief Executive, it is my job to keep all aspects of the Board's governance and operating arrangements under review so that Governance structures and financial provisions meet the compliance requirements set by the Department of Finance (DoF) and the Department of Justice (DoJ) in the Management Statement and Financial Memorandum (MSFM).

I have provided regular reports on all aspects of organisational performance to the Board and to the DoJ on a range of governance issues. This includes assessments against the measures set in the Board's Corporate and Business Plan, information management and legislative compliance with statutory provisions applicable to our work. Managing risks which may impact on delivery is embedded in our corporate approach. I report on this in more detail in the Governance Statement.

Sinead Simpson

Chief Executive

Statement of the Purpose and Activities of the Organisation

History

The Northern Ireland Policing Board (NIPB) 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.

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

In accordance with the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010, the Annual Report and Accounts of the NIPB are laid in the NIA.

The NIPB complies with the corporate governance and accountability framework arrangements (including Managing Public Money Northern Ireland) issued by the DoF and the DoJ. The NIPB's Chief Executive, who is the Accounting Officer for the NIPB, reports directly to the Permanent Secretary as Principal Accounting Officer of the DoJ.

Principal Activities

The NIPB's statutory duty is to ensure that the PSNI is effective and efficient and to hold the Chief Constable to account. Its primary responsibilities are:

- To consult with the community to obtain their views on policing and their co-operation with the police in preventing crime;
- To set and publish outcomes and measures for the PSNI as part of an Annual Policing Plan and to monitor the PSNI's performance against this plan;
- To appoint all Chief Officers of the PSNI above the rank of Chief Superintendent including police staff equivalents;
- To approve the annual budget for policing and monitor expenditure;
- To monitor trends and patterns in complaints against the PSNI;
- To keep itself informed as to trends and patterns in recruitment of police and police support staff and the extent to which membership of the police and police support staff is representative of the community in Northern Ireland;
- To keep itself informed of police complaints and disciplinary proceedings;
- To monitor the PSNI's compliance with the Human Rights Act 1998;
- To ensure arrangements are in place to secure continuous improvement within the PSNI and the NIPB;
- To assess the level of public satisfaction with the performance of the police and improving the performance of and assessing public satisfaction with Policing and Community Safety Partnerships; and

- To monitor the exercise of the functions of the National Crime Agency (NCA) in Northern Ireland and to make arrangements for obtaining the co-operation of the public with NCA in the prevention of organised crime

The NIPB continues to seek all opportunities to ensure for all the people of Northern Ireland the delivery of effective, independent oversight of policing which will secure the confidence of the whole community by reducing crime and the fear of crime. Detail of the work of the NIPB for the current year is included in the Performance Analysis section of this report.

Risks and Key Issues

Risks

Risk is managed on an ongoing basis through the Senior Management Team (SMT), Audit and Risk Assurance Committee (ARAC) and the Board. The Board's approach to managing risk complies with His Majesty's Treasury's Orange Book guidance and is integrated with the Board's approach to corporate and business planning. The Corporate Risk Register is proactively managed, and all risks are regularly reviewed to ensure that the ratings and content are up-to-date. The Corporate Risk Register was reviewed at 4 of the 5 ARAC meetings which took place during the reporting period.

At the start of the 2022-23 year there were seven risks on the Board's Corporate Risk Register. Over the course of the year, it was agreed by the ARAC that two of these risks could be de-escalated to Directorate level Risk Registers and consequently at the end of the reporting period there remain five risks on the Corporate Risk Register. Each risk is managed by a member of the Board's SMT, and the register is reviewed collectively by SMT at regular intervals throughout the year prior to being brought to ARAC for consideration. The Corporate Risk Register also documents the Board's risk appetite in relation to each risk and the mitigations in place to manage each of the risks.

Further information on the Board's Risk Management and Internal Control processes are included in the Governance Statement included from page 100 of this report.

Key issues

In April 2021 that there was a historic priority one internal audit recommendation outstanding from 2012 in respect of the development of an electronic case management system for Police Pensions and Injury Benefits Branch. However, it is acknowledged that this recommendation has subsequently been superseded by the recommendations in the NIAO's Injury on Duty report dated 13 March 2020. As a result, no further developments on the case management system will be progressed until the recommendations in this report have been implemented.

A Steering Group and subgroup was convened by the DoJ with all key stakeholders to consider the recommendations in the NIAO report. The work of these Steering and subgroups remains ongoing and a consultation document seeking views on the updates to the IOD legislation has been drafted, and is due to be issued soon.

Going Concern

The Statement of Financial Position as at 31 March 2023 shows net liabilities of £3,175k reflecting liabilities due in future years. To the extent that these are not to be met from the NIPB's other sources of income, they may only be met by future grants or grants-in-aid from the NIPB's sponsoring Department, the DoJ, which is supply financed and draws its funding from the Northern Ireland Consolidated Fund. Therefore, there is no liquidity risk in respect of the liabilities due in future years.

Grants from the NIPB's sponsor Department for 2022-23 take into account the amounts required to meet the Board's liabilities falling due in that year and have already been included in the Department's estimates for that year.

These had been approved by the DoF, and there is no reason to believe that the Department's future sponsorship and future NIA approval will not be forthcoming. It has therefore been considered appropriate to adopt a going concern basis for the preparation of the financial statements.

Performance Summary

The NIPB is resourced by funds approved by the DoF through the latest comprehensive spending review. The final budget for 2022-23 was £6,328k. The Board's expenditure against budget is reported monthly in the Management Accounts which were scrutinised by the SMT and quarterly by Resources Committee, with in-year pressures and easements reported to the DoJ through the formal process of monitoring rounds.

The budget and actual expenditure for 2022-23 is shown below:

Expenditure heading	Budget £000	Actual £000
Resource DEL		
Salaries	2,695	2,658
PCSPs	1,580	1,593
Other	1,885	1,851
Cash payment of provisions	168	101
Total Resource DEL	6,328	6,203
Resource AME	1,500	610
Cash requirement	6,338	6,087
Capital DEL	60	59

The Statement of Comprehensive Net Expenditure is set out in the Financial Statements with supporting notes in the pages that follow.

COVID-19 Pandemic

Following the outbreak of Covid-19 in Northern Ireland and lockdown, the NIPB incurred no additional expenditure during the year 2022-23.

Basis of Accounts

The Accounts have been prepared in accordance with an Accounts Direction issued by the DoJ on 31 March 2022.

Events after the Reporting Period

No event as defined in International Accounting Standard 10 has occurred subsequent to the year-end, as disclosed in note 17 of the Accounts.

1 APRIL 2020 - 31 MARCH 2023

CORPORATE PLAN

**& BUSINESS PLAN
2022-23**

PERFORMANCE ANALYSIS

NIPB CORPORATE PLAN 1 APRIL 2020 – 31 MARCH 2023 AND BUSINESS PLAN 2022-23

A Business Plan for the 2022-23 Financial Year was approved and published by the Board. Throughout the reporting period progress against the 13 actions included in the Annual Business Plan 2022-23 was monitored by the Board by way of quarterly reports included in the Chief Executive's reports to the Board. Each of the 13 business plan actions were assigned to Members of the Board's SMT to progress and oversee implementation.

As at the end of the 2022-23 year, Annual Business Plan monitoring shows there were no actions not achieved, however 2 action has been identified as being partially achieved and will require additional resources or time in order to be achieved. This action is Objective D, Action (i) - *Scope and procure a third-party supplier to assist with the development of bespoke revised guidance to Selected Medical Practitioners and Independent Medical Referees*. This action has been carried forward to the Board's agreed Annual Business Plan for 2023-24 and further commentary regarding proposed next steps is detailed below.

The below table provides a high-level summary of progress against the 13 actions detailed in the Board's 2022-23 Annual Business Plan as at 31 March 2023. Readers should note that in terms of Progress Summary and Status:

RED – indicates an Action was not achieved;

AMBER – indicates an Action was partially achieved; and

GREEN – indicates an Action was achieved.

CORPORATE PLAN OBJECTIVE A:

To monitor resourcing plans for the PSNI; advocating on issues which support policing, including transformational change and delivery of a representative service

BUSINESS PLAN ACTION

A1. To monitor PSNI senior leadership staffing requirements, progress appointments to fill vacancies as required and monitor the effectiveness of the revised SET structure in light of the non-policing expertise now embedded within the PSNI SET.

PROGRESS SUMMARY

ACHIEVED

Following the completion of recruitment competitions relating to the new PSNI Senior Executive Team (SET) staffing structure, the final appointment of the ACO People and Organisational Development was approved by the Minister of Justice on 13 April 2022 with the successful candidate taking up the post on 6 June 2022. The revised staffing structure has now reached the full complement of ten including the Chief Constable, Deputy Chief Constable, Chief Operating Officer (COO) 4 Assistant Chief Constables (ACC) and 3 Assistant Chief Officers (ACO).

While no further Chief Officer vacancies arose during the reporting period a contract has been secured with a Selection and Recruitment Advisor covering a period of up to five years in order to ensure competitions are commenced as promptly as possible when vacancies at Chief Officer level arise.

The new restructured PSNI SET have attended 2 induction/development events with Board Members in July 2022 and March 2023 where they provided presentations on the strategic issues within each of their areas. Members of PSNI SET remain regular attendees at both Board and Committee meetings.

CORPORATE PLAN OBJECTIVE A:

To monitor resourcing plans for the PSNI; advocating on issues which support policing, including transformational change and delivery of a representative service

BUSINESS PLAN ACTION

A2. Monitor the effectiveness of PSNI Financial Management and specifically the impact of the prevailing budgetary position including in relation to officer numbers, recruitment and any impact on service delivery.

PROGRESS SUMMARY

ACHIEVED

A focus throughout the 2022-23 year has been on the financial pressures facing the PSNI which were exacerbated throughout the reporting period by significant increases in utility costs. Members expressed deep concern regarding the likely impact on the service of the steps required to reduce the shortfall and achieve a balanced budget, including the requirement to reduce headcount through reduced recruitment. The Resources Committee was kept updated on the methodology used to achieve the required savings in year, including the implementation of the Resource Allocation Model (RAM) (the method used to plan and prioritise the allocation of people within the organisation).

In the final quarter of the year PSNI informed the Committee of increased pressures on overtime as a result of the terrorist attack on a senior officer in Omagh in February 2022. In the absence of an agreed budget for the 2023-2024 year, in March 2023 the PSNI presented their projected requirements for the incoming year based on the assumption of an opening budget consistent with the allocation for 2022-23. Members were concerned at the significant number of unfunded pressures and also that the anticipated savings required in the incoming year would likely prove undeliverable.

Throughout the year and in the context of the recently elevated threat level from “substantial” to “severe”, the Board has continued to advocate, by way of correspondence, engagement and tripartite meetings with the PSNI and DoJ, for the provision of adequate resources for the PSNI and this area is also a focus within the Board’s new 2023-2025 Corporate Plan.

CORPORATE PLAN OBJECTIVE A:

To monitor resourcing plans for the PSNI; advocating on issues which support policing, including transformational change and delivery of a representative service

BUSINESS PLAN ACTION

A3. Monitor the effectiveness of measures taken to ensure that membership of the PSNI is representative of the community.

PROGRESS SUMMARY

ACHIEVED

The Committee was briefed on the Representative measure of the Policing Plan in September and December 2022 (no Committee meetings were held in April due to the purdah period and the Board was reconstituted on 9 June 2022 following the 5 May 2022 election). *Measure 2.3.1 of the Policing Plan is Improve representativeness of the service across ranks, grades and departments by gender and community and socio-economic background.*

In September 2022 Members raised a number of issues regarding the content and format of the Representativeness Report Card and were subsequently provided with an updated draft template of the report card in December 2022 which incorporated Member feedback. This included changes to the overall structure with 3 new sections added (External Recruitment, Internal Representation and Retention), statistical and trend information, current and anticipated impacts, and analysis of wider strands of Equality and Diversity, reflecting long term impacts of actions taken, and inclusion of sexual orientation, race and disability data. Members welcomed the revisions to the report card and how it visually improved the accessibility of the information being considered but requested that going forward two Report Cards be provided to the Committee; one which provides representative information focussing on Community Background and Gender, and a second Report Card focussing on other Representative data, for example Sexual Orientation, Race and Disability etc.

In respect of the overall representativeness of PSNI, throughout the year Resources Committee Members were also briefed on reductions in recruitment levels, a consequence of which will be a significant impact on the work to improve representativeness. As a consequence of continued limited recruitment going forward, the Board's new Corporate Plan 2023-2025 acknowledges that improvements in representativeness will be hampered by reductions in recruitment levels. This will be an area of focus for the Resources Committee in the 2023-24 year.

CORPORATE PLAN OBJECTIVE B:

To monitor, oversee and assess the performance of the PSNI through the Board and its Committees and ensure the delivery of Human Rights based, community focussed policing

BUSINESS PLAN ACTION

B1. Deliver the 2021/22 Performance Plan in line with the 2020-2025 Northern Ireland Policing Plan.

PROGRESS SUMMARY

ACHIEVED

During Q1 of the reporting period the Performance Monitoring Timetable was developed and agreed. While there was a delay in commencing monitoring due to the 2022 election period (monitoring commenced in September 2022), the timetable provided for all Policing Plan Measures to be examined by the Board's Committees by the end of March 2023. The Performance Monitoring Timetable was successfully implemented throughout the year and further detail regarding the scrutiny undertaken by the Board's Performance, Partnership and Resources Committees can be found in the Policing Plan 2020-25 and Performance Plan 2022-23 Annual Assessment included elsewhere in this Annual Report.

Throughout the reporting period Board officials also delivered the first ever NI Policing Board Policing Plan Survey. This was done in partnership with NISRA statisticians. The Policing Plan survey was published as official statistics on 12 May 2022. Preparatory work for the next Policing Plan survey, including engagement with Central Procurement Department (CPD) and the subsequent awarding of the contract to produce another Policing Plan Survey has been progressed during 2022-23. Following completion of survey fieldwork, the successful bidder has now provided Board officials with a draft survey report.

In September 2022, the Policing Plan Review Working Group (PPRWG) held its first meeting and agreed a schedule for reviewing the Policing Plan. A number of meetings took place during Quarters 2 & 3 with several changes to the measures, baselines and impacts within the Annual Performance Plan being agreed. The agreed changes were subsequently accepted by the Board at its meeting on 2 March 2023 and the revised Annual Performance Plan 2023-24 is available on the Board's website [Policing Plan 2020-2025 and Annual Performance Plan 2023/24 | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://www.nipolicingboard.org.uk/Policing-Plan-2020-2025-and-Annual-Performance-Plan-2023-24) [Policing Plan 2020-2025 and Annual Performance Plan 2023/24 | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://www.nipolicingboard.org.uk/Policing-Plan-2020-2025-and-Annual-Performance-Plan-2023-24)

CORPORATE PLAN OBJECTIVE B:

To monitor, oversee and assess the performance of the PSNI through the Board and its Committees and ensure the delivery of Human Rights based, community focussed policing

BUSINESS PLAN ACTION

B2. Implement a framework to assess PSNI's compliance with the Human Rights Act (1998).

PROGRESS SUMMARY

ACHIEVED

In line with the three-year Human Rights Programme of Work published in November 2021, work progressed throughout the year on the drafting of three Reports; the Human Rights of Police Officers and Staff, PSNI's Use of Conductive Energy Devices (CEDs) (Tasers), and the Human Rights Annual Report 2021/22. Assessment of PSNI's compliance with Human Rights throughout the year also included ongoing assessment of all previous recommendations contained within a range of Reports such as the PSNI's Response to COVID, the Human Rights Annual Report 2020-21, and the review of PSNI use of Spit and Bite Guards on which Performance Committee received a briefing from PSNI in September 2022.

On 8 December 2022 the Board published the report on the Human Rights of Police Officers and Staff which contained nine recommendations across six areas such as right to life, right to a fair trial, right to privacy and freedom of expression.

The Human Rights Annual Report 2021-22 and a report on PSNI Use of Force 2021-22, (specifically the use of CEDs) were published at a launch event on 18 January 2023. The live-streamed launch event included a discussion panel chaired by the Board Chair and involving the Deputy Chief Constable, the Board's Human Rights Advisor, Mr John Wadham and Independent Board Member, Mr Les Allamby. In March 2023 Members considered the first draft of the Board's Human Rights Report on Privacy and Policing and the Performance Committee also agreed the Terms of Reference for a new report on the Strip Searching of Children and Young People in police custody.

During 2022-23 the Board has scrutinised a number of areas of policing to assess their compliance with the Human Rights Act, resulting in the publication of four reports; including Human Rights Use of Force, Human Rights of Police Officers and staff, Human Rights Annual Report and Professional Standards Review of Policing.

BUSINESS PLAN ACTION

CONTINUED

B2. Implement a framework to assess PSNI's compliance with the Human Rights Act (1998).**PROGRESS SUMMARY**

ACHIEVED

Within these reports, the Human Rights Advisor has made thirty-six recommendations for improvement in areas such as; assaults on officers, elimination of misogyny, misconduct and delays in processing such cases, biometric retention, discrimination and community background, treatment of suspects in custody and covert policing.

In addition to these the Board, monitors implementation of other recommendations made in previous years to ensure that these, are implemented in full. Changes to training and policy has led to positive improvements in service delivery in the use of spit and bite guards, use of force, stop and search on children and young people, and use of body worn video to name a few. The Board continues to monitor all recommendations made, while assessing PSNI's compliance in new areas of policing.

With regard to PSNI Professional Standards, during the year the Performance Committee was provided with an overview of the PSNI/Professional Standards Department Annual Report and a special briefing was held in September for all political Members to discuss police misconduct issues (in order to avoid any perception of a conflict with their role as Police Appeals Tribunal Panel Members, independent Members did not join this discussion). PSD representatives and a KC with specialist knowledge of police misconduct issues provided contributions to the briefing. In October 2022 a draft Review of Professional Standards and associated recommendations regarding the improvement of PSNI/PSD was put to the Performance Committee for consideration. This was subsequently agreed by the Board and published in November 2022.

Board officials continued to progress Police Appeals Tribunals (PATs) in line with the relevant legislation. As at the end of the reporting period there were nine ongoing PAT cases; four of which have been listed for hearing, two are at grounds of appeal / response to grounds of appeal stages, one has been referred to the Tribunal Chair for a Regulation 12 Review and two appeals have been dismissed.

CORPORATE PLAN OBJECTIVE B:

To monitor, oversee and assess the performance of the PSNI through the Board and its Committees and ensure the delivery of Human Rights based, community focussed policing

BUSINESS PLAN ACTION

B3. To monitor PSNI progress towards completion of the remaining 8 Local Policing Review actions for which PSNI have sought and been given an extension in order to deliver.

PROGRESS SUMMARY

ACHIEVED

At 1 April 2022 11 of the 45 Actions identified in the Local Policing Review remained open, with an anticipated close date of March 2023. Three of the remaining 11 actions were then moved across to be managed through the PSNI's People Strategy with progress against delivery subsequently being reported to the Board's Resources Committee.

Throughout the year PSNI indicated to Partnership Committee that the majority of the remaining 8 actions should be complete by end of March 2023, however there were a small number (3) which sit with PSNI that they anticipated may not be completed by the target date of March 2023. At the February 2023 Partnership Committee meeting it was agreed that the remaining actions, which are mainly long term, would be closed off with future monitoring undertaken as part of the normal committee business.

CORPORATE PLAN OBJECTIVE B:

To monitor, oversee and assess the performance of the PSNI through the Board and its Committees and ensure the delivery of Human Rights based, community focussed policing

BUSINESS PLAN ACTION

B4. Deliver and report on the work of the Board and its Committees.

PROGRESS SUMMARY

ACHIEVED

Throughout the 2022-23 reporting period the Board met on 9 occasions and held 7 meetings in public.

The work of the Board has been delivered pursuant to responsibilities detailed in Appendix A of the Board's Standing Orders available to view at [policing-board-standing-orders-april-2023.pdf](https://www.nipolicingboard.org.uk/policing-board-standing-orders-april-2023.pdf) ([nipolicingboard.org.uk](https://www.nipolicingboard.org.uk))

Following the reconstitution of the Board in June 2022 after the May elections, several new Members joined the Board. In addition, in December 2022 following an appointment process conducted by the DoJ, 3 new Independent Board Members took up their posts. To support and induct new Members to their role, during the year two "away day" events took place in July 2022 and March 2023. These also provided the opportunity for the Board as a whole to consider the future direction and strategic priorities of the Board. The additional 2 new Independent Board Members due to take up post from 1 April 2023 were also invited to and attended the March 2023 event.

During the 2022-23 year the Board consulted on and agreed a new draft Corporate Plan for 2023-2025 (to align with the remaining term of the current Policing Plan 2020-2025) and also completed a review of and carried out a public consultation on a revised suite of Equality documents to include a revised Equality Scheme 2023-2025 and associated Equality and Disability Action Plans. In June 2022 the Board also achieved Investors in People accreditation.

Throughout the year the Board was kept updated, by way of the Chief Executive's report, on matters relating to the Board's relocation from Waterside Tower to new premises at James House within the Gasworks complex on the Lower Ormeau Road. While the Board's relocation was delayed due to circumstances beyond the organisation's control, the move was successfully completed prior to the end of the 2022-23 year with staff operating out of our new premises from 27 March 2023.

BUSINESS PLAN ACTION

CONTINUED

B4. Deliver and report on the work of the Board and its Committees.**PROGRESS SUMMARY**

ACHIEVED

During the year the Board also considered and where appropriate, agreed recommendations put forward from the Board's Standing Committees. These included for instance, above delegated authority expenditure requests from PSNI, approvals of and agreement to publish several Board reports, and the approval to dispose of one former PSNI station. Whilst this disposal was initially agreed in June 2022, the matter was referred back to Resources Committee for further consideration of additional information provided in relation to those parties interested in purchasing the site. Following further consideration at the November 2022 Resources Committee, the Board agreed the disposal of the former Castlederg PSNI station in December 2022.

The work of the Board's Committees have been progressed in line with the Terms of Reference for the Standing Committees of the Board available to view at [Terms of Reference of the Standing Committees of the Board | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://www.nipolicingboard.org.uk/terms-of-reference-of-the-standing-committees-of-the-board)

During the year all Measures in the Northern Ireland Policing Plan 2020-25 were monitored by 3 of the Board Committees (Performance, Partnership and Resources) and additionally each of the Board's Committees has taken forward and reported throughout the year on the Business Plan 2022-23 actions relevant to the respective Committees. Further details on the work of each Committee can be found in the Committee Reports for the period 1 April 2022-31 March 2023 published on the Board's website.

Throughout the year the Audit and Risk Assurance Committee (ARAC) has continued to support the work of the Board by progressing various strands of work. These included recommending Board approval of the Annual Report and Financial Statements for the year ended 31 March 2022, approving a new Internal Audit Charter for 2022-23, monitoring the updates provided on the ongoing work of Internal Audit and progress towards the implementation of any outstanding Internal Audit recommendations. The Committee also gave detailed consideration to the Board's Corporate Risk Register at each meeting and continued to regularly monitor the Board's Complaints Handling process and Gifts and Hospitality Register. The Committee kept itself informed regarding the various statutory responsibilities and obligations of the Board as the Police Pension Scheme Manager.

BUSINESS PLAN ACTION

CONTINUED

B4. Deliver and report on the work of the Board and its Committees.**PROGRESS SUMMARY**

ACHIEVED

In March 2023 the Committee received a presentation from the Board's Independent Pensions Advisor and the Police Pension Board Chair in respect of the current position regarding the McCloud Remedy Project, (relating to changes in public sector pension schemes which came about as a result of a legal case following a reform of public sector pensions in 2014/2015). Members were briefed on the multiple, complex workstreams being progressed, the implications for the affected members, the Board and the PSNI and the Board's statutory obligations in respect of the implementation of the McCloud Remedy. The ARAC Members are also regularly sighted on the Police Pension Board Risk Register.

Further detail regarding the work undertaken during the reporting period by the Board's ARAC is detailed within the Committee's Annual Report included later in this report.

CORPORATE PLAN OBJECTIVE C:

To work collaboratively with the community, PCSPs and partners, to deliver the outcomes for policing and allow them to be informed and engaged with the Board's work

BUSINESS PLAN ACTION

C1. Support the delivery of the PCSP Action Plans which contribute to increased community safety and confidence in policing.

PROGRESS SUMMARY

ACHIEVED

In Q1 of the reporting period the Joint Committee issued updated Strategic Priorities and associated objectives for PCSPs to be implemented for the 2022-23 financial year and onwards. Board officials worked with PCSPs to ensure that their Action Plans would deliver against these priorities.

Activities in support of PCSPs throughout the year included a series of PCSP Engagement Workshops which focused on relationship building between PCSP members and PSNI District officers. Feedback from the workshops was considered by the Partnership Committee in December 2022. During Q3 PCSP Planning Guidance to assist PCSPs in the development of the 2023-24 Action Plans against the amended Strategic Priorities was also reviewed, updated and issued.

The focus for PCSPs in Q4 was on finalising and submitting Action Plans for 2023-24. Following submission, these plans were reviewed by officials and the Joint Committee held a special meeting on 30 March to consider and approve the Action Plans, however Letters of Offer could not be issued due to the absence of a confirmed budget.

The Board's Internal Audit undertook audit advisory reviews in respect of Mid and East Antrim and Belfast City Council PCSPs. The report regarding Belfast City Council PCSP suggests that the necessary governance arrangements are in place and operating effectively. Board officials are continuing to monitor MEA expenditure to ensure that proper records are being maintained for all expenditure. To date, records for Q2 & Q3 have been deemed satisfactory and it is expected that the audit recommendations in respect of MEA PCSP could be closed following receipt of yearend reports.

CORPORATE PLAN OBJECTIVE C:

To work collaboratively with the community, PCSPs and partners, to deliver the outcomes for policing and allow them to be informed and engaged with the Board's work

BUSINESS PLAN ACTION

C2. Deliver a Communications Action Plan.

PROGRESS SUMMARY

ACHIEVED

Throughout the year the implementation of the Board's Communications Action Plan supported Board business across a wide range of areas including, the publication and design of the Policing Plan Survey and supporting infographic,

Custody Visitor Conference materials, the Policing Plan, the Annual Business Plan 2022-23, the PCSP Effectiveness Report, the publication of two major Board Reports: Review of Professional Standards, and the Human Rights of Police Officers. A communications plan was also developed and implemented for the Independent Custody Visiting Recruitment Campaign and the public consultations which took place in relation to the Board's new Corporate Plan 2023-25 and the review of the Board's Equality Scheme and associated Action Plans.

The Communications team also provided design support and publication of a number of key Board documents such as the Board's Annual Report, the Annual Performance Assessment and multiple editions of the Board's Ezine Policing Matters.

Following the reconstitution of the Board in June 2022, ongoing support was provided for subsequent meetings and induction sessions. Over the reporting period a significant number of media responses have been provided in relation to a range of issues relevant to the Board's work and speeches prepared for Board representatives attending attestations and recognition events.

Throughout the reporting period a communications action plan in support of Board business for the 2022-23 period was approved by the Board's SMT and advice was regularly provided to senior management on a range of media issues. Support was also provided for a number of staff recruitment competitions.

The Board's Communications Action Plan promoted raising awareness of the Board's work through a range of channels. At year end, there have been over 129k visits to the Board's website with 89.095 unique users.

BUSINESS PLAN ACTION

CONTINUED

C2. Deliver a Communications Action Plan.**PROGRESS SUMMARY****ACHIEVED**

Online 'livetime' views of our 7 meetings in public in 2022-23 averaged 78 viewers per session with 7470 views of the post meeting footage published on the Board's YouTube channel. In addition, video views of post meeting questions published to twitter secured just under 15k views. There were 551k impressions on twitter posts and the Board has a following of just under 9k. Over 2k people follow us on Facebook with a page reach of just under 50k. During the course of the year support was provided for the publication of a number of key Board documents including the Policing Plan, Annual Report, a Review of Professional Standards, the Human Rights Annual Report and 2 Thematic Reviews dealing with the Use of Force and the Human Rights of Police Officers and staff.

CORPORATE PLAN OBJECTIVE C:

To work collaboratively with the community, PCSPs and partners, to deliver the outcomes for policing and allow them to be informed and engaged with the Board's work

BUSINESS PLAN ACTION

C3. Deliver the Engagement Strategy 2020-23 to support the Board's outcomes.

PROGRESS SUMMARY

ACHIEVED

Throughout the year implementation of the Annual Programme of Work (2022-23) to support the delivery of the Engagement Strategy 2020-23 was progressed. This included participation and facilitation of broad range of engagement activities to highlight the Board's work, promote and encourage applications ahead of the Independent Custody Visitor Scheme (ICV) recruitment campaign, showcase the Board's collaborative and partnership working and to inform the community about the role and remit of the Board. These events included:

- Hosting stands at a variety of events in 2022 including the Balmoral Show, Belfast Pride and the Mela festival (in conjunction with the DOJ), and at Queen's University Belfast (QUB) Freshers' Week.
- Attendance at the PSNI Problem Solving Awards at Garneville.
- Board Members received a tour of the Musgrave Custody suite.
- A visit to the South Armagh area which included a visit to the Crossmaglen Rangers GAA club, followed by visits to 2 PSNI stations (Crossmaglen and Newtownhamilton).
- Hosting a delegation of Eisenhower Fellows from the USA.
- Progressing preparations for the upcoming PSNI / NICCY "Youth Voice" event which is expected to be delivered in the 2023-24 year.
- Board representation at two PSNI community listening events. The first was held in February with representatives from the LGBTQ+ Community and the second was held in March with representatives from the PUL Community.

In relation to the 2 Independent Volunteer Scheme's run by the Board, a significant amount of work was undertaken throughout the reporting period in relation to both the Independent Custody Visitor (ICV) and Independent Community Observer (ICO) Schemes.

BUSINESS PLAN ACTION

CONTINUED

C3. Deliver the Engagement Strategy 2020-23 to support the Board's outcomes.**PROGRESS SUMMARY**

ACHIEVED

This included:

- Board official and ICV representation at the Independent Custody Visiting Association Annual Conference in London in April 2022.
- Delivery of training to Custody Detention Officers on the role of ICVs.
- Planning and facilitation of the Board's Annual Volunteer Conference in June 2022 (over 30 volunteers from the Board's Independent Custody Visiting and Independent Community Observer Schemes attended).
- Planning and facilitation of the Boards Annual Volunteer Recognition Event in September 2022.
- Delivery of training sessions for ICVs on TACT (delivered by Board Officials in conjunction with the PSNI at Musgrave Police Station) and refresher training for all ICVs in accordance with the Board's ongoing training commitments.
- Annual reports for 2021-22 for the Board's Independent Custody Visitors (ICV) and Independent Community Observers (ICO) schemes were approved and published on the Boards website.
- The ICV recruitment campaign concluded with a total of 15 applications received. 9 of the 15 candidates were subsequently deemed appointable to the scheme with a further 2 candidates being added to the reserve list.

Board Officials have also continued to progress work in relation to the development of the next Engagement Strategy (2023-25).

CORPORATE PLAN OBJECTIVE C:

To work collaboratively with the community, PCSPs and partners, to deliver the outcomes for policing and allow them to be informed and engaged with the Board's work

BUSINESS PLAN ACTION

C4. Deliver a funding programme to support and increase community engagement with policing.

PROGRESS SUMMARY

ACHIEVED

During the year the Police Property Fund (PPF) Programme team has supported the projects funded under the first and second calls of the Small Grants Scheme, including day-to-day advice, financial verification of expenditure and review of post project evaluations where applicable.

In Q1 of the reporting period the second call for applications to the Scheme closed with 105 applications being received. Following basic eligibility checks 38 projects were subsequently rejected, one project withdrew, and 66 applications were considered by an assessment panel in June 2022. Following this process 13 projects were recommended for approval by the Partnership Committee in June. Each of the 13 projects demonstrated through their application forms their intention to fully engage with local police teams as part of their project and the Board ratified the Committee's recommendations at the July 2022 Board meeting. 12 projects were in a position to submit a set of official accounts and were therefore issued with a Letter of Offer, 1 project was unable to provide this data and as a result the panel agreed the project could not continue in the process. 3 reserve projects were identified in the panel meetings held in June and these were put before the Board in September for approval for funding. The Board agreed these recommendations.

A total of 46 projects have been contracted across the 2 calls at a total value of £319,610. As at year end eighteen of thirty-one projects from the first call have now completed their project and are at various stages of the closure process including completion of Post Project Evaluations and payments of the remaining 20% of funds. Three projects from the second call have also completed their projects and are going through the next steps of the closure processes.

The programme team anticipate opening a Large Grants Scheme in due course for projects seeking funding between £20,000- £30,000. As the budget for the Large Grants Scheme is likely to be approximately £100,000, it is anticipated that, depending on their value, 3-5 projects will be approved.

CORPORATE PLAN OBJECTIVE D:

To deliver independent, fair and transparent processes for former and serving officers in line with Police Pension, Injury Benefit and Appeal legislation

BUSINESS PLAN ACTION

D1. Scope and procure a third party supplier to assist with the development of bespoke revised guidance to Selected Medical Practitioners and Independent Medical Referees.

PROGRESS SUMMARY

PARTIALLY ACHIEVED

During the reporting period work on the project to procure a third-party supplier to assist with the development of bespoke revised guidance to Selected Medical Practitioners (SMP) and Independent Medical Referees (IMR) has progressed, but the complexity and requirements of this guidance, coupled with resourcing challenges has led to limited progress. It is hoped the tender for this work will issue in quarter 1 of 2023-24.

BUSINESS PLAN ACTION

D2. Progress any recommendations made by the Northern Ireland Audit Office from their reporting on the Northern Ireland Injury Benefit Scheme.

PROGRESS SUMMARY

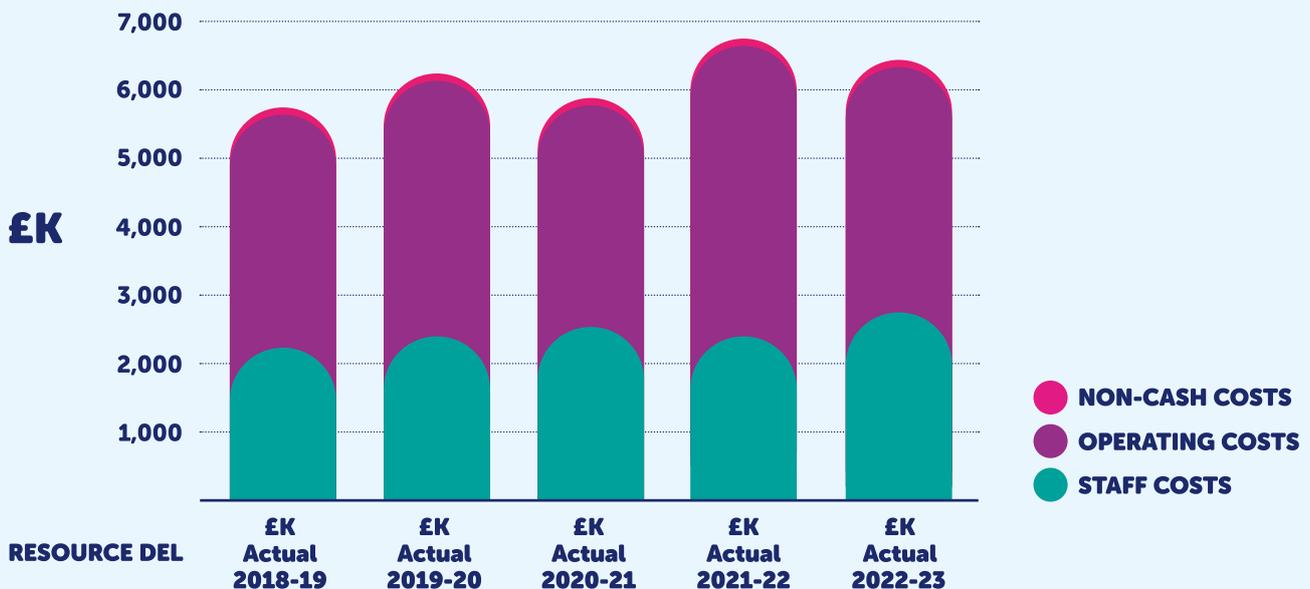
PARTIALLY ACHIEVED

Throughout the year Board officials have continued to engage as active members of the Sub and Steering Groups initiated by the DoJ to progress the recommendations resulting from the March 2020 NIAO report on Injury on Duty awards in Northern Ireland. A draft consultation document has been produced and inputted to by all key stakeholders and work has been progressed in relation to a communications plan and required next steps. Board officials remain hopeful that the consultation will launch in the coming months with DoJ colleagues leading the consultation and Board input captured as applicable following the consultation launch. Board officials have assigned this action as being 'Achieved' as the next steps in progressing the recommendations now sit with the DoJ. It is intended that any future developments and Board input as it relates to this issue will be reported on via the business-as-usual updates against the relevant 2023-24 Annual Business Plan action.

Long Term Expenditure Trends

Performance Budget

Chart 1 shows the final budget allocation for each of the years 2018-19 to 2022-23, and how this budget was split.



The budgets for the periods 2018-19 to 2022-23 were one-year allocations. In the year 2018-19 in-year budget cuts of £84k were absorbed by the organisation. However, during 2019-20 additional funding of £375k was obtained to accommodate the recruitment of independent members to PCSPs and the increase to employer pension contributions. In 2020-21 additional funding of £116k was allocated to assist with inflationary pressures and in 2021-22 additional funding of £447k was allocated to cover dilapidation costs associated with the relocation from Waterside Tower to James House. In 2022-23 a further £189k was allocated to fund inflationary and utilities pressures.

Performance Expenditure

The chart below show details of NIPB expenditure patterns across the period 2018-19 to 2022-23:

Chart 2: Resource DEL Expenditure 2018-19 to 2022-23



Results for the 2022-23 Financial Year

The Statement of Comprehensive Net Expenditure is set out on page 137 and shows a Resource DEL deficit for the year of £6.8m. The Total Resource DEL budget allocation available for 2022-23 was £6.3m. This includes £0.2m received as part of the January 2023 monitoring to cover pressures relating to inflation and utilities, with DEL expenditure against this budget during the financial year of £6.2m, resulting in a reported underspend of under £0.1m.

2023-24 Financial Year

The Department of Justice (DoJ) wrote to the Chief Executive on 5 April 2023 outlining the Boards indicative Resource DEL budget for the financial year 2023-24. The Resource DEL budget allocation represents a 4.75% cash cut (£289k) in 2023-24. However, allowing for pay and supplier inflation, this represents a real cut of 6.0% (£364k).

The DoJ wrote again to the Chief Executive on 18 May 2023 outlining the allocated Resource DEL budget for the financial year 2023-24. The Resource DEL budget allocation of £5,986k represented a 1.75% cash cut (£103k) in 2023-24. Allowing for pay and supplier inflation this represents a real cut of 3.0% (£178k).

The NIPB has approximately £400k of pressures which it is presently unable to fund from the 2023-24 indicative budget allocation: As a result, the financial year 2023-24 will be challenging for the Board to deliver normal statutory responsibilities due to the reduced funding and unfunded pressures.

Freedom of Information

Through the Freedom of Information Act 2000 (FOIA) the public have the right to request information from the Board. During the period 1 April 2022 to 31 March 2023, the Board received 53 requests for information.

The Board responded to 62% of these requests within regulatory timeframes. This compares to 67% in the 2021-22 period. The delay in responding to requests outside of timeframes was as a result of operational and staffing pressures faced by a particular branch. This is an issue that the Board keeps under constant review.

Complaints

The Policing Board values the opportunity to engage with the public in respect of handling complaints as this can assist in improving its service to the public and can also offer a form of remedy in instances where our customers feel dissatisfied with the service provided. The Board's Complaints Policy is consistent with complaints handling across the Public Sector in Northern Ireland and can be accessed on our website via the link below.

[Complaints Policy | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://www.nipolicingboard.org.uk/complaints-policy)

During the 2022-23 year no new complaints were progressed under the Board's Complaints Policy. However, one complaint initiated in the 2021-22 year remained to be resolved during the 2022-23 reporting period. In line with the Board's Complaints Policy this complaint was not progressed past the initial stages as the necessary information was not provided by the complainant and therefore the complaint was subsequently discontinued.

Environmental Issues

The Board operates a number of effective schemes in relation to its environmental policy, including:

- Recycling dry office waste products, printer cartridges, plastic and aluminium; and
- Reducing energy consumption through a range of measures (such as motion activated lighting and automated heating systems).

In implementing these schemes the Board has reduced its costs and the environmental impact of the organisation.

Carbon Reduction Scheme

The Board does not exceed the threshold of 6,000 MWh per year (average consumption is approximately 175.1 MWh per year) and is therefore not required under law to report on carbon emissions and purchase carbon allowances.



**ANNUAL
ASSESSMENT**

**THE NORTHERN IRELAND
POLICING
PLAN
2020-2025**

**& ANNUAL
PERFORMANCE
PLAN
2022-23**

THE NORTHERN IRELAND POLICING PLAN 2020-2025 AND ANNUAL PERFORMANCE PLAN ASSESSMENT

The Northern Ireland Policing Plan 2020-2025 and Annual Performance Plan 2022-23 was agreed by the Board at its meeting of 3 February 2022. The Policing Plan outlines three Outcomes that the Board want policing to deliver for the people of Northern Ireland:



1

**WE HAVE
A SAFE
COMMUNITY**



2

**WE HAVE
CONFIDENCE
IN POLICING**



3

**WE HAVE ENGAGED
AND SUPPORTIVE
COMMUNITIES**

The Annual Performance Plan 2022-23 included nine Indicators and thirteen Measures which were used to quantify the progress towards achieving the Outcomes. The Outcomes, Indicators and Measures are collectively provided on page 40.

By virtue of the Police (NI) Act 2000 and the Annual Performance Plan, the Board is required to prepare and publish for each financial year a summary (its “performance summary”) of the Board’s Assessment of the Chief Constable’s performance and delivery of the Policing Plan. To deliver on this statutory requirement each Measure within the 2022-23 Performance Plan has been considered in detail. This was completed whereby, prior to each Committee, Members were provided with a Paper which included the PSNI OBA (Outcomes Based Accountability) Report Card for each Measure’s and Board officials’ analysis, which encompassed change to a summary of Key Issues/Key Opportunities. At each applicable Committee meeting, the responsible PSNI ACC was present, and Members engaged in scrutiny, monitoring and evaluation of each Measure.

All thirteen Measures within the Performance Plan 2022-23 were presented at least once to Members through either the Performance, Partnership or Resources Committee between May 2022 and March 2023. This approach enabled the compilation of an evidence based Annual Assessment which takes cognisance of Members’ views. Therefore, the purpose of this document is to provide an Assessment of the PSNI’s performance as reflected through the monitoring and scrutiny provided by Members.

It centres on the conclusive evidence base gathered from the aforementioned and includes areas that the PSNI either: fell short on; need to revisit; or require recognition for.

2022-23 represents Year 3 of a five year Policing Plan and reports mainly on the progress made by PSNI in the gathering of data against the baselines and the reporting of emerging impacts. In 2021/22 the Board placed increased focus on establishing increasingly robust baseline reporting metrics around all PSNI measures and improving survey type analysis to gain a better understanding of PSNI performance. The Board also identified the specific impacts that are to be achieved in each Measure. This allows the Board to identify further initiatives that will result in continuous improvement in both performance and results. Therefore, both the impact and continuous improvement initiatives are identified for each Measure in the report below.

The Board applied a Red Amber Green (RAG) status to each Measure with an assessment of what has been achieved to date. This was a recommendation of the NIAO's inspection of Continuous Improvement in 2021-22 and has been included in the final section of each Measure reported below. The objective of this assessment is to assess whether any of these Measures have been achieved over the past year and the progress to date.

Outcome 1 of the Policing Plan sets out impacts that the Board wishes to see in policing in order to make Northern Ireland a safe place to live. In the 12 months from 1st April 2022 to 31st March 2023 there were 111,571 crimes recorded in Northern Ireland, an increase of 5,181 (4.9%) when compared with the previous 12 months. The level recorded in the latest 12 months is the highest since 2006-07. However it is encouraging that when compared to other areas in England and Wales, Northern Ireland continues to be one of the safest places, recording the second lowest overall crime rate and the lowest amongst its most similar services. Indeed, recent survey data finds that only a small proportion of people feel very unsafe (6%).

Rises in domestic violence and abuse incidents are worrying in this year. Statistics for repeat victims and repeat offending remain similar but show marginal decreases, whilst Anti-Social Behaviour levels continue to fall. The report highlights successes of disrupting Organised Crime Groups (OCGs) with notable increased in the number of frustrations and disruptions. The report also provides evidence of a reduction in the rate of places repeatedly victimised which helps people in communities feel safer. Therefore, progress has been made this year on Outcome 1 'We have a safe community'.

Outcome 2 seeks to improve confidence in policing. Survey data in this year points to the overall rating for public confidence in policing at an all-time high at 86% and confidence in local policing rising to 75%. Overall, the results of the 2020-21 NI Safer Community Survey

(NISCS) are the most positive to date with significant increases across all areas. Results from Victim Satisfaction Surveys also tend to remain high however show a decrease from the previous year, which points to a reduced level of confidence amongst victims of crime compared to those who have not recently been victims. Representativeness within the Police Service is also used as an indicator of confidence and this year the PSNI recorded similar figures to the previous campaign in 2020 in terms of representativeness. Applications from females and from Catholic backgrounds remained consistent at 40% and 30% respectively. Due to the continued freeze on recruitment, the PSNI will be restricted in its efforts to improve representativeness and make it more reflective of the community it serves. Overall, we would conclude that confidence levels have remained similar during 2022-23. However, Members are also aware of confidence issues within communities which are not necessarily reflected in surveys.

The Board and the PSNI invested time in the previous year to develop Outcome 3 in more detail and to identify the baseline information and relevant impacts that would contribute to having more engaged and supportive communities. Measures 3.1.2 and 3.1.3 were newly introduced to the Policing Plan by the Board in April 2021 and therefore this was the second year of their implementation. As the majority of recommendations of the Local Policing Review (LPR) have been implemented, the LPR has been replaced in the Policing Plan with a new measure on the Hallmarks of Neighbourhood Policing. It is envisaged that this development will have a major impact on engagement with communities in the remaining years of the Policing Plan. Also, during this year a second Neighbourhood Policing Team (NPT) Self-Assessment and Continuous Improvement Survey was completed. The NPT survey results were encouraging but largely similar to last year.

Overall, steady progress has been made during 2022-23 in delivering the Measures of the Policing Plan whilst still dealing with a return to previous crime rates following the pandemic. It is anticipated that the delivery of impact will be the focus in the remaining two years of the Plan. The Board will also focus on strengthening survey feedback and performance measurement arrangements and continue to support PSNI with their initiatives to address organised crime, domestic abuse and violence against women and girls. The Board also acknowledges the continued budgetary pressures that will inevitably impact on the PSNI's ability to deliver against the measures of the Plan. A number of new measures have been introduced to the forthcoming Annual Performance Plan 2023-24 which will be assessed in next year's Annual Assessment.

NORTHERN IRELAND POLICING PLAN 2020-2025 AND PERFORMANCE PLAN 2022-23

OUTCOME 1: WE HAVE A SAFE COMMUNITY

INDICATOR	MEASURES 2022-23
1.1 FEWER REPEAT VICTIMS OF CRIME	1.1.1 Repeat victimisation rate and report on initiatives to support repeat victims with a focus on victims of (i) Domestic Abuse, (ii) Child Sexual Abuse and Exploitation (CSAE) and (iii) Hate Crime in 2022-23.
1.2 FEWER REPEAT OFFENDERS OF CRIME	1.2.1 Repeat offending rate and report on initiatives to reduce repeat offenders with a focus on Domestic Abuse in 2022-23. 1.2.2 Through frustration, disruption and dismantling activity, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.
1.3 PEOPLE IN ALL COMMUNITIES FEEL SAFE	1.3.1 Number of people in Northern Ireland who feel safe in their; local area, local high street or town centre and own home, including in the online space. 1.3.2 Rate of places repeatedly victimised.
1.4 CRIME RATES AND TRENDS SHOWCASE AN EFFECTIVE POLICE RESPONSE	1.4.1 Benchmark PSNI crime rates against previous rates and other similar Police Services.

OUTCOME 2: WE HAVE CONFIDENCE IN POLICING

INDICATOR	MEASURES 2022-23
2.1 THE LEVEL OF PUBLIC CONFIDENCE IN POLICING	2.1.1 Number of people in Northern Ireland who are confident that PSNI is accessible, visible, responsive and victim focused.
2.2 THE LEVEL OF SATISFACTION WITH THE SERVICE RECEIVED	2.2.1 Number of victims and service users who are satisfied with the service they have received.
2.3 THE REPRESENTATIVENESS OF THE POLICE SERVICE	2.3.1 Improve representativeness of the service across ranks, grades and departments by gender and community and socio-economic background.
2.4 DELIVERY OF EFFECTIVE CRIME OUTCOMES	2.4.1 Levels of crime outcomes, with a particular focus on Domestic Abuse, to identify areas of concern.

OUTCOME 3: WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES

INDICATOR	MEASURES 2022-23
3.1 POLICE, IN PARTNERSHIP WITH LOCAL COMMUNITIES, INCLUDING PCSPS, IDENTIFY AND DELIVER LOCAL SOLUTIONS TO LOCAL PROBLEMS.	3.1.1 In collaboration with the community deliver the commitments outlined in the Local Policing Review. 3.1.2 Identify and report on the Neighbourhood Policing Team initiatives to address local problems and tackle local issues, including co-designed solutions, in line with Neighbourhood Policing Guidelines. 3.1.3 Assess and evaluate the impact of partnership working with local communities, including but not exclusively, in areas of high deprivation and areas that have been repeatedly victimised.

OUTCOME ONE: WE HAVE A SAFE COMMUNITY

INDICATOR 1.1:

Fewer repeat victims of crime.

MEASURE 1.1.1:

Repeat victimisation rate and report on initiatives to support repeat victims with a focus on victims of (i) Domestic Abuse, (ii) Child Sexual Abuse and Exploitation (CSAE) and (iii) Hate Crime in 2022-23.

PERFORMANCE COMMITTEE:

13 October 2022 & 9 February 2023

PSNI OBA REPORT CARDS:

M1.1.1

IMPACT/S UPDATE

Are there fewer repeat victims of crime?

- The PSNI reported in February 2023 that the **repeat victimisation¹ rate** of all crime at 30/11/2022 was 17.3%, there were 10,574 repeat victims of crime incidents which is a reduction from the figures reported as at 31/03/2022 which was 10,761 (17.8%). The number of repeat victims and repeat victimisation rate has **reduced** against the baseline; and
- Of this 37.9% of crime was experienced by repeat victims as at 31/11/2022, which is also a **reduction** when compared to 31/03/2022 when the percentage was 39.3%.

Initiatives to Continuously Improve Performance

- While noting the slight decrease, the PSNI provided an update in October 2022 on the process to address Repeat Victimisation using **Pulse²** to identify and support repeat victims of crime and Police staff in Multi-Agency Support Hubs (MASH) to ‘...proactively identify, triage, and ensure the most appropriate resource is allocated to manage repeat victims.’ Members noted **MASH** as a key opportunity, as the next steps are to complete a review of operating protocols; and
- An initiative identified in October 2022 was the development of baseline repeat victimisation data in 2021-22 which will provide support in assessing progress and future impact.

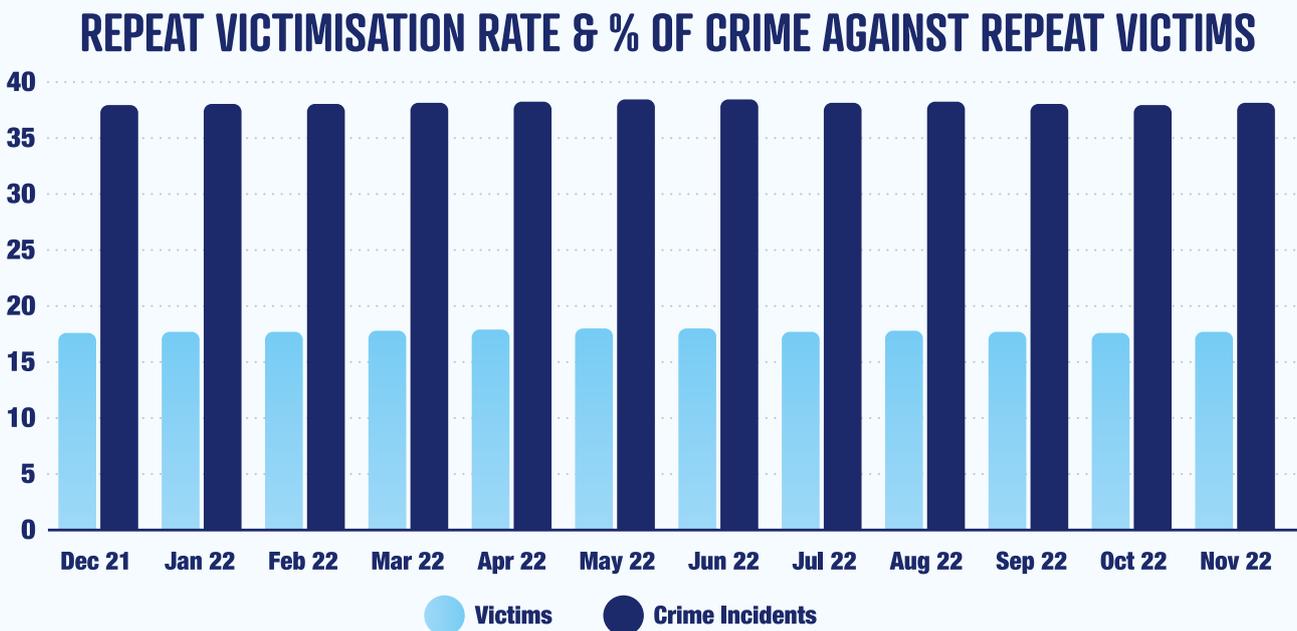
1 A repeat victim is a person who has been linked to more than one crime within the past 365 days.

2 A system that focuses on all victims who experience 10 or more crimes in a 365 day period and victims under 18 years and over 60 years who experience 6 or more crimes in the same 365 day period.

Repeat Victims

Members noted that in February 2023 reporting that the repeat victimisation rate was 17.3% as at 30/11/2022. The PSNI also reported that there were 3,501 repeat victims of Violence Against Women and Girls (VAWG), this accounted for 9.7% of all VAWG victims. **Figure 1** - 'Repeat Victimisation & % of Crime Against Repeat victims' illustrates, the percentage of crime incidents that repeat victims experienced for the last 12 months from December 2021 – November 2022.

Figure 1



Members were also encouraged by the PSNI update on the process that commenced to address Repeat Victimisation using Pulse to identify and support repeat victims of crime and Police staff in Multi-Agency Support Hubs (MASH). The PSNI reported that MASH next steps are to complete a review of reporting protocols which is expected in March 2023.

In relation to vulnerability, it was previously reported that ‘...75% of repeat victims have been flagged as having a vulnerability (including mental and physical health, drug and alcohol dependency) which indicates that officers are aware of the victims and the issues they are experiencing.’ In October 2022 the PSNI outlined that this process continues to provide a consistent approach to manage and support individuals within the community who are more vulnerable to being victims than others.

Measure 1.1.1 is made up of three separate areas that are considered individually in the paragraphs below:

(I) DOMESTIC VIOLENCE AND ABUSE

IMPACT/S UPDATE

Are there fewer repeat victims of crime?

- PSNI reported in January 2023 that, ‘...repeat victims of domestic abuse have **reduced** by 46 compared to the 2021-22 financial year baseline to 5,670 the repeat victimisation rate is 24.2%, a 0.4% point reduction on the baseline’. The number of repeat victims of domestically motivated incidents and the repeat victimisation rate has therefore fallen slightly; and
- The PSNI reported in January 2023 that repeat victims account for 49% (17,034) of all domestic incidents. Repeat victims experience 3 domestic incidents in a year and 22.7% of repeat victims experience a further domestically motivated incident within a week of the last. The introduction of the **Domestic Abuse & Civil Proceedings Act (NI) 2021 the Public Protection Branch and the Public Prosecution Service legislation** the Police have arrested, on average, 60 people a month for coercive control domestic abuse, 90% against women and girls.

Initiatives to Continuously Improve Performance

- **Domestic Homicide Reviews (DHR)** were introduced in Northern Ireland in December 2021. The Chief Constable detailed in the Chief Constable’s Accountability Report, December 2022 that work has commenced on the recommendations resulting from the DHRs which includes:-
 - Training 3,600 police officers and staff on the new protection from stalking legislation and 6,000 officers and staff on domestic abuse legislation, coercive control, impact, and pathways to support;
 - Online use of the Public Protection Notification to expediate the referrals to support statutory agencies;
 - Further Continuous Professional Development is planned to specifically focus on parent/child relationship;
 - A review of Multi-Agency Risk Assessment Conference effectiveness – the terms of reference for which are currently being drafted to support this;
 - Launch of our Violence Against Women and Girls action plan;
 - A new Service Level Agreement is being created with the Public Prosecution Service for file standards in Domestic Abuse cases;
 - Embedding of Domestic Abuse and Sexual Violence advocates into support hubs, alongside vulnerability inspectors and within the Rowan Centre; and
 - A review is ongoing of the Domestic Violence and Abuse Disclosure Scheme.

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

13 October 2022 & 9 February 2023

PSNI OBA REPORT CARDS:

M 1.1.1

Police performance monitoring of Domestic Violence and Abuse (DV/A) was considered by the Committee twice, in October 2022, followed by February 2023. This enabled reinforcement of accountability and advocacy in this challenging area by the provision of timely updates, qualitative verbal scrutiny and quantitative comparative data. The Committee asked for clarity on the progression of a criminal justice outcome in cases of domestic or sexual violence in the home when a victim does not want to pursue this and questioned if there are any cases to date with a criminal justice outcome without victim involvement. Regarding prosecutions in which the victim has not engaged in the process, the PSNI explained that this has occurred when the victim is involved at the beginning of the process and not at the end.

A Member of the Committee queried the Repeat Perpetrators strategy³ focus on those identified as involved in 7+ incidents or crimes in the last twelve months and how the timeframe and benchmark of number of incidents was determined. The PSNI provided an update that the Repeat Perpetrator Strategy is making a difference according to the PSNI citing the influence on repeat offenders. The PSNI also outlined that the Strategy is focusing on and has a meaningful impact on repeat offending, and this has also resulted in positive working relationships with partner agencies.

Further clarity and an update was sought by the Committee on the 'Repeat Victim Call Back Scheme'⁴. In response the PSNI advised that the Victim Call Back Scheme was staffed by officers re-deployed on Covid-19 duties as a response to concerns that Domestic Violence and Abuse would increase as a consequence of lockdowns, however, following a return to normal business the PSNI could not resource the Victim Call Back Scheme and it was closed. The PSNI referred to the Domestic Abuse Advocacy Scheme which focuses on high risk offences. The PSNI provided an assurance that both schemes (Advocacy and Assist

3 Aims to ensure that repeat perpetrators are provided with pathways to address causes of their behaviour and in turn reduce repeat offending and victimization.

4 The victim call back scheme provided an opportunity to start a conversation, check on the welfare of the individuals and ascertain if there had been anything further in terms of the reported incident or any others they then wished to highlight, as well as discussing referrals and signposting them to support services such as Women's Aid, Men's Advisory Project and Rainbow. The role of the team was not only to assist the victims in these cases, but also help officers on the ground attending the calls in order to provide the best possible support to the service.

NI⁵), are continuing to focus and ensure the needs of victims are being met in light of the call back scheme being confirmed as closed. The Committee noted in February 2023 that the PSNI reported 7,300 individual referrals triaged to Assist NI, with 2,253 people engaging with the service.

The Chief Constable's Accountability Report, December 2022 shows that there were '33,108 domestic abuse incidents recorded by the Police in Northern Ireland between 1 October 2021 to 30 September 2022.' This is an increase of 1,667 (5.3%) on the previous 12 months. The number of domestic abuse crimes recorded by the Police reached 22,288., an increase of 2,063 (10.2%) on the previous 12 months and the highest 12 month period recorded since 2004-05.

5 The Assist NI service is free and is delivered across Northern Ireland to provide trauma-informed support and vital information to qualifying victims of domestic and sexual abuse, primarily those engaging with the criminal justice process, the Rowan or Multi Agency Risk Assessment Conferences (MARAC).

(II) CHILD SEXUAL ABUSE AND EXPLOITATION (CSAE)

PERFORMANCE COMMITTEE:

13 October 2022 & 9 February 2023

PSNI OBA REPORT CARDS:

M 1.1.1

IMPACT/S UPDATE

Are there fewer repeat victims of crime?

- The PSNI reported that the figures in the 365 days to 30/11/2022 for those who are under 18 and are child victims of crime has **risen** to 906 (891 as at 31/03/2022 & 13.6%), with a repeat victimisation rate of 13.3%, which is a slight reduction;
- 30.7% of crime against children was experienced by repeat child victims as at 30/11/2022 (30.4% as at 31/03/2022);
- Of the 906 repeat child victims 21 of these are at risk of Child Sexual Exploitation (CSE) and from August – November 2022 (inclusive) 13 children have had their risk **reduced** and have been removed from the CSE framework (891 repeat child victims and 21 deemed at risk of CSE as at 31%); and
- There were 21 children in total identified at risk of CSE in January 2022 which remained the same to October 2022.

Initiatives to Continuously Improve Performance

- The PSNI outlined that **Person of Concern Assessment Meetings** have been successful in highlighting those who exploit children. Since the robust assessment process has started 52 referrals have been received with 7 new persons of concern identified;
- A vulnerability working group has been established across the Police service. Preventative actions are generated and focus on offenders with Child Abduction Warning Notice (CAWN), Risk of Sexual Harm Order (ROSHO) and Sexual Offences Prevention Order (SOPO) restrictions, to ensure compliance with condition. The use of CAWNs as a disruptive tactic has proven to be successful;
- A Northern Ireland wide education programme, '**Operation Makesafe**' is an initiative the PSNI are using to improve performance. This programme stems from the Criminal Justice Inspection Northern Ireland (CJINI) recommendations pertaining to the night time economy, the CSE team have carried out proactive training awareness events with hotels, bars, off-licences, and taxi ranks; and
- A further initiative is **The Child Exploitation Online Protection (CEOP)** launched two education products and the Summer Safety Campaign continues to offer education programmes to professionals from Northern Ireland charities.

Child Sexual Abuse and Exploitation

The PSNI outlined in February 2023 that ‘...of the 906 repeat child victims 21 of these are at risk of CSE which equates to 2.32% of the total.’ Person of Concern Assessment meetings are continuing to be a successful method of highlighting those who may be exploiting children. There are plans to roll this out to external partners in the early part of 2023. Internal consultation has been completed in relation to the CSE disruption toolkit for frontline officer and external consultation will now be carried out.

The Committee were encouraged with PSNI’s reporting in October 2022 that there were 13 children who had their risk reduced and therefore removed from the CSE list. Committee Members queried whether risk is reduced for those children or have they been transferred across to adult services. In response, the PSNI stressed although the statistics show the children’s risk has been reduced and therefore, they are removed from the CSE this does not equate to the risk itself being removed.

The Committee queried if further data in relation to repeat vulnerable victims was available, specifically those with disabilities; how many victims of CSAE have learning disabilities or are deemed to be more at risk. The Members also asked for an update on any future plans to raise awareness in education settings. The PSNI reassured Members that in relation to vulnerable victims of crime with disabilities the PSNI referred to the complexity of offending patterns and each case being dealt with on its own merits. The PSNI further referred to the work of the multi-agency hubs in providing help and support alongside neighbourhood policing. The issue of cyber criminality continues to be an area of concern and is acknowledged as a challenge for the PSNI with the number of referrals to the Child Internet Protection (CIPT) team increasing. With regards to children being targeted online, CIPT works closely with the National Crime Agency to target high harm offenders, utilising the skills of both organisations.

The Committee welcomed the update in the Chief Constable’s Accountability Report, December 2022 which outlined that ‘...online Child Sexual Abuse and Exploitation continues to be a burgeoning area of demand for Policing.’ Currently there are an average of 55 referrals received each month. Following a review of the internal structures the PSNI report that the new approach will remove the backlog within the next year.

(III) HATE CRIME

PERFORMANCE COMMITTEE:

13 October 2022 & 9 February 2023

PSNI OBA REPORT CARDS:

M1.1.1

IMPACT/S UPDATE

Are there fewer repeat victims of crime?

- The PSNI report that in the twelve months to the 30/11/2022 there were 2,159 repeat victims⁶ of which 182 were repeat victims, an **increase** of 28 on the 2021-22 financial year baseline. However, the rate of hate crime victims has **reduced** from 47.2% to 44.7%; and
- The repeat victimisation rate has **risen** in the Sectarian, Racist, Homophobic and Disability categories. There have been reductions in the Transphobic and Religious categories.

Initiatives to Continuously Improve Performance

- **The Hate Crime Advocacy Service (HCAS)** is recognised as a continuous improvement initiative due to the positive nature of the service as well as steps taken by the PSNI and partners to further support victims of hate crime and in line with recommendations made by Judge Marrinan through the review of Hate Crime Legislation. The HCAS moved to a commercially tendered model from 1 April 2022. Members recalled in February 2023 the recommendation that the Hate Crime Advocacy Service ‘...be established permanently and expanded’. The Service continues to engage closely with Judge Marrinan’s Review into Hate Crime Legislation through attendance at a number of Department of Justice workshops. Activity has taken place across the districts with engagements in schools, youth clubs, community groups and crime prevention stalls; and
- A further focus for continuous improvement that the PSNI took part in was the **National Police Chiefs’ Council/Independent Advisory Group (NPCC/IAG) Hate Crime Audit** in September/October 2022. This initiative aims to provide the PSNI with an independent review of performance levels and identify any areas for improvement in relation to hate crime. Members welcomed the positive feedback which was received from IAG members in relation to how the service responds and the support that it provides to victims. The findings of this audit will be with the PSNI in early 2023 and they will be used to help develop the service’s Hate Crime Control Strategy and help improve the service offered to hate crime victims, which in turn will improve the confidence across groups impacted by hate crime.

Hate Crime

The PSNI reported that in the twelve months to the 30/11/22 there were ‘...2,159 victims of hate crimes of which 182 were repeat victims, an increase of 28 on the 2021-22 financial year baseline.’

⁶ Repeat hate victims are persons who have experienced two or more of the same strand of hate abuse (incident and/or crime) in the past 365 days.

The Committee also considered the rates within the various categories as illustrated in **figure 2** below:

Figure 2

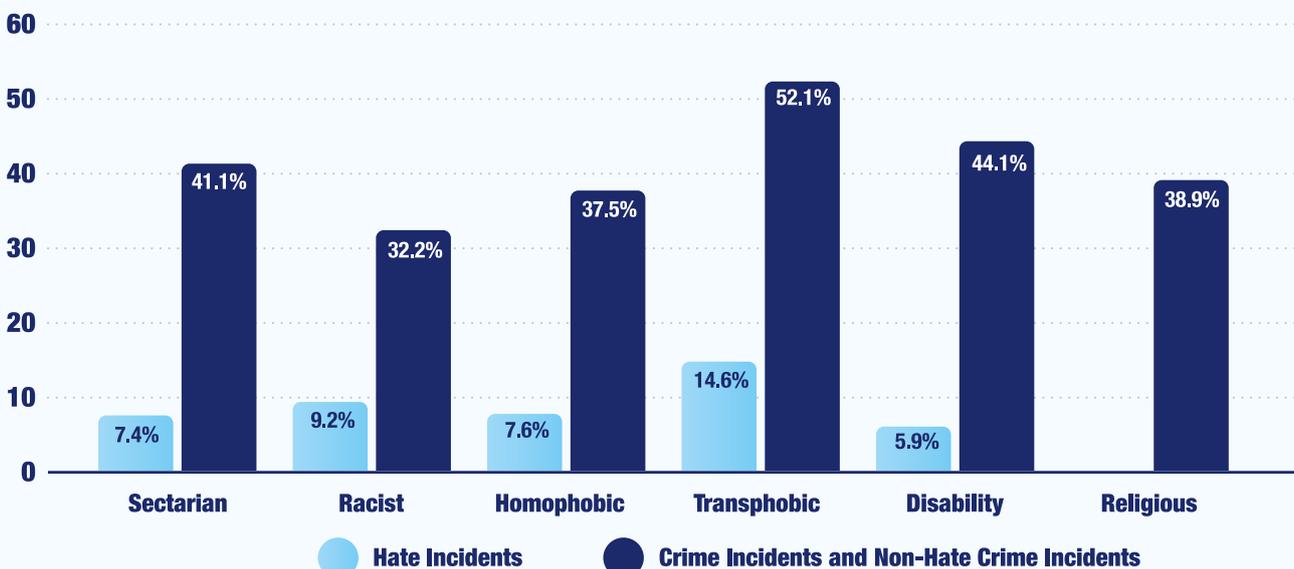
Strand	Victims	Repeat Hate		Repeat Hate and Non-Hate (Incidents & Offences)	
		No	%	No	%
Sectarian	796	59	7.4	327	41.1
Racist	903	83	9.2	291	32.2
Homophobic	328	25	7.6	123	37.5
Transphobic	48	7	14.6	25	52.1
Disability	136	8	5.9	60	44.1
Religious	36	0	0.0	14	38.9
Hate*	2159			794	36.8

Members noted the notable increase in the number of repeat victims of homophobic and disability hate crimes. This is the highest 12 month level since the recording of these motivations began in 2004-05 and 2005-06 respectively. The DOJ Hate Crime Dashboard Q2 2022-23 also reported an increase in these two categories.

The PSNI provided information on the difference between repeat victims of hate incidents when non-hate crime incident are included, as illustrated in **figure 3**:

Figure 3

REPEAT VICTIMISATION RATES FOR HATE INCIDENTS COMPARED TO HATE INCIDENTS PLUS NON-HATE CRIME INCIDENTS



The PSNI specifically outlined that Northern Ireland follows a national trend where crimes with a hate motivation are lower than those for non-hate motivated crime. The Committee noted that in September 2022, a Strategic Problem Profile examining the outcomes for Crimes with a hate motivation in 2021-2022 was produced. Five recommendations were subsequently made as a result of the findings highlighted from the report, to address:

- A victim led approach;
- Equity of access;
- Safeguarding investigative integrity;
- Maximising evidential opportunities; and
- Supporting victims.

Members also raised the issue regarding recent reports that a number of ethnic and minority and migrant groups are reluctant to report crime because of a fear the Police will refer their immigration status to the Home Office. The PSNI referred to their interventions with ethnic minority communities and Repeat Victims of crime, commenting that immigration status is not their principal concern when responding to an incident. The PSNI stated they strongly encourage ethnic groups to report crime and do not want victims to feel afraid that they may be deported. The PSNI referenced the Liberty /Southall Black Sisters (SBS) Super-Complaint made in 2018, and the subsequent 2020 HMICFRS ‘Safe to Share?’ response to the complaint, that concerned the fact that the police share the data of victims and witnesses of crime with the Home Office for immigration enforcement purposes.

BOARD ASSESSMENT OF MEASURE 1.1.1 IMPACT - ARE THERE FEWER REPEAT VICTIMS OF CRIME?

This Annual Assessment of the performance of ‘Repeat Victims of Crime’ in 2022-23 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:-

	Baseline 31/03/2021	30/09/2021	31/03/2022	30/11/2022
Repeat Victims	9,705 (17.4%)	9,931 (17.5%)	10,761 (17.6%)	10,574 (17.3%)
Crime incidents	37.4%	37.8%	39.4%	39.3%
Repeat domestic abuse victims	5,104 (24.1%)	5,303 (24.3%)	5,676 (24.3%)	5,670 (24.2%)
Repeat CSAE victims	805 (13.8%)	821 (13.6%)	891 (13.6%)	906 (13.3%)
Repeat Hate Crime victims	558 (32.2%)	575 (33.9%)	154 (47.2%)	182 (44.7%)

RAG Status (30/11/2022)**PARTIALLY ACHIEVED**

This is Year 3 of the Policing Plan, and it is recognised the PSNI are achieving a positive impact by investing in a number of initiatives to achieve fewer repeat victims of Domestic Violence and Abuse, CSAE, Hate Crime and Repeat Victimisation overall. As at 30/11/2022 there is a slight decrease in Repeat Victims of Crime Incidents and Repeat Victims of Domestic Abuse when compared to 31/03/2022. However, both have seen increases against the baseline. Repeat child victims have also increased from both the baseline and 31/03/2022. Repeat hate crime victims have also increased however remain significantly below the baseline. This points to both positive and negative evidence of achieving fewer repeat victims of crime. Therefore, at this point, the Board assess the Measure as being partially achieved.

INDICATOR 1.2:

Fewer repeat offenders of crime.

MEASURE 1.2.1:

Repeat offending rate and report on initiatives to reduce repeat offenders with a focus on Domestic Abuse in 2022-23.

IMPACT/S UPDATE**Are there fewer repeat offenders of crime?**

- The PSNI reported that as at 25/10/2022 there were 3,295 (21%) repeat offenders of all crime, this is a **slight reduction** when compared to 31/03/2022 figure which was 3,341 (21.5%);
- As at 25/10/2022 the percentage of crime committed by Repeat Offenders was 45.2%, this is a **slight increase** when compared to 31/03/2022 figure which was 45%;
- As at 25/10/2022 there were 5,924 (29.9%) repeat offenders of Domestic Abuse crimes and incidents, this is an **increase** when compared to 31/03/2022 figure which was 5,177 (26.5%);
- The repeat offending rate is consistently varying between 22.2% and 20.6% throughout the last calendar year. On 01/09/2021 the rate was 22.1% and as of 25/10/2022 the rate had **decreased** to 21%;
- The repeat offender rate has **decreased** against the previous year from 21.5% to 21%; and
- The repeat offender rate for domestic abuse has **increased** against the previous year from 26.5% to 29.9%.

Initiatives to Continuously Improve Performance

- An initiative to focus on continuous improvement was ‘**Operation Seasons Greetings.**’ This operation will see each Trust area focus on their most prolific domestic abuse perpetrators, overt action will be taken rather than direct contact with the perpetrator and therefore will be completed without the requirement of consent from their corresponding victim as this has returned under 50% of victims providing consent;
- Following the **Reducing Offending in Partnership (ROP) service wide review** which resulted in proposals to introduce a, ‘...service wide repeat offender, perpetrator and integrated offender management approach.’ This proposal if initiated would incorporate District re-offending and repeat Domestic Abuse perpetrators, these proposals and operational viability continue to be monitored; and
- The [Chief Constable’s Accountability Report to Northern Ireland Policing Board - October 22](#) outlined the ongoing work the PSNI are doing through the Violence Against Women and Girls (VAWG) action plan and the new Domestic Abuse and Stalking legislation to target and improve domestic abuse performance figures.

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

8 December 2022

PSNI OBA REPORT CARDS:

M1.2.1

Repeat offending:

As there was no Police Performance Monitoring Committee in June the repeat offenders of crime measure was considered once at the Committee in December 2022. Members considered the repeat offender, occurrences, and offences rate as illustrated in **figure 4**:

Figure 4

	Offenders		Occurrences		Offences	
	No	%	No	%	No	%
20 + times	6	0.0	277	1.2	295	1.1
10 - 19 times	47	0.3	582	2.6	660	2.5
6 - 9 times	222	1.4	1,534	6.8	1,856	7.1
3 - 5 times	1,125	7.2	4,043	17.9	4,914	18.8
Twice	1,895	12.1	3,790	16.8	4,484	17.1
Repeat Offenders	3,295	21.0	10,226	45.2	12,209	46.6

As of 25/10/2022, ‘...21.0% of offenders were linked to more than one crime and these offenders were responsible for 45.2% of all crimes’, which is a 0.2% increase on previous reporting of this Measure. Repeat offenders are all responsible for ‘...3.1 crimes during a 365 day period and 1,400 (42.4%) repeat offenders were linked to 3 or more crimes, which is a 0.4% increase.’

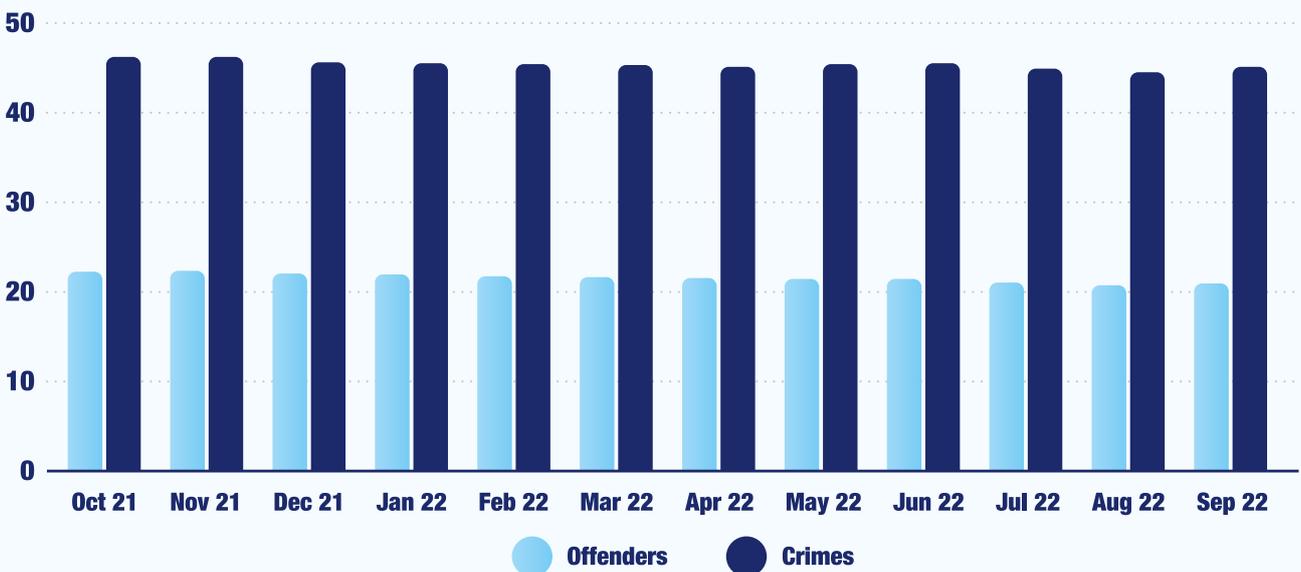
The Committee queried when considering the repeat offender statistics do the PSNI divert people to support hubs rather than towards the criminal justice system. The PSNI referred to their ongoing work with PPS to improve evidence led investigations. Engagements with local policing are used to promote getting best evidence from the initial phone call being received to placing officers at the scene. PPS provide feedback to the PSNI if they decide not to prosecute, which highlights possible evidential gaps to help PSNI improve. The PSNI discussed the offenders who are syphoned off to support hubs to obtain the multi-agency collaborative work with health and social care organisations.

As the table below shows, the repeat offender rate has decreased against the baseline (3,341/21.5%) by 80 or 0.7% points to 3,261/20.8%, however the number of offences has risen to 12,051/46.3% compared to the baseline of 11,927/46.4%. As illustrated the repeat offending rate has remained consistent varying between 22.2% and 20.6% in the last calendar year.

The findings are highlighted in **figure 5** below:

Figure 5

REPEAT OFFENDING RATE & PERCENTAGE OF CRIME BY REPEAT OFFENDERS



The Committee noted that the trend of repeat perpetrators of domestic occurrences is slightly decreasing as the level of repeat perpetrators has reduced from ‘...365 in August 2022 to 354 in September, 2022.’ The Committee referred to the statistics for domestic abuse high risk offenders and asked the PSNI for an explanation for the high number being reported. The PSNI referred to the complexity in this area such as the victim not being able to leave, children in the household or isolation from family. The high number of repeat occurrences may not always equate to a criminal justice outcome with the PSNI citing occasions when officers are called to prevent an offence. The PSNI assured members of the excellent work in progress on the PULSE system to identify threat and risk, and significant progress has been reported in relation to VAWG.

The PSNI outlined the Reducing Offending in Partnership (ROP)⁷ including three main strands (Prevent and Deter; Catch and Control; and Rehabilitate and Resettle) and Reducing Offending Units (ROUs) which are based across all Northern Ireland policing areas as mechanisms to address repeat offenders⁸. The current ROH cohort comprises 204 offenders which is an increase when compared to the figures provided in the Measure 1.2.1 paper which was prepared for June 2022 Performance Committee, ‘...188 persons made up the ROU cohort during October 2021 – March 2022,’ and ‘...130 were a repeat offender during the 365 days ending 09/05/2022.’ In December 2022 the PSNI outlined that when the average severity per repeat offender is scrutinised, it is higher for the ROU cohort than all other repeat offenders. Narrative provided in the June 2022 Performance Monitoring report detailed that offenders were linked to more than one crime and are responsible for 46.4% of all offences. Over the course of the 2021-22 financial year the repeat offender rate remained stable, ranging from 21.9% to 22.5%.

The Chief Constable’s Accountability Report to Northern Ireland Policing Board - October 22 outlined that as of 16/09/2022, 20.5% of offenders were linked to more than one crime. These offenders were responsible for 44.2% of all occurrences and 45.7% of all offences.

7 A Northern Ireland wide approach to managing priority or prolific offenders. The partnership, the Probation Board for Northern Ireland (PBNI), the Police Service of Northern Ireland (PSNI), the Northern Ireland Prison Service and the Youth Justice Agency (YJA), aims to tackle prolific offenders who commit crime such as robberies, burglaries or thefts and who impact most upon the community.

8 ROUs make both reactive and proactive arrests in relation to those who continue to offend. The ROP programme also offers offenders the opportunity to stop offending and enter into rehabilitation both in prison and the community.

BOARD ASSESSMENT OF MEASURE 1.2.1

IMPACT – ARE THERE FEWER REPEAT OFFENDERS OF CRIME?

The assessment of the performance of 'Repeat Offenders of Crime' in 2022-23 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

	Baseline 31/03/2021	30/09/2021	March 2022	25/10/2022
No and rate of repeat offenders of all crime	3,166 (22.5%)	3,204 (22.1%)	3,341 (21.5%)	3,295 (21%)
No and rate of repeat offenders of domestic abuse	4,554 (26.2%)	n/a	5,177 (26.5%)	5,924 (29.9%)

RAG Status (25/10/2022)

PARTIALLY ACHIEVED

This is Year 3 of the Policing Plan and the PSNI are making steady progress towards maintaining a positive impact by investing in a number of initiatives to achieve fewer repeat offenders of crime. During 2022-23 the PSNI have provided the Board with figures that show a decrease in both the number of repeat offenders and the rate against the previous year. However, the number of repeat offenders remains above the baseline. In relation to repeat offenders of domestic abuse, there has been notable increases from both the baseline and the previous year. This points to both positive and negative evidence of achieving fewer repeat offenders of crime. Therefore, at this point in the Policing Plan, the Board assess the Measure as being partially achieved.

INDICATOR 1.2:

Fewer repeat offenders of crime.

MEASURE 1.2.2:

Through frustration, disruption, and dismantling activity, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.

IMPACT/S UPDATE

Are there fewer repeat offenders of crime?

- There has been a **reduction** in paramilitary style assaults, an increase in financial scams, an increase in the number of drugs seizures but a decrease in drug trafficking incidents. Due to the under reporting of illegal money lending and extortion it is challenging to gauge the extent of these crime types year on year. There have been no reported incidents of cash in transit robberies;
- The number of OCGs **frustrated** has **increased** to 52 in September 2022, in September 2021 this figure was 29;
- The number of OCGs **disrupted** has **increased** to 14 in September 2022, in September 2021 this figure was 7;
- The number of OCGs **dismantled** has **remained consistent** at 0; and
- The PSNI are vigilant of the risk that OCGs adapt their capabilities to exploit criminal opportunities, depending on global economic pressures. They report that the cost of living crisis will increase the risk of exploitation for those that are financially vulnerable, and this will also create an increase in Serious and Organised Acquisitive Crime. Fraud also continues to pose a significant threat, with the nature of offending increasing which is enabled by the use of modern technology.

Initiatives to Continuously Improve Performance

- An initiative to improve performance was the rollout of a new **Serious Organised Crime (SOC) management, tasking, and prioritisation model** in November 2022. This approach will involve the adoption of the Agency and Partner Management Information System (APMIS) that will enable a consistent approach to understanding SOC demand across all law enforcement partners in NI and the common prioritisation of risk. It is anticipated that this will support tasking and co-ordination between all law enforcement agencies and assist in the collective fight against SOC; and
- The [Chief Constable's Accountability Report to the Northern Ireland Policing Board - October 2022](#) provides details on the initiative '**Operation Dealbreaker**' which was established in July 2021, '*...to be an umbrella for capturing all data and activity related to drugs criminality and prevention and education initiatives.*'

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

10 November 2022

PSNI OBA REPORT CARDS:

M1.2.2

As there was no Police Performance Monitoring Committee in May 2022, Organised Crime Gangs (OCGs) was considered once in November 2022. Members considered the number of OCGS Frustrated, Disrupted and Dismantled from August 2021 to September 2022 as illustrated in **figure 6**:

Figure 6

ORGANISED CRIME GROUPS: FRUSTRATED, DISRUPTED OR DISMANTLED



This table provides an assessment of events which impact on OCGs and the PSNI reported that events may exceed the number of OCGs being investigated. The data indicates the number of events leading to frustrations and disruption has increased generally with some peaks and troughs in activity. The number of OCGs being investigated as at November 2022 was 62, the PSNI outline that this number can fluctuate due to perceived threat, harm, and risk. The PSNI report that they propose the rollout of a new SOC management, tasking, and prioritisation model in November 2022, known as the APMIS system. The PSNI assured Members that the APMIS system will allow greater mapping of OCG activity in Northern Ireland allowing them to focus on threat, vulnerabilities, and enablers. The system is focused on partnership with other forces and agencies and will be compatible with the National Crimes Agency (NCA) and His Majesty’s Revenue and Customs (HMRC) in terms of risk assessments providing greater operational consistency and alignment. The PSNI reported that OCG’s fluctuate within Northern Ireland and the cross border element has to be taken into account.

The PSNI reiterated their determination to dismantle OCG's but recognise that the fluctuating nature of these groupings requires closer alignment and co-operation between specialised PSNI units and local neighbourhood policing to achieve this. Members referred to the partnerships between the PSNI and social services with regards to youth intervention and family liaison, Members queried if there is a bespoke programme for children in care and if the PSNI have any concerns regarding members of OCG's in the provision of care, such as foster care. The PSNI referred to the 'cloak of legitimacy' that lures young people to these criminal groups and the challenges of policing in the community where an OCG has a grip. They acknowledged that they cannot deal with this issue by enforcement alone and understand the frustrations of the local community.

PSNI highlighted their support for the Department of Justice 'Ending the Harm' campaign which was launched in June 2021, and which is part of the Tackling Paramilitarism Programme aimed at highlighting the harm caused by paramilitary gangs, directly addressing the 'societal shrug' towards some paramilitary gang practises. The 'Ending the Harm' campaign was referred to by Members in relation to illegal money lending and Members queried if there has been an increase in reporting of illegal money lending by paramilitary groups, as was the intent of the campaign. The PSNI advised Members that the data from the 'End the Harm' campaign has not yet been collated or analysed and confirmed that they are aware that the cost of living crisis may exacerbate illegal money lending and may place vulnerable people at risk.

BOARD ASSESSMENT OF MEASURE 1.2.2

IMPACT – ARE THERE FEWER REPEAT OFFENDERS OF CRIME?

RAG Status

PARTIALLY ACHIEVED

This is a qualitative assessment. The number of frustrations, disruptions and dismantlements vary depending on a number of factors therefore a numeric baseline is not appropriate. During 2022-23 PSNI have achieved a degree of success in this area during this period in terms of Frustrations and Disruptions, which have both increased. However, the Board noted the failure to dismantle any OCGs during this period. There has been a reduction in paramilitary style assaults, an increase in financial scams, increase in the number of drugs seizures but a decrease in drug trafficking incidents. Therefore, at this point in the Policing Plan, the Board assesses the Measure as being partially achieved with the PSNI making good progress towards achieving a positive impact by increasing the levels of Frustrations and drug interventions to contribute towards achieving the impact of fewer repeat offenders of crime.

INDICATOR 1.3:**People in all communities feel safe****INDICATOR 1.3.1:****Number of People in Northern Ireland who feel safe in their; local area, local high street or town centre and own home, including in the online space;****IMPACT/S UPDATE****Are people in all communities feeling safer?**

- The Northern Ireland Safe Community Survey (NISCS) 2020/21 noted that only “6% of respondents felt very unsafe walking alone in their area after dark”. This has **decreased** slightly from 7% in 2019-20;
- 1% of respondents in the NISCS survey felt very unsafe alone in home at night and this has **remained the same** as 2019-20;
- According to The Northern Ireland Policing Plan Survey (NIPPS) 2022, 92% of respondents felt either very safe or safe in the community and 88% felt safe in their local town centre; and
- There are no data/statistics yet on the number of people who feel safe in “the online space”

Initiatives to Continuously Improve Performance

- The Committee noted a new **Violence against Women and Girls (VAWG) strategy** and recognised this as a **key opportunity** for future reporting.

BOARD SCRUTINY OF PERFORMANCE**PERFORMANCE COMMITTEE:****17 November 2022****PSNI OBA REPORT CARD:****M1.3.1 & M 1.3.2**

Based on information provided by the PSNI, it appears that the overall trend in people feeling safe in their communities has slightly improved. The percentage of respondents who feel unsafe walking alone in area after dark has decreased slightly from the previous year whereas the percentage of respondents who feel unsafe alone in their own home at night has not changed. By way of contextualisation, data from the Northern Ireland Safe Community Survey (NISCS) 2020/21⁹ showed that ‘...6% of respondents felt very unsafe when walking alone in

⁹ The NISCS 2020/21 was based on 1,125 completed interviews compared to 3,710 in 2019-20.

area after dark,' compared with the 2018-19 findings of 7%. The findings of the NISCS 2021-22 were released on 31 March 2023 however have yet to be considered by the Committee.

Statistics provided from the new Northern Ireland Policing Plan Survey (NIPPS) also suggest that the majority of respondents felt safe in their community and believed that the police were doing an effective job in keeping their community safe. Specifically, 92% of respondents reported feeling either very safe or safe in their community, while 88% reported feeling safe going into their nearest town centre. Additionally, 75% of respondents believed that the police were doing a very effective or effective job in keeping their community safe. These findings suggest that the PSNI is making progress in improving perceptions of safety and trust. **Figure 7** below provides a summary of the results of the NIPPS. As this is the first year of the NIPPS, comparisons will be made in future years.

Figure 7



Measure 1.3.1 was amended by the Board in March 2022 to include the number of people who feel safe “in the online space” in recognition of the growing impact of crimes within the virtual space, for example, cybercrime and online sexual crime. The PSNI acknowledged in the Committee meeting the volume and changing nature of crime in the online arena and that due to the increased complexity of these crimes, investigations were slower. The PSNI also recognised that the new Force Management Statement would help explore demand levels and identify cyber enabled aspects of that demand. However, the PSNI were unable to provide statistics in this reporting period on the number of people who felt safe in the online space.

The Committee examined the new PSNI Violence against Women and Girls (VAWG) strategy. The Committee asked to be updated on the third theme in the VAWG strategy titled “Safer Places” which stated that, “The peaceful enjoyment of our public spaces and being safe online are basic expectations. We (PSNI) will work with partners to ensure this is a reality for women and girls in Northern Ireland in all spaces at all times. We believe it is unacceptable for women and girls to feel unsafe in any space within our society and we are committed to working with partners to address the fear that women and girls experience as part of daily life”¹⁰. The Committee identified this as a key opportunity in the current focus on creating safer spaces and the need for safety online and will continue to monitor the development of the Strategy through future reporting.

BOARD ASSESSMENT OF MEASURE 1.3.1 IMPACT – ARE PEOPLE IN ALL COMMUNITIES FEELING SAFER?

This Annual Assessment of the performance of ‘Are People in Communities feeling safer’ in 2022-23 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:-

	Baseline 31/03/2020	30/09/2021	30/09/2022
% respondents who feel very unsafe walking alone in area after dark	7%	7% (NISCS 2019-20)	6% (NISCS 2020/21)
% respondents who feel very unsafe alone in home at night	2%	1% (NISCS 2019-20)	1% (NISCS 2020/21)

RAG Status (01/02/2022)

ACHIEVED

During the 2022-23 reporting period (NISCS), the PSNI have made further progress in improving perceptions of safety, with the percentage of respondents who feel very unsafe walking alone in areas after dark decreasing from 7% to 6% and the percentage of respondents who feel very unsafe alone in their homes at night decreasing from 2% to 1%. Therefore, the Board assesses this Measure as being achieved.

¹⁰ [Violence against Women and Girls Action Plan | PSNI](#)

INDICATOR 1.3:**People in all communities feel safe****MEASURE 1.3.2:****Rate of places repeatedly victimised;****IMPACT/S UPDATE****Are people in all communities feeling safer?**

- Recorded crime this financial year to date has **increased** by 3.5%, compared to the same time period in the previous financial year;
- During the same time period, antisocial behaviour (ASB) has **decreased** 22.4% and remains below the baseline (5 year average from 2015-16 to 2019-20) while recorded crime is above this baseline;
- 66 wards (14.3%) have a higher-than-average crime rate per household. This is a **decrease** from 74 wards (16%) with a higher-than-average crime rate per household in the previous year 2021;
- 24,971 crimes were recorded in these 66 wards equating to 44.1% of all crime. This is a **decrease** from 45.1% in the previous year 2021;
- 74 wards (16%) have a higher-than-average antisocial behaviour rate per household. This is a slight **decrease** from 75 wards (16.2%) in the previous year 2021;
- 12,238 or 46.7% of recorded incidents have been reported in these 74 wards. This is an **increase** from 42.8% in the previous year 2021; and
- The average rate per household at 31 March for crime was 61.9 and ASB was 28.7.

Initiatives to Continuously Improve Performance

- Members noted a continued focus is in place to deliver on the **practical implementation** of the Crime Prevention Strategy '**Prevention First**'. A significant part of this under the 'Responsiveness' theme is concentrated on supporting and enabling problem solving at a local level; and
- Members also noted that work continues to develop the electronic **Dashboard** through Pulse, for both Local Policing and Neighbourhood Policing. This work will reflect overall trends to ensure that the data is meaningful and can be used to help drive community safety.

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

17 November 2022

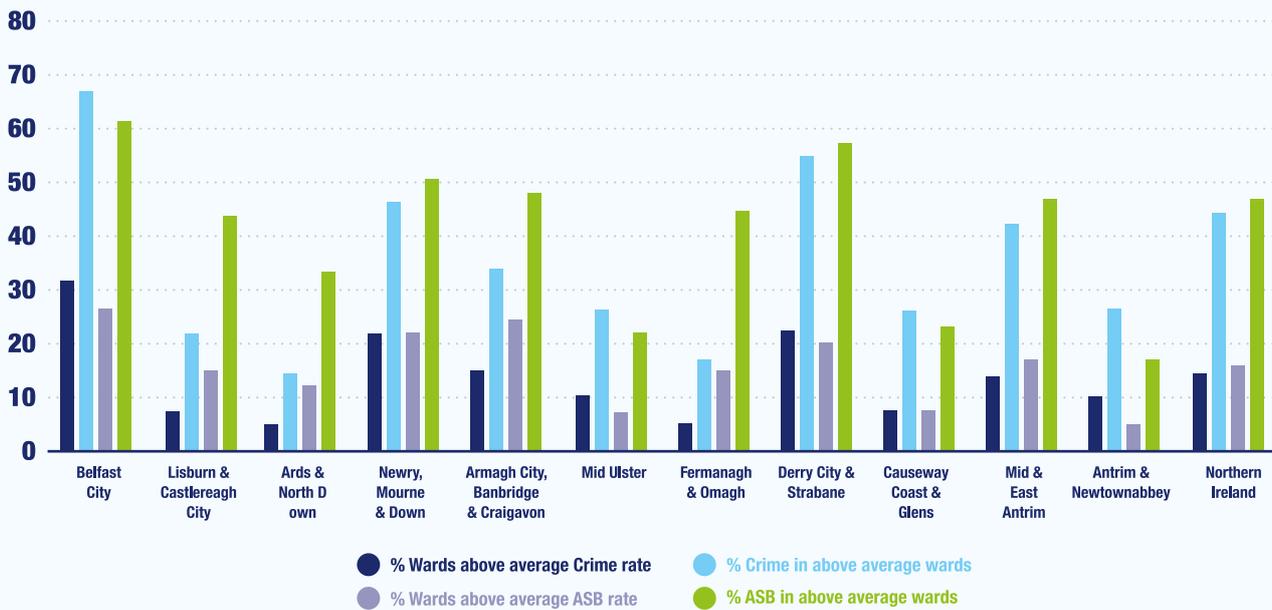
PSNI OBA REPORT CARD:

M1.3.1 & M 1.3.2

PSNI reported that small number of wards (14.3%) were experiencing higher than average crime and ASB levels and the graph below identifies these. The graph, **figure 8** below, also shows that four of these wards (Belfast City, Newry, Mourne & Down, Armagh City, Banbridge & Craigavon, Derry City & Strabane) had crime and ASB rates which were above the Northern Ireland average.

Figure 8

WARDS RECORDING ABOVE AVERAGE LEVELS OF CRIME RATE OR ASB RATE



BOARD ASSESSMENT OF MEASURE 1.3.2

IMPACT – ARE PEOPLE IN ALL COMMUNITIES FEELING SAFER?

The assessment of the performance of ‘Are people in all communities feeling safer’ in 2022-23 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

	Baseline 31/03/2020	30/09/2021	30/09/2022
No & % of Wards with a higher than average crime rate per household at 31/03/2022	76 (16.5%)	74 (16%)	66 (14.3%)
% of crime occurring within these Wards at 31/03/2022	47.1%	45.1%	44.1%
No & % of Wards with a higher than average ASB rate per household at 31/03/2022	75 (16.2%)	75 (16.2%)	74 (16%)
% of antisocial behaviour occurring within these Wards at 31/03/2022	46.9%	42.8%	46.7%

RAG Status

ACHIEVED

During 2022-23 the PSNI has achieved success in this area with recorded crime levels increasing while levels of ASB continue to decrease. The table above also shows a decrease against the baseline across all areas and a decrease from the previous year, with the exception of the percentage of antisocial behaviour occurring within these wards. This provides evidence of a reduction in the rate of places repeatedly victimised which helps people in communities feel safer. The Board therefore considers this measure to be achieved.

INDICATOR 1.4:

Crime rates and trends showcase an effective police response.

MEASURE 1.4.1:

Benchmark PSNI crime rates against previous PSNI levels and other most similar Police Services.

IMPACT/S UPDATE

Is the community safer compared to (i) previous PSNI rates and (ii) other areas?

- In the rolling 365 from 5 December 2021 – 4 December 2022, the crime rate was 57.3 crimes per 1,000 of the population. This is an increase of 6.2%. The increase in crime compared to the baseline (five-year average for 2015-16 to 2019-20) was 7.4%. 57.3 is the **highest** crime rate in recent years;
- In the rolling 365 from 5 December 2021 – 4 December 2022, the Anti-Social Behaviour (ASB) rate was 25.7 per 1,000. This is a **decrease** of 24.1%. The decrease in ASB compared to the baseline (five-year average for 2015-16 to 2019-20) was 16.2%. 25.7 is the **lowest** ASB rate in recent years;
- All crime rates have **increased** against the baseline, only crime against older people has shown a **decrease** against the baseline;
- Northern Ireland has the **lowest** crime rate of our Most Similar Forces (MSFs)¹¹, - 56.7 per 1,000 population¹², although similar to Devon and Cornwall (57.8); and
- Northern Ireland is consistently at the **lower** end of the range amongst our MSFs and below the England and Wales average for all categories, except drug offences. It could therefore be concluded that the community in Northern Ireland could be safer than these other areas. However, Violence Against Women and Girls offences are **increasing** and considered to be under reported, which needs to be considered when assessing community safety.

Initiatives to Continuously Improve Performance

- The [Chief Constable's Accountability Report to the Northern Ireland Policing Board - December 2022](#) provides information on the recommendations following the publication of **two Domestic Homicide Reviews (DHR)** and these include:-
- Training 3,600 police officers and staff on the new protection from stalking legislation and 6,000 officers and staff on domestic abuse legislation, coercive control, impact, and pathways to support;
- Online use of the Public Protection Notification to expedite the referrals to support and statutory agencies;
- Further continuous professional development is planned to specifically focus on parent/child relationship;
- A review of Multi-Agency Risk Assessment Conference effectiveness – the terms of reference for which are currently being drafted to support this;
- Launch of the Violence Against Women and Girls action plan;
- A new Service Level Agreement is being created with the Public Prosecution Service for file standards in Domestic Abuse cases;

11 The seven comparable Services or Most Similar Groups (MSGs) for England and Wales as were determined by the Home Office; Greater Manchester; West Yorkshire; West Midlands; Northumbria; Merseyside; Nottinghamshire; and Devon and Cornwall.

12 This relates to the period July 2021-June 2022

- Embedding of Domestic Abuse and Sexual Violence advocates into support hubs, alongside vulnerability inspectors and within the Rowan Centre; and
- A review is ongoing of the Domestic Violence and Abuse Disclosure Scheme.

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

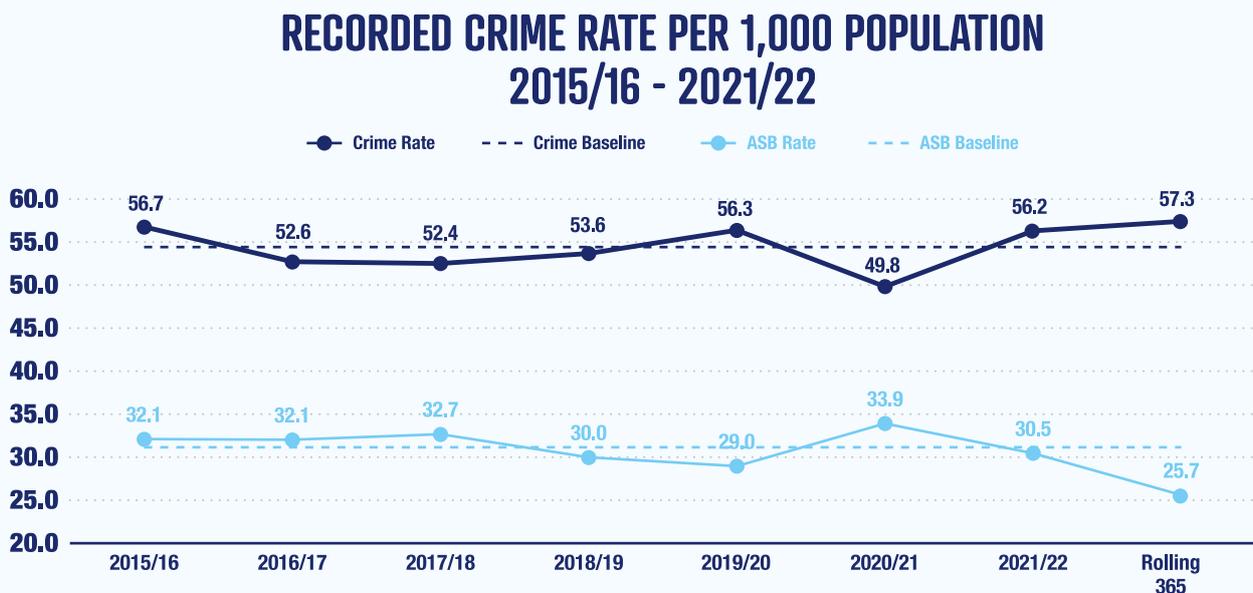
8 September 2022 & 19 January 2023

PSNI OBA REPORT CARD:

M1.4.1 (with additional reporting on level of crime Outcomes in M2.4.1)

Members considered at both September 2022 and January 2023 Committees’ the recorded crime and ASB rates. In order to complete a comparative analysis of UK and PSNI crime rates, the Home Office determined seven comparable Services¹³ or MSFs for England and Wales. These seven MSFs were found to be the most similar to each other based on an analysis of demographic, social and economic characteristics which relate to crime. As illustrated in **figure 9** the current crime rate of 57.3 per 1,000 population (as of December 2022) was at its highest level when compared to the previous 6 years and the current ASB rate of 25.7 is the lowest in the same period.

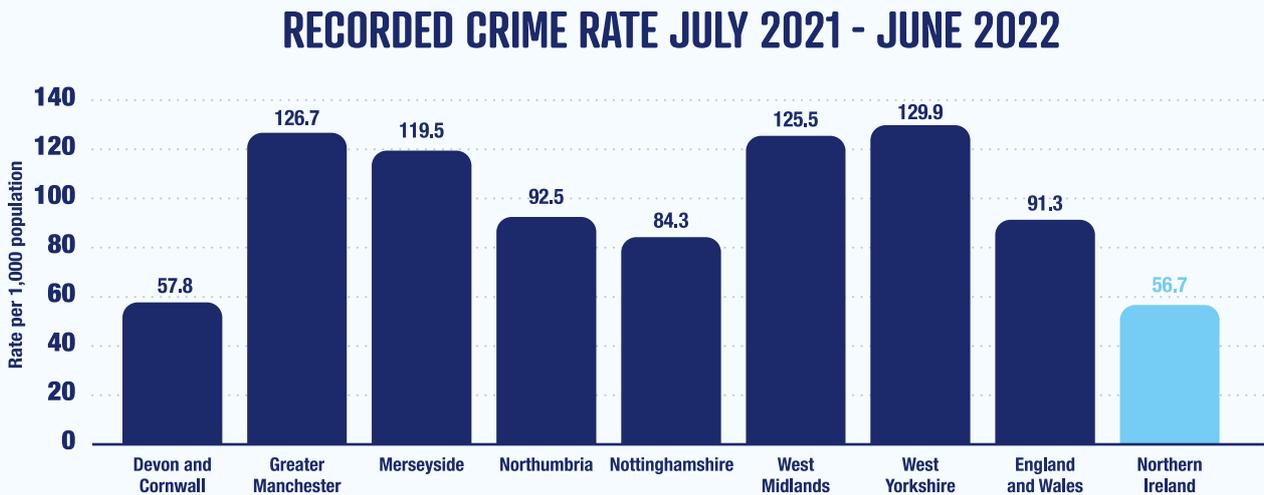
Figure 9



13 The seven comparable Services or Most Similar Groups (MSGs) for England and Wales as were determined by the Home Office: Greater Manchester; West Yorkshire; West Midlands; Northumbria; Merseyside; Nottinghamshire; and Devon and Cornwall.

Members considered the recorded crime rate statistics as illustrated in **figure 10**. Northern Ireland has the lowest crime rate of the MSFs at 56.7 (as of June 2022), although similar to Devon & Cornwall. In comparison the crime rate for England & Wales was 91.3 crimes per 1,000 population.

Figure 10



The Committee referred to the increase in sexual crimes reported and queried if historic or recent child sexual offences that are reported are investigated with a criminal justice outcome quicker. The PSNI commented on the timeliness of justice and the delays in the wider criminal justice system being beyond their control. Current and historic sexual abuse is investigated by two dedicated teams and both domestic abuse and sexual violence cases can take longer to investigate particularly when a child or vulnerable adult is involved. The PSNI referred to the Violence against Women and Girls Strategy and supporting action plan, the joint PPS, DOJ, DOH Strategy and Gillen Working Group in relation to policy surrounding sexual crimes. The PSNI provided an update on the pilot scheme in response to a Gillen recommendation regarding sexual crimes against under 13's which has seen a fast-track multi-agency approach applied.

In comparison to our MSFs, Northern Ireland has a higher rate for drugs offences than all other areas, apart from Merseyside. The PSNI explained that the drugs rate is indicative of police pro-activity.

BOARD ASSESSMENT OF MEASURE 1.4.1

IMPACT – IS THE COMMUNITY SAFER COMPARED TO (I) PREVIOUS PSNI RATES AND (II) OTHER AREAS?

The assessment of the performance of 'Is the community safer' in 2022-23 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

1.4.1 Benchmark PSNI crime rates against previous rates and against other similar Police Services

	Baseline 31/03/2021	30/09/2021	Rolling 365 days (5 Dec 2021 – 4 Dec 2022) compared to baseline
Recorded Crime	54.3	57.2	57.3
Violence Against the Person	19.3	26.5	26.2
Sexual Offences	1.8	2.1	2.2
Robbery	0.3	0.2	0.2
Theft Offences - Burglary	3.7	2.0	1.9
Theft Offences	12.8	9.3	6.9
Domestic Abuse	8.3	11.4	11.6
Anti-social Behaviour	31.2	34.5	25.7

RAG Status

PARTIALLY ACHIEVED

In terms of crime rates Northern Ireland remains one of the lowest crime rates in the UK. The crime rate reflects an increase from previous years, however, remains lower than in comparable Police Service areas at 56.7 crimes per 1,000 population (as of June 2022). That said, when looking at the updated figures up to December 2022, 57.3 crimes per 1,000 population is the highest crime rate in NI in recent years. In addition, all crime rates by various categories have increased against the baseline and only crime against older people is showing a decrease against the baseline. Therefore, at this point in the Policing Plan, the Board assesses the Measure as being partially achieved with the PSNI making good progress towards achieving a positive impact by maintaining the low levels of crime.

OUTCOME 2: WE HAVE CONFIDENCE IN POLICING

INDICATOR 2.1:

The level of public confidence in policing.

MEASURE 2.1.1:

The number of people in Northern Ireland who are confident that PSNI is accessible, visible, responsive and victim focused.

IMPACT/S UPDATE

Is there improved confidence in policing?

- 86% of respondents who have overall confidence in policing (NISCS 2019-20 80%);
- 91% of respondents who believe Police provide an ordinary day-to-day service (NISCS 2019-20 84%);
- 80% of respondents who believe Police do a very or fairly good job (NISCS 2019-20 70%);
- 94% of respondents who believe local police do an excellent, good, or fair job (62% excellent or good and 32% fair; NISCS 2019-20 87%);
- 75% of respondents who have overall confidence in their local police (NISCS 19/20 62%);
- 39% of respondents who agree that the local police have a visible presence in this area (NISCS 2019-20 27%);
- 70% of respondents who agree that the local police can be relied on to be there when you need them (NISCS 2019-20 56%); and
- 66% of respondents who agree that the local police are dealing with the things that matter to this community (NISCS 2019-20 54%).

Initiatives to Continuously Improve Performance

- In order to continuously improve performance, the Northern Ireland Policing Board, commissioned a **Policing Plan Survey (NIPPS)** which was published in May 2022. The aim of the Survey was to accurately provide data to support analysis of the PSNI's performance against a number of Measures in the Policing Plan. A subsequent NIPPS is being produced for 2022-23;
- The PSNI launched a new Public Engagement Vision titled "**Here for You**" in order to improve public perceptions of the PSNI and to build trust through positive public engagement; and
- The PSNI in September 2022 launched a new **Violence Against Women and Girls (VAWG) Action Plan**, with the first theme focussing on building trust and confidence.

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

20 October 2022 & 16 March 2023

PSNI OBA REPORT CARD:

M2.1.1

Ensuring individuals and communities across Northern Ireland have confidence in the PSNI is essential for creating a secure and safe environment. Trust in the PSNI is crucial for encouraging individuals to report crimes and cooperate in investigations and, by having the public's confidence and support, police can more effectively protect individuals and their communities.

Confidence in Policing is measured by four pillars: accessibility, visibility, responsiveness, and victim focused. The PSNI detailed the effectiveness of their community-based approach and how their plans, strategies and new initiatives have been successful in improving public confidence. However, the four pillars mentioned above were not adequately covered in PSNI reporting.

In October 2022, the PSNI cited statistics from the NISCS 2020/21 findings on Perceptions of Policing and Justice. The 2020/21 findings showed that the overall rating for public confidence in the police has increased by 6% to 86%. This is an improved increase as it had previously been reported between 79-82% since 2007-08. When the Measure was first introduced, it was 73%. The PSNI noted that as per the NISCS 2020/21 findings, confidence in local policing had a rating of 75%. This represented a statistically significant increase from 62% in the NISCS 2019-20 findings. The NISCS 2020/21 findings demonstrated that public confidence in local police having a visible presence was still low, sitting at 39%, although it has improved 12% points from the 2019-20 findings.

In order to address the gap in information to accurately measure Confidence in Policing, the Policing Board commissioned their own survey – the Northern Ireland Policing Plan Survey (NIPPS). The intention of the Survey was to provide more comprehensive data to support Members' oversight of the PSNI's performance plan, and to compare statistics to enable more accurate assessments of improved performance. This survey was published in May 2022 and has provided valuable information to both the Policing Board and the PSNI in order to improve the area of "Confidence in Policing".

Outcome two of the NIPPS was dedicated specifically to Confidence in Policing. The results of the NIPPS were generally positive; for example, 90% of respondents stated they would be confident with contacting the police, while only 9% said they would not be confident. With regards to visibility, respondents were asked to rate how visible they thought the police were in their area. 58% of respondents thought the police were not visible, with 12% reporting they were not at all visible. This was in contrast to 40% who believed the police were “visible” or “very visible”. Another NIPPS is scheduled for this year, and the data collected will be compared to last year’s survey to accurately help determine the improvement that has been made.

In September 2022, the PSNI launched a new Violence Against Women and Girls (VAWG) Action Plan to “build trust and confidence”. Members asked to be kept informed of this plan’s progress and the results of its implementation.

In addition to the Action Plan, the PSNI also launched a “Here for You” public engagement vision in order to improve public perceptions of the police and to build trust through positive public engagement. The initiative aims to significantly increase public confidence in policing activity and legitimacy. The “Here for You” vision encompasses 8 hallmarks, embedding the right culture, engaging neighbourhoods, building analytical capability, solving problems, targeting activity, accountability, developing officers and staff, and developing and sharing learning. The Vision set out specific objectives for the PSNI to strive for. Members asked to be informed of the initiative’s results, particularly with respect to Confidence in Policing.

An area of concern for the Partnership Committee when considering public confidence was the area of misogyny. Reports of misogyny in the Metropolitan Police highlighted the need to address this issue within the PSNI and to ensure that female officers and members of the public were treated with respect and equality. The PSNI responded by recognising that officer conduct was a priority area for focus within the Organisation and noted that Policing and Community Safety Partnerships (PCSPs) were to be briefed by the PSNI Professional Standards Department as a demonstration of local accountability in tackling officer behaviour. To further address this issue, a new Measure will be added to the Performance Plan on reporting levels of conduct cases within the Police Service.

At the Police Performance Review Working Group (PPRWG) ¹⁴ another area regarding Confidence in Policing was discussed. The PSNI suggested that Confidence in Policing could be improved by measuring rapid responsiveness to emergency and priority calls. The PPRWG agreed and, subsequently, a new Measure was added to the Policing Plan which will report on the levels of emergency and priority call responses.

14 The PPRWG was established in September 2022 to take forward the statutory requirement to review the Policing Plan 2020-25 and Annual Performance Plan 22/23

BOARD ASSESSMENT OF MEASURE 2.1.1

IMPACT – IS THERE IMPROVED CONFIDENCE IN POLICING?

The assessment of the performance of 'Is there improved confidence in policing' in 2022-23 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

NISCS	Baseline 2018-19	2019-20	2020-21
Respondents who have overall confidence in policing	81%	80%	86%
Respondents who believe police provide an ordinary day to day service	84%	84%	91%
Respondents who believe Police do a very or fairly good job	72%	70%	80%
Respondents who believe local police do an excellent, good or fair job	89%	87%	94%
Respondents who have overall confidence in their local police	65%	62%	75%
Respondents who agree that the local police have a visible presence in this area	28%	27%	39%
Respondents who agree that the local police can be relied on to be there when you need them	57%	56%	70%
Respondents who agree that the local police are dealing with the things that matter to this community	57%	54%	66%

RAG Status

ACHIEVED

The Northern Ireland Safer Community Survey (NISCS) and the Northern Ireland Policing Plan Survey (NIPPS) are the sources of data for monitoring public trust in policing. The NISCS survey has tracked consistently high rates of public confidence in policing of around 80% over the last 12 years and around 60% for confidence in local policing. This reporting year, public confidence in policing has increased to 86% and local policing to 75%. The NIPPS stated that 90% of respondents would be confident with contacting the police. Overall, the results of the 2020/21 NISCS are the most positive to date with significant increases across all areas. The results of the NIPPS will need to be compared to the year 2 results once available. Therefore, at this point in the Policing Plan, the Board assesses the Measure as being achieved.

INDICATOR 2.2:

The level of satisfaction with the service received.

MEASURE 2.2.1:

Number of victims and service users who are satisfied with the service they have received.

IMPACT/S UPDATE**Is there improved satisfaction in policing?**

- 84.4% of victims agreed/strongly agreed that the police officers/staff treated them with fairness and respect, this has **decreased** compared to 85.6% in the last report card in May 2022;
- 53.7% of victims were very satisfied/satisfied with how well they were kept informed of the progress of their case, this has **decreased** compared to 57.5% in the last report card in May 2022;
- 66.5% of victims were very satisfied/satisfied with the service they received from the PSNI, this has **decreased** compared to 67.9% in the last report card in May 2022;
- 75.4% of victims agreed/strongly agreed that if a family member or friend was victim of crime, they would recommend that they would report it to the PSNI, this has **decreased** compared to 78.5% in the last report card in May 2022;

Initiatives to Continuously Improve Performance

- An initiative to improve performance is the development of a **programme of work** in 2023, with plans to run quarterly sessions focusing on different groups and communities.

BOARD SCRUTINY OF PERFORMANCE**PARTNERSHIP COMMITTEE:**

16 March 2023

PSNI OBA REPORT CARD:**M2.2.1**

As there was no Police Partnership Committee in May 2022 the Victim Satisfaction measure was considered once at the Committee in March 2023. Ensuring that the PSNI provide a high quality service to victims of crime is essential in maintaining and building confidence in policing. In considering performance under this Measure, the Committee reviewed findings

from the PSNI Victim Satisfaction Survey (VSS)¹⁵. Due to a change in methodology the PSNI report that in the 2022-23 financial year 12,128 victims were invited to participate in the Victim Satisfaction Survey compared to 27,674 victims in the 2021-22 financial year. There were 1,843 responses equating to a 15.2% response rate. This is a 1.1% point increase compared to the 2021-22 financial year. In terms of overall satisfaction, this has decreased from 67.9% in 2022 to 66.5%, a decrease of 1.4%.

The PSNI reported that in Q1 '84% of respondents either agreed or strongly agreed that they were treated with fairness and respect,' this is a decrease of 1.6% from the last reporting period in May 2022. Again, Q2 showed the lowest satisfaction level of all questions asked when compared to the previous financial year, 'with the lack of follow up delays in providing an update despite initial positive interactions' the reason in Q2. The PSNI queried the low figure of 57% of victims and witnesses' satisfaction on being kept informed of their cases. The PSNI informed the Committee that there is an issue with PSNI providing both victims and witnesses with timely updates and the need to manage expectations of the victims, especially those victims that feel vulnerable. Q3 showed overall satisfaction with the service received which has decreased further again to 66.5% from 67.9% in 2021-22.

BOARD ASSESSMENT OF MEASURE 2.2.1

IMPACT – IS THERE IMPROVED SATISFACTION IN POLICING?

The assessment of the performance of 'Is there improved satisfaction in policing' in 2022-23 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

	Baseline 2019-20	30/09/2021	2021-22 financial year	2022-23 financial year
Q1 - % of victims agree/strongly – treated with fairness/respect	82.5%	86.4%	85.6%	84.4%
Q2 - % of victims very satisfied/satisfied – progress of case	56.3%	59.2%	57.5%	53.7%
Q3 - % of victims very satisfied/satisfied with the service	65.3%	69.2%	67.9%	66.5%
Q4 - % of victims agreeing/strongly agreeing – would recommend to a friend reporting to PSNI	81.5%	79.7%	78.5%	75.4%

15 The PSNI Victim Satisfaction Survey asks participations to respond to four questions: (Q1) The police officers/staff treated me with fairness and respect; (Q2) I am satisfied with how well I have been kept informed of the progress of my case; (Q3) I am satisfied with my contact with the PSNI; and (Q4) If a family member or friend were a victim of crime in the future, I would recommend they report it to the police.

RAG Status (baseline)**PARTIALLY ACHIEVED**

The PSNI outline and evidence the results from the Victim Satisfaction Survey 2022-23. This is Year 3 of the Policing Plan and when a comparison is made to the baseline figures, there has been a decrease in the satisfaction levels of victims for Q2 & Q4, however, there has been a slight increase in the satisfaction levels of victims for Q1 & Q3. All victim satisfaction rates have decreased from the previous year. Therefore, at this point in the Policing Plan, the Board assesses the Measure as being partially achieved with the PSNI making good progress towards to achieving an overall satisfaction level for victims.

INDICATOR 2.3:

The representativeness of the Police Service.

MEASURE 2.3.1:

Improve representativeness of the service across ranks, grades and departments by gender and community and socio-economic background.

IMPACT/S UPDATE**Is there improved representativeness of the Police Service?**

- The 2021 student officer recruitment campaign was **similar** to the previous campaign in 2020 in terms of representativeness;
- The 2021 student officer recruitment campaign maintained a similar level of female representation, with 40.1% of applicants being female, compared to 40.3% in 2020;
- The proportion of applications from a Catholic community **decreased** from 31% in 2020 to 30% in 2021. However, this figure has remained stable between 29-32% across the last six recruitment campaigns;
- The 2021 student officer recruitment campaign noted an **increase** in applications from ethnic minorities (from 0.8% in 2020 to 1.7% in 2021) and applications from individuals with disabilities (from 1.7% in 2020 to 2.7% in 2021);
- There was a **slight decrease** in applications from the members of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer and Questioning) community, from 9.0% in 2020 to 8.0% in 2021;
- With regard to internal representation, there has been a **slight increase** in the gender and community background of middle management ranks, particularly at Chief Inspector rank, where 41% of those successful in the promotion process were from the Catholic community and 29% were Female and at Inspector Rank, where 30.43% were Catholic and, 35% were Female; and

- Regarding the demographics on community background of police officers and staff. In 2021, 66.34% of police officers were from the Protestant community and 32.35% were from the Catholic community whereas 78.2% of staff were Protestant and 19.39% Catholic. In comparison in the previous year 66.55% of police officers were Protestant, 32.10% Catholic, 77.66% of staff were Protestant and 20.06% Catholic. Overall, there has been a **slight decrease** in Protestant police officers and staff and a **slight increase** in Catholic police officers and staff.

Initiatives to Continuously Improve Performance

- The PSNI continue to make changes to their recruitment campaigns and across all police staff and officer ranks, grades and departments to improve representativeness of the Police Service;
- The PSNI are engaged in ongoing outreach programmes to under-represented communities in order to encourage more applications from these groups and improve representativeness; and
- The Performance Plan for 2023/24 will include reporting on not only gender and community background but also ethnic origin, disability, and sexual orientation in order to improve representativeness of the Police Service.

BOARD SCRUTINY OF PERFORMANCE

RESOURCES COMMITTEE:

22 September 2022 & 22 December 2022

PSNI OBA REPORT CARD:

M2.3.1

This Measure supports the Board's broader legislative duty under the Police (Northern Ireland) Act 2000 to monitor the representativeness of the PSNI. The Committee evaluated the PSNI's actions by reporting on this Measure, aiming to create a more representative Police Service that the local population can identify with and recognise in their police officers and staff.

The Committee was encouraged to note the innovative approaches to engagement by the PSNI to enhance representativeness within the service. These included participation in Pride and Mela and they also facilitated a community awareness event with the Gaelic Athletic Association (GAA), as well as outreach advertising at Men's and Women's Irish Football Association matches and within Orange Order publications. Despite a large number of engagement activities being conducted, the PSNI reported that the equality representation figures for the 2021 student officer recruitment campaign were broadly similar to the previous recruitment campaign in 2020.

The PSNI's report to the Committee noted that the percentage of female applicants in the 2021 Recruitment Campaign remained more or less the same at 40.1% (40.3% in 2020), although higher than all the previous campaigns. The Committee also recognised in previous reporting, that representativeness encompassed more than recruitment; it also included promotion and progression to higher ranks within the PSNI. With respect to internal representation, the PSNI provided the Committee with **figure 11** below, which included the composition of female and Catholic officers and staff at each level:

Figure 11

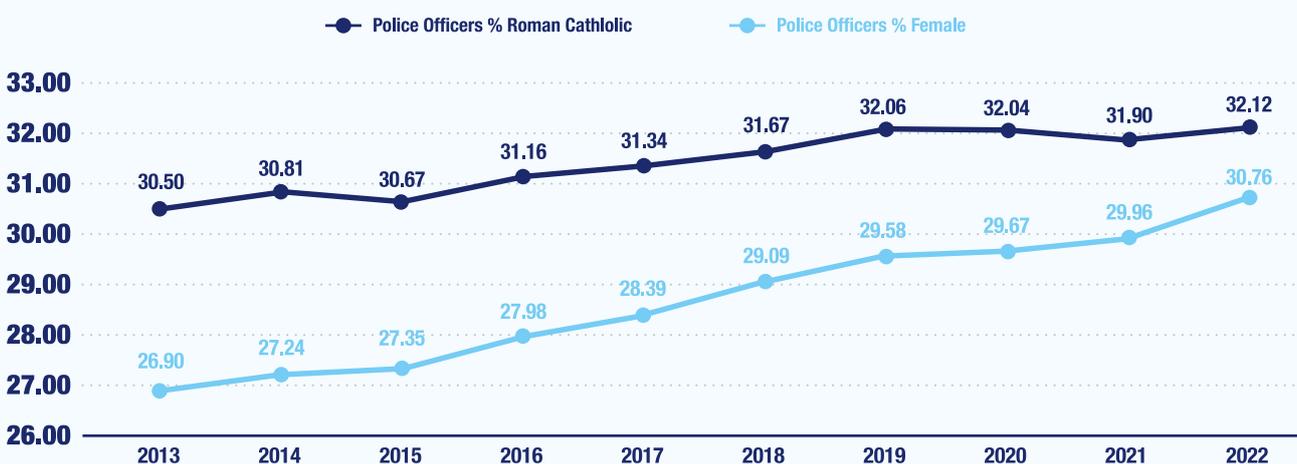
Description	Chief Officers	Chief Superintendent	Superintendent	Chief Inspector	Inspector	Sergeant	Constable	Student Officer	Total
% Roman Catholic	15%			29%	35%	34%	32%	30%	32%
% Female	0%	22%	33%	30%	30%	31%	31%	34%	31%

Description	Grade 7 & above	Deputy Principal	Staff Officer	Executive Officer 1	Executive Officer 2	Admin Officer	Admin Assistant	Industrial	Total
% Roman Catholic	19%	21%	28%	18%	22%	18%	21%	12%	20%
% Female	43%	40%	55%	38%	60%	67%	75%	3%	57%

In relation to community background, the PSNI reported that the percentage of applications from the Catholic community had remained consistent at around 30% over the past six campaigns. However, the number of applications from the Catholic community had slightly decreased by 1% in this reporting period, dropping from 31% in 2020 to 30% in 2021. There is improvement, however, in the progression of Catholic police officers and staff within the PSNI, as illustrated in **Figure 12**. Since 2013, there has been a gradual rise in the proportion of Catholic personnel and gender representation among police officers and staff.

Figure 12

2013 TO 2021 POLICE OFFICER COMMUNITY BACKGROUND AND GENDER



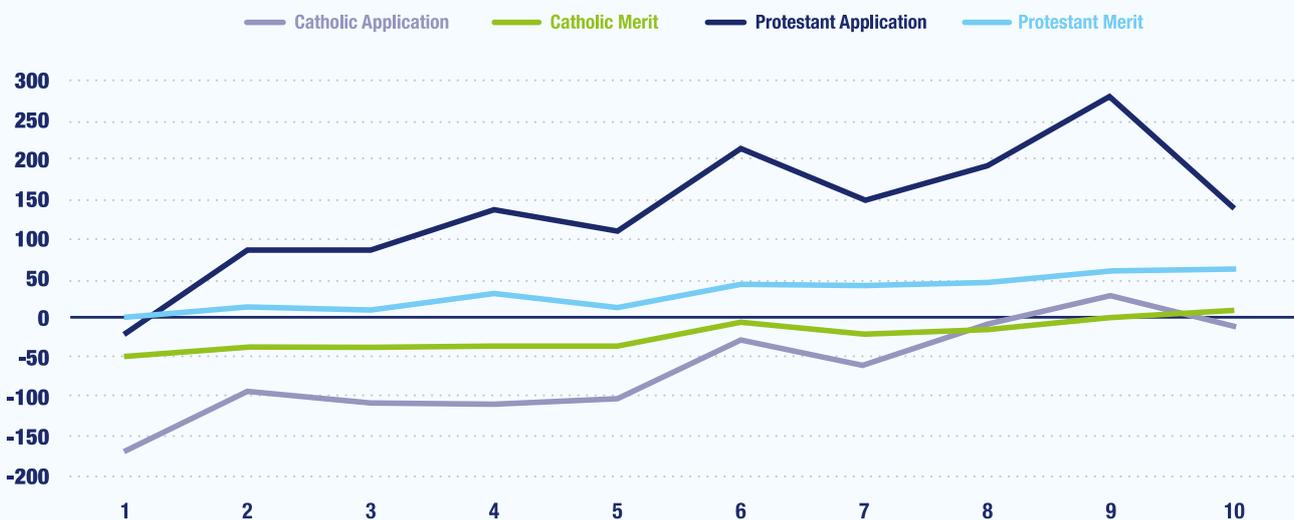
The PSNI additionally supplied statistical data on applications from ethnic minorities, the LGBTQ+ community and people with a disability. According to the PSNI, there has been a slight increase in applications from ethnic minorities from 0.8% in 2020 to 1.7% in 2021 and people with disability from 1.7% in 2020 to 2.7% in 2021. However, there has been a slight decrease in applications from the LGBTQ+ community from 9.0% in 2020 to 8.0% in 2021. The PSNI have acknowledged that community background, ethnicity, gender representation, etc., is not reflective of the 2021 Northern Ireland Census¹⁶ and will need to take additional steps to address this issue in the future.

With respect to socio-economic background, the PSNI noted that the 2021 student recruitment campaign had 362 fewer Catholic applications in the 30% most deprived areas in Northern Ireland, compared to Protestant applications with 164 more than would be expected. The PSNI highlighted that when the 30% least deprived areas were analysed, there were 607 more applications than would be expected from the Protestant community.

Figure 13 illustrates Police Officer's application and merit list stages for the 2021 student officer recruitment campaign.

Figure 13

SOCIO ECONOMIC MULTI DEPRIVATION MEASURES POLICE OFFICERS APPLICATION AND MERIT LIST STAGES FOR 2021 CAMPAIGN



The Committee had requested additional information regarding the work taking place to address the disparity between the number of applicants in the most deprived areas versus the least deprived areas and this has yet to be provided.

16 Northern Ireland Statistics and Research Agency [https://www.nisra.gov.uk/statistics/Census_2021_main_statistics_for_Northern_Ireland_\(phase_1\)_|_Northern_Ireland_Statistics_and_Research_Agency_\(nisra.gov.uk\)](https://www.nisra.gov.uk/statistics/Census_2021_main_statistics_for_Northern_Ireland_(phase_1)_|_Northern_Ireland_Statistics_and_Research_Agency_(nisra.gov.uk))

The Policing Plan Review Working Group agreed to amend this Measure to reflect that socio-economic background can only be taken into consideration for new recruitment to the PSNI and not serving police officers and staff. This amendment will be incorporated into this Measure for 2023/24.

Another area raised by the Committee was officer attrition rates post training and the importance of exit interviews. The PSNI advised that pay, overtime and the current economic environment impacted on officers leaving the service and that they would provide a more detailed leavers analysis to the Committee.

As of 1 March 2023, **figure 14** shows the PSNI workforce composition figures were:

Figure 14

	% Perceived Protestant	% Perceived Roman Catholic	% Not Determined	% Female	% Male	% Ethnic Minority	Total No:
Police Officers	66.32	32.37	1.32	31.55	68.45	0.62	6763
Police Staff	78.32	19.27	2.41	57.09	42.91	0.83	2652

BOARD ASSESSMENT OF MEASURE 2.3.1

IMPACT – IS THERE IMPROVED REPRESENTATIVENESS OF THE POLICE SERVICE?

The assessment of the performance of 'Is there improved representativeness of the Police Service' in 2022-23 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

	Baseline 31/03/2021	30/09/2021	30/09/2022
Police Officers - Catholic	31.8%	32%	32%
Police staff - Catholic	19.4%	20%	20%
Police Officers - Female	29.8%	30%	31%
Police staff – Female	58.4%	57%	57%

BOARD ASSESSMENT OF MEASURE 2.3.1

IMPACT – IS THERE IMPROVED REPRESENTATIVENESS OF THE POLICE SERVICE?

RAG Status

NOT ACHIEVED

The PSNI have reported that there have been no improvements in the 2021 student officer recruitment campaign, either in applications from the female and the Catholic communities. However, there has been a steady improvement in internal progress within the police officer's and staff areas. The PSNI consider that there has been a steady increase in the overall community background and gender representation of police officers and police staff, largely driven by a continuous programme of external recruitment. However, the PSNI have acknowledged that community background and ethnicity, is not representative of the NI Census 2021, particularly with respect to the community background of police staff. This is evidenced in the table above where no significant improvements have been made in the past few years with increasing the number of Catholic officers, Catholic staff, and Female Officers. Currently, further progress is required to achieve a Police Service that is reflective of the 2021 Northern Ireland census, not only with regards to community background and gender, but also with regards to ethnicity, the LGBTQ+ community and from people with a disability. However, the Board recognises that such progress will be severely hampered by the suspension of external recruitment due to budgetary pressures. The Board also welcomes the PSNI's commitment to take internal action to improve representativeness including the transfer of officers and staff between departments. The Board, therefore, assesses this Measure at this time as not achieved.

INDICATOR 2.4:

Delivery of effective crime outcomes.

MEASURE 2.4.1:

Levels of crime outcomes to identify and respond to areas of concern in outcome statistics, with a particular focus on Domestic Abuse in 2022-23.

IMPACT/S UPDATE

Is there improved delivery of effective crime outcomes?

- The crime outcome rate for Charges/Summons/Out of Court has **increased** from 21.7% to 22.9% from the previous financial year to date;
- The crime outcome rate for Domestic Abuse for Charge/Summons/Out of Court has **increased** from 22.2% to 24% from the previous financial year to date;
- The attrition rate across all crime types has **increased** from 18.5% in 2021 to 20.8% in 2022;

- The attrition rate across Domestic Abuse has **increased** from 29.6% in 2021 to 30.6% in 2022;
- In September 2022 reporting to the Committee Northern Ireland had the **highest** crime outcome rate for Charges/Summons/Out of Court when compared to Most Similar Forces; and
- In September 2022 reporting to the Committee Northern Ireland has the **second highest** figure when compared to the Most Similar Forces¹⁷ for crimes that are not yet assigned an outcome.

Initiatives to Continuously Improve Performance

- The PSNI Reduce Offending Unit (ROU) continue to work closely with the Reducing Offending in Partnership (ROP) partner agencies, Probation Board Northern Ireland, Northern Ireland Prison Service and Youth Justice Agency to provide a multi-agency approach to reduce offending and reoffending;
- The Public Protection Branch (PPB) strategy is currently being reviewed; 12 months post implementation, to identify additional investigative actions. Work is ongoing in the development of a report card for repeat perpetrators within Violence against Women and Girls;
- The Advocacy support service via '**ASSIST NI**' recently celebrated one year in service. There were 7,205 individual referrals triaged into ASSIST, with 2,253 people engaging with the service;
- Two new legislative provisions - **Domestic Abuse & Civil Proceedings Act (NI) 2021** and **The Protection from Stalking Act (NI) 2022** have seen a significant focus on training and development with almost 6,000 people having undertaken coercive control training and 4,622 people undertaking training in respect of stalking awareness;
- **ONUS** continues to provide Safe Place training; a number of local neighbourhood officers and Crime Prevention Officers have been fully trained as Safe Place Advocates. These Advocates currently work to extend the Safe Place message and make a difference in the local community. Online sessions have been delivered and plans are in place for an additional 20 officers to attend training with ONUS to become Safe Place Advocates;
- '**Ask for Angela**' was launched in December 2022 with the support of Hospitality Ulster and the Hotels Federation for Northern Ireland following a period of training with bars and restaurants;
- Following the launch of the **Violence against Women and Girls Action Plan** progress continues with regard to building confidence, safer spaces, and relentless pursuit of perpetrators and supporting victims.

¹⁷ The seven comparable Services or Most Similar Groups (MSGs) for England and Wales as were determined by the Home Office: Greater Manchester; West Yorkshire; West Midlands; Northumbria; Merseyside; Nottinghamshire; and Devon and Cornwall.

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

8 September 2022 & 19 January 2023

PSNI OBA REPORT CARD:

M2.4.1

The outcome rate is the rate at which recorded crimes achieve a successful police outcome. The purpose of this Measure is to provide a comprehensive overview of PSNI delivery of effective crime outcomes. Monitoring and scrutiny of this area enables key trends to be identified and allows the PSNI to respond to areas of concern. It is important that the PSNI provide a victim-focussed service where they can aim to play their part in securing appropriate and effective criminal justice outcomes in order to maintain and enhance confidence in policing.

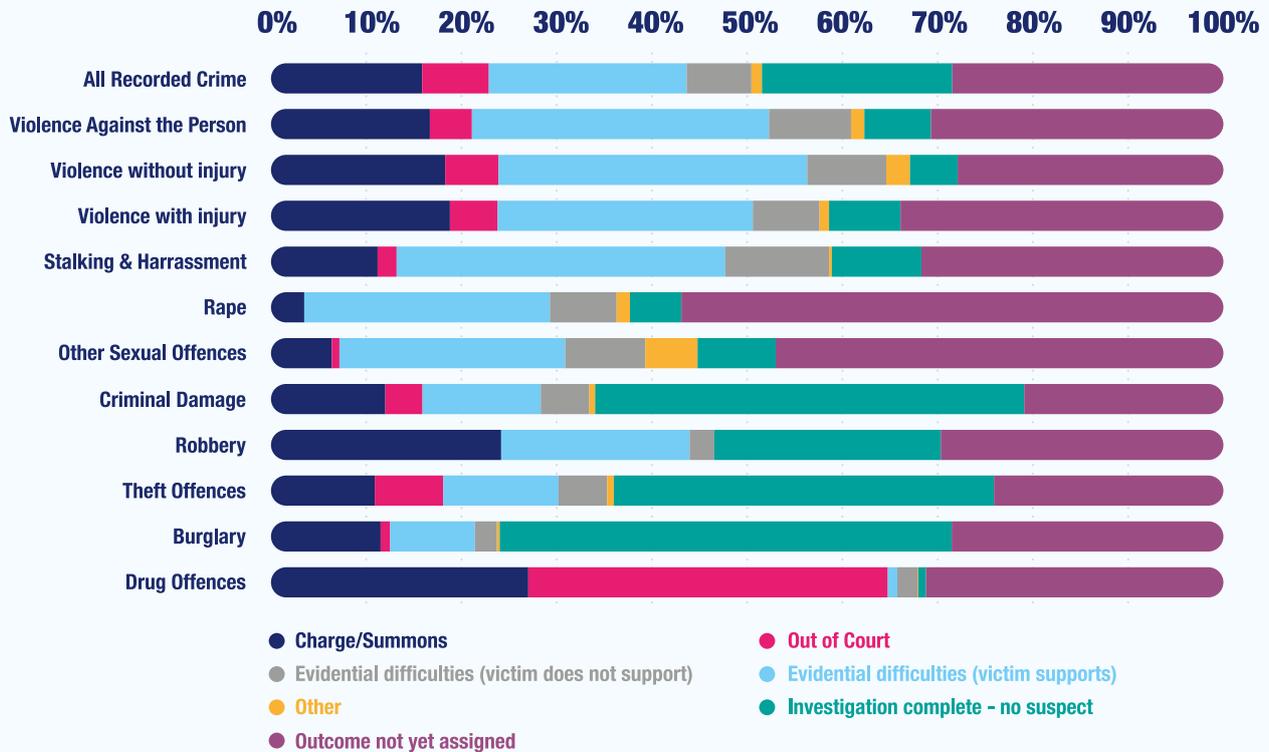
In considering this Measure, Members noted the Charge/Summons outcome rate is 15.9% which is a one per cent rise compared to the previous financial year to date (PFYD) and is 1.6% points lower than the baseline. The Out of Court outcome rate is 7.0%¹⁸ which is a 0.2% rise compared to the PFYD and a 0.1% rise compared to the baseline. The Charge/Summons outcome rate for domestic motivated crime is slightly higher at 21.2%, which is lower than the baseline for domestically motivated crime of 21.8%. The Out of Court outcome rate is 2.8% which is 0.6% decline compared to the PFYD and a 0.1% decrease compared to the baseline. The attrition rate (outcomes where there are evidential difficulties due to the victim not supporting advancing the investigation) for overall crime has increased by 2.3% from 18.5% to 20.8% this financial year when compared to the previous year.

Of particular concern is the data provided regarding reported rapes. 1,240 rapes have been recorded for the current rolling 12 months which is an increase of 74 (6.3%) and an increase of 13.2% in the number of domestic motivated rapes compared to the previous year. As illustrated in **figure 15** only 3.5% of rapes and 6.4% of sexual offences have resulted in a charge or summons and 56.9% of rapes and 47% of other sexual offences have not yet been assigned an outcome.

¹⁸ The figures for charge/summons and out of court are added together to give a total outcome rate of 22.9%

Figure 15

2022/23 FINANCIAL YEAR TO DATE OUTCOMES BY CRIME TYPE



Committee members highlighted their concern with the increase of 13.2% of domestic motivated rapes in the current rolling 12 month period and asked what other agencies the PSNI are working with to reduce this. The PSNI referred to multi-agency working in relation to domestic abuse citing the Multi-Agency Risk Assessment Conference process, which is currently under review. Work continues with Women’s Aid, Men’s Advisory Project, Health, Probation, and other statutory/non-statutory bodies to work collaboratively to support and prevent a victim becoming a repeat victim.

10.1% of reported hate motivated offences have resulted in a Charge/Summons outcome compared to 17.7% of all recorded crime, this is an increase of 3.4%. The PSNI reported that there are variations between the different strands of hate crime, with homophobic and religious/faith motivated crimes currently having the highest Charge/Summons rates at 16.3% and 11.8% respectively. Committee members probed whether the Hate Crime statistics are being under reported and questioned when will the independent review of the PSNI’s end to end Hate Crime processes conducted by representatives from the National Police Chiefs Council (NPCC) be published. The PSNI assured Members that the NPCC audit report on end to end Hate Crime process has been received. The PSNI accepted that there are significant changes and work to be done with regards to Hate Crime but refer to the positive

problem solving work undertaken at local policing level. The PSNI provided an update on the increased community empowerment to encourage victims to come forward and report racist Hate Crime. There is a concerted effort by the PSNI to outreach and understand the challenges of minority communities. The PSNI continue to engage with the community through the Community Safety Engagement Team to create a better understanding and build relationships.

BOARD ASSESSMENT OF MEASURE 2.4.1

IMPACT – IS THERE IMPROVED DELIVERY OF EFFECTIVE CRIME OUTCOMES?

The assessment of the performance of 'Is there improved delivery of effective crime outcomes' in 2022-23 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

2015-16 - 2019-20 Five Year Average for each Outcome Type – All Crime %			
Crime Outcome	Baseline Value	Previous FYTD	FYTD
Charge/Summons	17.5	14.9	15.9
Out of Court	6.9	6.8	7.0
Evidential Difficulties (victim does not support)	18.2	18.5	20.8
Evidential Difficulties (victim supports)	7.9	9.0	6.8
Other	1.4	1.1	1.1
Investigation complete – no suspect identified	30.8	20.3	20.0

2015-16 - 2019-20 Five Year Average for each Outcome Type – Domestically Motivated %			
Crime Outcome	Baseline Value	Previous FYTD	FYTD
Charge/Summons	21.8	18.8	21.2
Out of Court	2.9	3.4	2.8
Evidential Difficulties (victim does not support)	37.3	29.6	30.6
Evidential Difficulties (victim supports)	13.6	11.8	9.9
Other	3.3	2.3	2.0
Investigation complete – no suspect identified	1.4	0.7	0.5

RAG Status

PARTIALLY ACHIEVED

Effective crime outcomes are considered those crimes which result in either a charge/summons or out of court, with the aim of increasing this rate. In the Financial Year to Date (FYTD) the outcome rate for Charge/Summons/Out of Court for all crime has increased but remains below the baseline. This is also the case for domestically motivated crimes. Another example of an effective crime outcome is achieving a lower attrition rate, ie. where there are Evidential difficulties (victim NOT support). For all crime this rate has increased when compared to the previous FYTD and remains above the baseline. For domestically motivated crimes the attrition rate has increased from the previous FYTD but remains well below the baseline, which is positive. It is also desirable to achieve a higher rate of evidential difficulties (victim supports). This has decreased from the previous FYTD and remains below the baseline. This is also the case for domestically motivated crimes. The above examples show a mixture of positive and negative evidence in achieving improved delivery of effective crime outcomes. Therefore, at this point in the Policing Plan, the Board assesses this Measure as being partially achieved.

OUTCOME 3: WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES

INDICATOR 3.1:

Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems.

MEASURE 3.1.1:

In collaboration with the community deliver on the commitments outlined in the Local Policing Review.

IMPACT/S UPDATE

Is the community more engaged and is there more support from communities?

- Of the 45 identified actions in the Local Policing Review 37 are now considered closed with 8 currently remaining open;
- This has resulted in a significant investment in and commitment to local policing by PSNI over the last four years.

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

15 September 2022 & 16 February 2023

PSNI OBA REPORT CARD:

M3.1.1, 3.1.2 & 3.1.3

This Measure focuses on the PSNI's implementation of the 45 actions emanating from the Local Policing Review (LPR) of 2018-19. Following consultation, a comprehensive programme of work was identified and published in the [Local Policing Review \(LPR\) Response](#) to change local policing. This was to be delivered through the six identified 'Headline Actions' with community empowerment playing a vital role in successfully achieving this Outcome.

At the February 2023 Partnership Committee, Members discussed the PSNI's progress against the 45 LPR actions of which 37 were completed and noted eight actions remained open. The PSNI provided an update on these remaining eight actions. The PSNI explained that 3 of these remaining actions will continue to be progressed through the PSNI's Hallmarks of Neighbourhood Policing, 1 is recommended for closure as it cannot be completed, two are on track for completion in March 2023 and two require extensions of the deadline to enable completion. The PSNI also agreed to provide Members the Health and Safety policies on

Single Officer Patrols (SOPs).

BOARD ASSESSMENT OF MEASURE 3.1.1

IMPACT – IMPLEMENT THE 45 ACTIONS OF THE LOCAL POLICING REVIEW?

RAG Status

ACHIEVED

The Performance Committee agreed to close off these actions at the meeting on 16 February 2023. A detailed infographic illustrating progress and impact is now being prepared by PSNI which will be considered by the Committee before publication. The Local Policing Review has been replaced in the Policing Plan with a new measure on the Hallmarks of Neighbourhood Policing. The Board, therefore, consider that this Measure has been achieved.

INDICATOR 3.1:

Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems.

MEASURE 3.1.2:

Identify and report on the Neighbourhood Policing Team initiatives to address local problems and tackle local issues, including co-designed solutions, in line with Neighbourhood Policing Guidelines.

IMPACT/S UPDATE

Is the community more engaged and is there more support from communities?

- 74% (57) of the NPTs felt they were effective or highly effective at engaging communities and partners, this is a slight increase from year 1. (73% (52) year 1);
- 75 and 73 NPTs identified ASB and drugs misuse respectively as the top 2 local issues (compared to 71 and 66 in year 1);
- 61% of NPTs felt their current approach to problem solving was effective or highly effective and 27% felt their current approach was somewhat effective (compared to 62% in year 1);
- 66% of NPTs felt their teams were effective or highly effective in adopting a prevention first approach and 27% felt they were somewhat effective (compared to 58% and 31% in year 1); and
- 61% of NPTs felt their teams were effective or highly effective at understanding and monitoring the effectiveness/impact of problem solving (compared to 56% in year 1).

Initiatives to Continuously Improve Performance

- Neighbourhood officers continue to develop their digital skills to make effective use of social media to inform communities about work ongoing to address local problems and tackle local issues. Between January and July 2022 social media training sessions were delivered to neighbourhood officers in Ards and North Down, Newry, Mourne and Down, and Derry City and Strabane. This training provides officers with skills and knowledge enabling them to post engaging updates on their work with communities on Facebook, Twitter, and Next door.

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

15 September 2022 & 16 February 2023

PSNI OBA REPORT CARD:

M3.1.1, 3.1.2 & 3.1.3

The first NPT Self-Assessment Survey was carried out in September 2021 with interim high level findings presented to the Northern Ireland Policing Board (NIPB) Partnership Committee in October 2021. The final analysis on the Year 1 findings together with the ongoing and proposed actions were presented to the Partnership Committee in March 2022. The PSNI provided a number of case studies to serve as examples of co-designed solution to address local problems.

The PSNI also reported that from 1 August 2021 to 31 July 2022 there were 56.9 recorded crimes per 1,000 population, an increase of 4.3 when compared to the previous period and an increase of 2.5 compared to the baseline. However, there was a continued reduction in ASB incidents per 1,000 households with a 27.9% reduction in the current rolling 365 days period.

In February 2023, the PSNI reported that in September 2022 the second year of the Neighbourhood Policing Team (NPT) Self-Assessment survey was carried out within the PSNI and completed in January 2023. The idea of the survey is to promote continuous improvement within the NPTs and help to identify, develop, and understand best practice in neighbourhood policing. The individual team discussion and reflection in the survey aimed to measure the effectiveness of current approaches and team strengths and weaknesses, exploring how they can be improved, and a baseline set of figures was established in the Year 1 (2021) survey findings. Progress can be measured by comparing the Year 2 (2022) findings against the Year 1 baseline. The Year 2 survey found that 74% (57) of the NPTs felt they were effective or highly effective at engaging communities and partners, a slight increase from 73% (52) in Year 1.

The PSNI also reported there were 57.8 recorded crimes per 1,000 population in the calendar year 2022, an increase of 3.6 compared to 2021 and an increase of 3.4 against the baseline of 54.3. In relation to ASB, there were 25.4 incidents for 2022, a decrease of 7.8 from 2021 and a decrease of 5.7 against the baseline.

Members raised a number of queries with PSNI including why the pilot only consisted of eight districts and not eleven, NPTs supplementation of Local Policing teams and problem solving and training issues within NPTs. In addressing these queries, PSNI responded that eight neighbourhoods were selected for the pilot to better assess the appropriateness of the survey work, the loss of staff from NPTs and the need to be more robust in maintaining them.

BOARD ASSESSMENT OF MEASURE 3.1.2

IMPACT – IS THE COMMUNITY MORE ENGAGED AND IS THERE MORE SUPPORT FROM COMMUNITIES?

RAG Status

PARTIALLY ACHIEVED

Measure 3.1.2 was introduced into the Policing Plan by the Board in April 2021 and the PSNI has completed the second Neighbourhood Policing Team (NPT) Self-assessment and Continuous Improvement Survey, providing the first opportunity to compare the results. Overall, the survey results were encouraging but largely similar to the previous year. A new question has been added on the Hallmarks of Neighbourhood Policing in order to get a baseline dataset. Further analysis on this measure is required over a longer period of time in order to gauge impact. The Board, therefore considers this measure to be partially achieved.

INDICATOR 3.1:

Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems.

MEASURE 3.1.3:

Assess and evaluate the impact of partnership working with local communities, including but not exclusively, in areas of high deprivation and areas that have been repeatedly victimised.

IMPACT/S UPDATE

Is the community more engaged and is there more support from communities?

- The NI Policing Plan Survey 2022 focused on three main areas namely, engagement with local communities, support for communities and improving community engagement and support;
- 64% thought that the PSNI were 'engaged' or 'very engaged' in their communities, while one quarter (25%) did not believe they are engaged;
- 68% rated the PSNI as being 'supportive' or 'very supportive' of local communities, compared to 21% who thought the PSNI is 'not very' or 'not at all' supportive; and
- 41% said that increasing the presence and visibility of the police in the community would help, while 26% would like to see more engagement with the local community.
- A further 17% wanted the PSNI to address problems in the local area.

Initiatives to Continuously Improve Performance

- **'Operation Squallery'** has been introduced in North Belfast in partnership with the DPCSP to deal with ASB in North Belfast parks and public spaces. A member of the North Belfast DPCSP, or identified stakeholder, can call for the implementation of Op Squallery to deal with repeat ASB at interface locations and in areas agreed by the DPCSP working group. Op Squallery operated from 27 August to 29 September 2022 in the Girdwood/Cliftonpark Area. There was an overall reduction of 20.6% in ASB in Belfast in 2022, compared to the same quarter in 2021, which is a significant result. This will benefit local communities and help ensure they can enjoy local areas such as parks and other open spaces.

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

15 September 2022 & 16 February 2023

PSNI OBA REPORT CARD:

M3.1.1, 3.1.2 & 3.1.3

During 2022 a number of pilot projects were implemented within this Measure. These projects included selecting eight pilot areas and assessing engagement and partnership working by holding a number of community stakeholder events and also piloting a community survey. The aim of the community survey was to get feedback on the impact of PSNI partnership work being undertaken with local communities. In this survey, a question was asked regarding the involvement of communities in seeking solutions and 68% of respondents indicated that the PSNI were 'very' or 'well involved' in seeking solutions to local issues, 12% indicated that they had 'little' or 'no involvement'.

Business Consultancy Services (BCS) were appointed to carry out an independent evaluation of these pilot projects and they made a number of recommendations that were considered at the Partnership Committee in September 2022. Following further consideration by the Policing Plan Review Working Group (PPRWG) Board officials have developed the Community Survey to expand from the eight pilot areas to a regional survey. This survey is seeking views on community policing from community groups and organisations. The survey will become the main tool to provide the information to assess this Measure and it is expected that the results of the survey will be available in September 2023.

The other main source of information to provide data on this Measure is the Policing Plan Survey which is based on 2,500 response to an independent telephone survey. The main findings of the 2022 Survey were that:

- 64% of respondents thought that the PSNI were ‘engaged’ or ‘very engaged’ in their communities, while one quarter (25%) did not believe they are engaged;
- 68% rated the PSNI as being ‘supportive’ or ‘very supportive’ of local communities, compared to 21% who thought the PSNI is ‘not very’ or ‘not at all’ supportive;
- 41% said that increasing the presence and visibility of the police in the community would help, while 26% would like to see more engagement with the local community; and
- A further 17% wanted the PSNI to address problems in the local area.

This survey has been undertaken by the Board for the 2022-23 year and new data will become available in May 2023. This will provide further information to enable assessment and evaluation of the impact of partnership working with local communities.

BOARD ASSESSMENT OF MEASURE 3.1.3

IMPACT – IS THE COMMUNITY MORE ENGAGED AND IS THERE MORE SUPPORT FROM COMMUNITIES?

RAG Status

PARTIALLY ACHIEVED

Measure 3.1.3 was introduced into the Policing Plan by the Board in April 2021. The Board commissioned and received an independent evaluation of the potential of three datasets to inform this Measure. Baseline data has been established for 2022 and the results of the 2023 Policing Plan Survey and Community Survey will provide a basis for a comparison to enable a more detailed assessment and evaluation of partnership working to take place during 2023. The Board, therefore, considers this measure to be partially achieved.

RAG STATUS SUMMARY TABLE

This section summarises the Board's assessment of PSNI's current delivery of the Measure during Year 3 of a 5-year Policing Plan. It is expected that in the final two years of the 2020-25 Plan that PSNI will make further progress in achieving these Measures.

PERFORMANCE PLAN 2022-23 MEASURE		RAG STATUS
1.1.1:	Repeat victimisation rate and report on initiatives to support repeat victims with a focus on victims of (i) Domestic Abuse, (ii) Child Sexual Abuse and Exploitation (CSAE) and (iii) Hate Crime in 2022-23.	PARTIALLY ACHIEVED
1.2.1:	Repeat offending rate and report on initiatives to reduce repeat offenders with a focus on Domestic Abuse in 2022-23.	PARTIALLY ACHIEVED
1.2.2:	Through frustration, disruption and dismantling activity, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.	PARTIALLY ACHIEVED
1.3.1:	1.3.1 Number of people in Northern Ireland who feel safe in their; local area, local high street or town centre and own home, including in the online space.	ACHIEVED
1.3.2:	Rate of places repeatedly victimised	ACHIEVED
1.4.1:	Benchmark PSNI crime rates against previous rates and other similar Police Services.	PARTIALLY ACHIEVED
2.1.1:	Number of people in Northern Ireland who are confident that PSNI is accessible, visible, responsive and victim focused.	ACHIEVED
2.2.1:	Number of victims and service users who are satisfied with the service they have received.	PARTIALLY ACHIEVED
2.3.1:	Improve representativeness of the service across ranks, grades and departments by gender and community and socio-economic background	NOT ACHIEVED
2.4.1:	Levels of crime outcomes, with a particular focus on Domestic Abuse, to identify areas of concern.	PARTIALLY ACHIEVED
3.1.1:	In collaboration with the community deliver the commitments outlined in the Local Policing Review.	ACHIEVED
3.1.2:	Identify and report on the Neighbourhood Policing Team initiatives to address local problems and tackle local issues, including co-designed solutions, in line with Neighbourhood Policing Guidelines.	PARTIALLY ACHIEVED
3.1.3:	Assess and evaluate the impact of partnership working with local communities, including but not exclusively, in areas of high deprivation and areas that have been repeatedly victimised.	PARTIALLY ACHIEVED

3. ACCOUNTABILITY REPORT

Introduction

The Accountability section of the Annual Report outlines how the NIPB meets its key accountability requirements to the Assembly and ensures best practice with corporate governance norms and codes. The three sub-sections within the Accountability Report are outlined below.

- Corporate Governance Report;
- Remuneration and Staff Report; and
- Assembly Accountability and Audit Report.

Corporate Governance Report

The purpose of this section is to explain the composition and organisation of the NIPB's governance structures and how they support the achievement of its objectives.

The Directors' Report

Senior Management Team

The NIPB Senior Management Team (SMT) which served during the year was as follows:

Mrs S Simpson	-	Chief Executive
Mrs D Thornton	-	Acting Director of Partnership – To 30 November 2022
Mr A McNamee	-	Director of Performance
Ms J Passmore	-	Director of Resources – To 30 November 2022
	-	Director of Partnership – From 1 December 2022
Mrs C Hilditch	-	Acting Director of Resources – To 16 May 2022
Ms A McGuckin	-	Director of Police Pensions & Injury Benefits

The Chief Executive, supported by the Directors, is responsible for the day to day operation and performance of NIPB. They meet regularly to address standing agenda items such as financial, resourcing, operational management, health and safety and business development issues, and other emerging issues to ensure the smooth running of the organisation.

Details of significant interests held by Senior Management

Members of the SMT do not hold any other directorships or any other significant interests which may conflict with their management responsibilities.

Policing Board Membership

The Police (NI) Act 2000 sets out the requirements for membership of the NIPB during devolved government, with the Board comprising of 10 elected NI Assembly members and nine independent members. From 1 April 2022 – 31 March 2023 Board membership comprised:



PERIODS OF APPOINTMENT

(I) 1/4/22 – 31/3/23	(V) 1/6/22 – 31/3/23	*Chair or Vice Chair between 1/4/22 – 30/11/22
(II) 1/12/22 – 31/3/23	(VI) 1/6/22 – 21/10/22	**Chair or Vice Chair between 1/12/22 – 31/3/23
(III) 25/10/22 – 31/3/22	(VII) 1/4/22 – 4/5/22	
(IV) 1/4/22 – 31/11/22		

- | | |
|--|--|
| 1. Les Allamby (II) Independent Member | 14. Dolores Kelly MLA (VII) Political Member SDLP |
| 2. Michael Atkinson (I) Independent Member | 15. Gerry Kelly MLA (I) Political Member Sinn Féin |
| 3. John Blair MLA (I) Political Member Alliance | 16. Liz Kimmins MLA (I) Political Member Sinn Féin |
| 4. Maurice Bradley MLA (I) Political Member DUP | 17. Dr Kate Laverty (II) Independent Member |
| 5. Jonathan Buckley MLA (VII) Political Member DUP | 18. Nuala McAllister (V) Political Member Alliance |
| 6. Joanne Bunting MLA (I) Political Member DUP | 19. Colm McKenna (IV) Independent Member |
| 7. Trevor Clarke MLA (I) Political Member DUP | 20. Carmel McKinney OBE (I) Independent Member |
| 8. Linda Dillon MLA (I) Political Member Sinn Féin | 21. Sinéad McLaughlin (VI) Political Member SDLP |
| 9. Mark H Durkan (III) Political Member SDLP | 22. Frank McManus (I) Independent Member |
| 10. Tom Frawley (*Vice Chair) (IV) Independent Member | 23. Mike Nesbitt MLA (I) Political Member UUP |
| 11. Doug Garrett (*Chair) (IV) Independent Member | 24. Peter Osborne (II) Independent Member |
| 12. Dr Janet Gray MBE (I) Independent Member | 25. Deirdre Toner (**Chair) (I) Independent Member |
| 13. Edgar Jardine CB (**Vice Chair) (I) Independent Member | |

Corporate Governance within the Board

Corporate Governance within the NIPB operates through a formal structure of four key Committees:

- Audit and Risk Assurance Committee (ARAC);
- Resources Committee;
- Performance Committee; and
- Partnership Committee.

The role of the ARAC is to support the Board in its responsibilities and advise the Chief Executive on the adequacy of arrangements relating to risk, internal control, governance, and assurance by reviewing the comprehensiveness of the Board and PSNI's governance framework in meeting the Board's and the Accounting Officer's assurance needs and reviewing the reliability and integrity of these assurances.

The role of the Resources Committee is to support the Board in fulfilling its legislative and oversight responsibilities for all issues related to Finance, Human Resources (including Representativeness, Police Pensions and Injury on Duty Awards), Land and Property, Information Technology and Equality in the PSNI. The Committee also has responsibility for oversight and approval of the Board's financial management.

The role of the Performance Committee is to support the Board in its responsibilities for issues related to PSNI operational performance to include performance against the Policing Plan measures specific to the committee, Human Rights compliance and the Professional Standards of Police Officers. The Committee also oversees the exercise of the functions of the NCA in Northern Ireland.

The role of the Partnership Committee is to support the Board in its statutory responsibilities for Partnership working, including: Policing and Community Safety Partnerships (PCSPs), implementation of the Police Property Fund grant schemes, oversight of the PSNI Policing with the Community Strategy, Board and PSNI communications activity, strategic engagement and community consultation.

During this reporting period an additional sub-Committee of the Board was established, this is the Board's Discipline Committee. The role of the Discipline Committee is to discharge the Board's responsibilities as appropriate authority for senior officers (those above the rank of Chief Superintendent) in the Police Service of Northern Ireland [PSNI], as set out in the Police (Conduct) Regulations (Northern Ireland) 2016.

Each of the Committees are advisory sub-Committees of the Board with no executive functions and each produces a year-end Report detailing its activities throughout the year. A summary of the Committee activities during 2022-23 will be discussed elsewhere in this Report.

Non-current Assets

Movements in property, plant and equipment are disclosed in Note 6 to the Financial Statements and movements in intangible assets are disclosed in Note 7. The Board does not believe there is any material difference between the market and net book value of its assets.

Interest Rate and Currency Risk

The NIPB has no borrowings, relies on the DoJ for its cash requirements and is therefore not exposed to liquidity risks. It also has no material deposits, and all material assets and liabilities are denominated in sterling, therefore it is not exposed to interest rate risk or currency risk.

Future Developments

The Board is legislatively required to appoint Independent Members to the 11 Policing and Community Safety Partnerships (PCSPs) across each government council area and 4 District PCSPs in Belfast. Extensive outreach and engagement work has been undertaken and will continue throughout the year with the appointment process taking place during the second half of 2023-24.

The Board agreed a new Corporate Plan 2023-25 this year to align with the remainder of the current Policing Plan, as such it is anticipated that planning for a Corporate Plan to coincide with the new Policing Plan 2025-30 will commence in early 2024.

The Board will begin preparations to put a new Policing Plan in place. The current Policing Plan runs from 2020 to 2025 and a new plan for the period 2025 to 2030 will need to be in place to start on 1st April 2025. Planning and preparation will begin from September 2023. The Human Rights Advisor's five year contract also comes to an end in July 2024. The Board will also be starting to put in place plans to recruit a new Human Rights Advisor during 2023-24.

The Board will continue to engage in DoJ led discussions regarding legislative change to the arrangements for Injury on Duty schemes for officers in PSNI, including a draft consultation on proposed legislative changes, and work to review the joint guidance for medical practitioners and place it on a statutory footing. The need for major reform of the police injury award scheme was included in a March 2020 NIAO report, and further highlighted in a recent Judicial Review judgement in a case taken by two former police officers challenging a decision of the Board to refuse them an IOD award. In brief, the Court noted that SMP and IMR decisions were final and the current drafting of the Regulations meant that the Board is bound by the decisions therein.

In the penultimate paragraphs of the judgment, Mr Justice Scoffield acknowledged the difficulties with the Regulations and noted an earlier recommendation for major reform of the police injury award system to replace it with a simpler scheme. Mr Justice Scoffield also noted that the final recommendation of the March 2020 NIAO report urged the Board to take action in the short term to mitigate the issues arising, including in their role as final decision maker. Mr Justice Scoffield acknowledged that this is what the Board had sought to do in the present cases, however the Court ultimately determined that the Board was unable to do so under the current Regulations.

Charitable Donations

No charitable donations were made in the year (2021-22: £Nil).

Health and Safety

The NIPB is committed to providing staff with an environment that is, as far as possible, safe and free from risk to health. In accordance with this commitment, the Board has complied with the relevant legislation.

Payments to Suppliers

The NIPB's policy is to pay bills from suppliers within ten working days following receipt of a properly rendered invoice or in accordance with contractual conditions, whichever is the earlier. During this year the Board achieved a prompt payment performance of 99.54% (2021-22: 98.99%) of all properly rendered invoices within ten days and no interest or penalties were incurred.

Pensions

Past and present employees are covered by the provisions of the Principal Civil Service Pension Scheme (NI) (PCSPS) (NI). Detailed information on Pensions can be found in the Remuneration and Staff Report and in the Notes to the Financial Statements.

Audit

Financial statements for 2022-23 are audited by the Comptroller and Auditor General for Northern Ireland (C&AG), who heads the Northern Ireland Audit Office (NIAO), is appointed by statute and reports to the NI Assembly. Her certificate is produced at page 132.

The audit fee for the work performed by the staff of the C&AG during the reporting period, and which relates solely to the audit of these Financial Statements, was £16,750 (2021 -22: £16,750). The C&AG carried out an annual review of the Board's obligations under Part V of the Police (NI) Act 2000 to provide an independent assessment of the NIPB's approach to Best Value/Continuous Improvement and made conclusions which resulted in an unqualified audit opinion for the year 2022-23.

Information Assurance

The Senior Information Risk Owner (SIRO) is the Chief Executive who has responsibility, on behalf of the Board, for Information Assurance (IA) governance and risk ownership in the organisation. Information Asset Owners (IAO) are responsible for the management of the information assurance risks in their respective business areas.

The Chief Executive sits on the DoJ Information Risk Owners Council (IROC). The membership is made up of lead senior representative Information Asset Owners at Senior Civil Service level drawn from across the business areas of the core DoJ, its Agencies and Arm's Length Bodies.

The role of the IROC is to ensure that the value of information held and used by its membership is identified and utilised to the fullest extent to support the Government's strategic objectives, while understanding the risks to the information and ensuring that the necessary controls are in place to protect information from inappropriate use. The members are also responsible for managing all information in their business areas in ways that preserve its confidentiality, integrity and availability.

The UK GDPR gives individuals the right to access information held about them by public authorities. Such a request is known as a Subject Access Request and the public authority must provide the information promptly and no later than one calendar month after the request was received, unless there are grounds for withholding the information.

During the period 1 April 2022 – 31 March 2023 the Board received 40 Subject Access Requests. The Board responded to 53% of these requests within regulatory timeframes. This compares to 18% in the 2021-22 period. The delay in responding to requests outside of timeframes was as a result of the volume of material sought coupled with operational and staffing pressures faced by a particular branch. This is an issue that the Board keeps under constant review.

Security / Data incident management is a critical activity for the Board. Under Data Protection legislation organisations have a mandatory requirement to notify the Information Commissioner's Office (ICO) of notifiable data breach incidents within 72 hours.

During the reporting period 1 April 2022 – 31 March 2023 the Board had cause to report one data incident to the ICO. The breach was identified on a Saturday morning which is a non-working day for the Board. As a consequence notification of the breach was not made until the Monday and fell marginally outside of the regularly timeframe. After consideration of the information provided the ICO decided not to take action in respect of the matter.

The Board will continue to monitor and assess its information risk to identify any weaknesses and to ensure continuous improvement of its systems.

Statement of Accounting Officer Responsibilities

Under paragraph 16 of Schedule 1 to the Police (NI) Act 2000 as amended by the Police (NI) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010, the Northern Ireland Policing Board is required to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the NIPB and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual (FReM) and in particular to:

- observe the accounts direction issued by the DoJ, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the FReM Reporting Manual have been followed, and disclose and explain any material departures in the accounts;
- prepare the accounts on a going concern basis; and
- confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgements required for determining that it is fair, balanced and understandable.

The Principal Accounting Officer of the DoJ has designated the Chief Executive as Accounting Officer for the NIPB. The responsibilities of an Accounting Officer include responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the NIPB's assets, as set out in Managing Public Money Northern Ireland published by HM Treasury.

As the Accounting Officer I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the NIPB's auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

The Governance Framework

(i) Sponsorship Arrangements

Within the DoJ, the Safer Communities Directorate is the Sponsor Branch for the NIPB. The Sponsor Branch monitors the NIPB's activities on a quarterly basis through a report from the Chief Executive on performance, budgeting, control and risk management. Sponsor Branch in turn keeps the NIPB informed of relevant Executive/Government policy, advising on interpretation and issuing specific guidance as necessary.

I meet with DoJ officials twice per year along with the Board's Director of Resources and Finance Manager to review the Board's performance. The Board Chair and Vice Chair report to the Minister of Justice (or Permanent Secretary if no Minister is in place) on the Policing Board's performance on an annual basis.

A Management Statement and Financial Memorandum (MSFM) document is in place between the NIPB and DoJ. The Management Statement sets out the broad framework within which the NIPB will operate, in particular:

- The NIPB's overall purpose, objectives and measures in support of the DoJ's wider strategic aims;
- The rules and guidelines relevant to the exercise of the NIPB's functions, duties and powers;
- The conditions under which any public funds are paid to the NIPB; and
- How the NIPB is held to account for its performance.

The associated Financial Memorandum sets out in greater detail certain aspects of the financial provisions which the NIPB shall observe. Engagement is ongoing between DoJ and NIPB Officials about the development of Partnership Agreement which will be based upon the principle of Proportionate Autonomy and in accordance with a model Agreement that has been drafted by the Department of Finance.

(ii) The Policing Board

The NIPB is governed by its 19 members. Membership of the Board is governed by Part III of Schedule 2 to the Police (NI) Act 2000 which states that the Board shall comprise of ten political members of the Assembly appointed under d'Hondt and nine Independent Members. Members work together and act as a single corporate body.

The Board has corporate responsibility for the strategic direction of the organisation and for developing the Corporate and Business Plans, for monitoring the organisation in the effective and efficient performance of its statutory duties and ensuring the Policing Board complies with statutory requirements for the use of public monies.

In terms of governance oversight, the Board has a specific responsibility, outlined in the Management Statement, to:

‘...ensure that any statutory or administrative requirements for the use of public funds are complied with; that NIPB operates within the limits of its statutory authority and any delegated authority agreed with the DoJ, and in accordance with any other conditions relating to the use of public funds; and that, in reaching decisions, NIPB takes into account all relevant guidance issued by DoF and DoJ.’

The Chair has particular responsibility to provide effective and strategic leadership to the Board. The Chair will ensure that all members of the Board, when taking up office, are fully briefed on the terms of their appointment and on their duties, and responsibilities and will undertake an annual appraisal of Independent Members of the Board. I work closely with the Chair to facilitate the business of the Board.

Following appointment Board Members are required to:

- adhere to the Members Code of Conduct;
- not misuse information gained in the course of their public service for personal gain;
- declare publicly and to the Board any private interests that may be perceived to conflict with their public duties;
- comply with the NIPB’s rules on gifts and hospitality, and of business interests; and
- act in good faith and in the best interests of the NIPB.

With regard to declaring interests or conflicts of interest, on an annual basis Board Members complete a Register of Interests which is published on the NIPB website and available via the following link [Register of Members’ Interests | Northern Ireland Policing Board \(nipoliceboard.org.uk\)](https://nipoliceboard.org.uk). Likewise, members of the Board’s Senior Management Team (SMT) also complete an annual register of interests’ declaration. At the beginning of each Board and Committee meeting, Members are asked whether they have any conflicts of interest to declare regarding the agenda items to be discussed, this is recorded in the minutes of each meeting.

Members each have a corporate and collective responsibility to ensure that the Board properly discharges its functions. In doing so, each Member is required to spend a minimum of four days per month on Policing Board matters, to perform a representative role on behalf of the Board at a variety of events and to attend NIPB Board meetings and the meetings of those Committees to which they have been appointed. In addition to attendance at formal Board and Committee meetings, the Board may agree that Members should take on additional roles to assist in furthering the NIPB’s objectives.

The Board meets on a monthly basis to discuss and oversee matters of strategic significance as set out in the Standing Orders and the Board's MSFM. The Board has met on 9 occasions between 1 April 2022 and 31 March 2023. Each of these Board meetings were quorate. The table on page 105 provides details of the number of Board and Committee meetings attended by Board Members in the course of the year.

There are four main committees of the Board, the Audit and Risk Assurance Committee; the Partnership Committee; the Performance Committee and the Resources Committee. During the year an additional sub-Committee of the Board was established, this is the Board's Discipline Committee.

The Board's Standing Orders provides for a Special Purposes Committee and the Chair's Advisory Group to be convened as required. The main responsibilities of each Committee are published on the Policing Board's website at [Terms of Reference of the Standing Committees of the Board | Northern Ireland Policing Board \(nipoliceboard.org.uk\)](https://www.nipoliceboard.org.uk/terms-of-reference-of-the-standing-committees-of-the-board)

(iii) Audit and Risk Assurance Committee

In accordance with the Management Statement, the Board has established an Audit and Risk Assurance Committee (ARAC). DoJ and representatives from both the Board's Internal and External Auditors also attend ARAC meetings.

The responsibilities of the ARAC include advising the NIPB and Accounting Officer on strategic processes for risk, control and governance and the Governance Statement and assurances relating to the risk management framework, and also the processes and corporate governance requirements for the organisation. The ARAC is also responsible for the planned activity and results of Internal and External Audit and has delegated authority from the Board to approve the annual Internal Audit Programme of Work. I attend PSNI's ARAC on behalf of the Board as an observer and provide feedback to the Board's ARAC on relevant matters discussed.

The Committee met five times during the reporting year, twice in June 2022, October and December 2022 and in March 2023. The key items of business for this year included; Internal Audit's Annual work plan, progress reports on the status and implementation of open audit recommendations; the external audit of the NIPB's Annual Report and Financial Statements for the year ended 31 March 2022; risk management and a number of governance matters, including updates on complaints against the NIPB, and a briefing from the Police Pension Board Chair and Independent Pensions Advisor on the ongoing implications in relation to the implementation of the McCloud Remedy project. Members of the Committee also received reports and papers from the PSNI ARAC meetings held during the year. Further detail on the work of the Board's ARAC can be found in the Committee's Annual Report included elsewhere with this report.

(iv) Performance Committee

The role of the Performance Committee is to support the Board in its responsibilities for issues related to PSNI operational performance to include performance against the Policing Plan measures specific to the committee, Human Rights compliance and the Professional Standards of Police Officers. The Committee also oversees the exercise of the functions of the NCA in Northern Ireland. The Committee met eight times throughout the year.

(v) Resources Committee

The role of the Resources Committee is to support the Board in its responsibilities for all issues related to Finance, Human Resources (including, Representativeness, Pensions and Injury on Duty Awards), Land and Property, Information Technology and Equality in the PSNI. The Committee met seven times during the year.

(vi) Partnership Committee

The role of the Partnership Committee is to support the Board to fulfil its responsibilities for partnership working, including: Policing and Community Safety Partnerships (PCSPs); oversight of the PSNI Policing with the Community Strategy, strategic engagement and community consultation. The Committee met seven times during the year.

(vii) Special Purposes Committee

The role of the Special Purposes Committee is to receive confidential briefings for the purpose of monitoring the PSNI in accordance with the statutory functions of the Board set out in Sections 59¹⁹ and 60²⁰ of the Police (Northern Ireland) Act 2000. The Board's Special Purposes Committee was not required to meet during the year.

(viii) Chair's Advisory Group

The role of the Chair's Advisory Group is to provide advice to the Board Chair and to discuss urgent issues which may arise between Board meetings. The Chair's Advisory Group was not required to meet during the year.

(ix) Discipline Committee

As noted above, during this reporting period an additional sub-Committee of the Board was established, this is the Board's Discipline Committee. The role of the Discipline Committee is to discharge the Board's responsibilities as appropriate authority for senior officers (those above the rank of Chief Superintendent) in the Police Service of Northern Ireland [PSNI], as set out in the Police (Conduct) Regulations (Northern Ireland) 2016. The Committee met three times during the year.

19 <https://www.legislation.gov.uk/ukpga/2000/32/section/59>

20 <https://www.legislation.gov.uk/ukpga/2000/32/section/60>

Pursuant to the Board's Standing Orders Section 20 (a), the Terms of Reference for each of the Board's Committees were reviewed and agreed at the earliest opportunity following the Board's reconstitution after the May 2022 elections.

A detailed Report on issues scrutinised and considered by each of the Committee's during the course of the reporting period can be found here here – insert hyper link when published.

Members' Attendance at Meetings

The table below provides details of attendance by the Members at Board and Committee meetings from 1 April 2022 – 31 March 2023.

Members	Board Attendance	Audit and Risk Assurance Committee Attendance	Partnership Committee Attendance	Performance Committee Attendance	Resources Committee Attendance	Discipline Committee
Michael Atkinson (1)	9/9	5/5	7/7		7/7	
John Blair MLA	9/9		7/7		6/7	2/3
Maurice Bradley MLA	7/9	3/5	5/7		7/7	
Joanne Bunting MLA (9)	3/9		3/7	3/8		1/3
Trevor Clarke MLA	9/9			7/8	6/7	
Linda Dillon MLA	8/9		7/7		7/7	
Janet Gray	7/9		6/7	7/8		
Edgar Jardine	9/9	2/3	2 (7)	3/4	2 (7)	3/3
Gerry Kelly MLA	9/9			7/8	6/7	3/3
Liz Kimmins MLA (8)	7/9	4/5	5/7	6/8		
Nuala McAllister MLA (2)	7/9	3/5		7/8	3/4	
Carmel McKinney (1)	6/9		5/7		6/7	
Frank McManus	7/9	5/5		3/4	7/7	
Mike Nesbitt MLA	7/9			7/8	5/7	
Deirdre Toner	8/9		1 (7)	4/4	2/3 1 (7)	2/3
Sinead McLaughlin MLA (3)	2/4		2/3	3/3		
Mark H Durkan MLA (4)	5/5		4/4	5/5		
Tom Frawley (5)	5/5			1 (7)	1 (7)	
Doug Garrett (5)	5/5					
Colm McKenna (5)	4/5	3/3	2/4			
Les Allamby (6)	4/4		3/3	4/4		
Kate Laverty (6)	4/4		2/3		2/4	1/3
Peter Osborne (6)	4/4	2/2	3/3	3/4		

(1) The term of office for Mr Michael Atkinson and Ms Carmel McKinney ended on 31 March 2023

(2) Ms Nuala McAllister was appointed to the Policing Board on 1 June 2022

(3) Ms Sinead McLaughlin MLA was appointed to the Policing Board on 1 June 2022 and resigned on 21 October 2022

(4) Mr Mark H Durkan MLA was appointed to the Policing Board on 25 October 2022

(5) The term of office for Mr Doug Garrett, Mr Tom Frawley and Mr Colm McKenna ended on 30 November 2022

(6) Mr Les Allamby, Dr Kate Laverty and Mr Peter Osborne were appointed to the Policing Board on 1 December 2022

(7) Ms Deirdre Toner, Mr Edgar Jardine and Mr Tom Frawley attended these meetings in ex-officio capacity.

(8) Absences for Ms Liz Kimmins MLA were due to a period of maternity leave.

(9) Absences for Ms Joanne Bunting MLA were due to a period of illness.

The Accounting Officer

As the Chief Executive of the NIPB, I am designated, by the Principal Accounting Officer of the DoJ, as the NIPBs Accounting Officer. As Accounting Officer, I am personally responsible for safeguarding the public funds for which I have charge; for ensuring propriety and regularity in the handling of those public funds; and for the day-to-day operations and management of the Policing Board.

As Accounting Officer, my principal responsibilities are to ensure that the Board and its Committees are fully supported in developing and promoting a programme of work consistent with its statutory responsibilities.

On a six-monthly basis, I provide stewardship statements to the DoJ Accounting Officer, based on receipt of appropriate assurance from the Senior Management Team [SMT] at the Board.

Internal Audit Arrangements

The Northern Ireland Civil Service Department of Finance Group Internal Audit Team were appointed as NIPB's Internal Auditors from 1 July 2019 for a period of 3 years. Following this three-year term, an extension was agreed until 31 March 2023. The Board expects to enter into a further 3-year contract and a revised Memorandum of Understanding (MoU) and Data Sharing Agreement (DSA) are due to be considered by the Committee early in the 2023-24 year. The ARAC, on behalf of the Board, receives internal audit reports and approves management responses to recommendations arising from such reports. The table below summarises the internal audits undertaken during 2022-23 and the recommendations made as a result of the audits.

Audit	Assurance Rating	Number of Recommendations by Risk Priority Rating		
		Priority 1	Priority 2	Priority 3
Police Property Fund Small Grants Scheme Call 1	Satisfactory	No Priority 1, 2 or 3 Recommendations were made as a result of this audit.		
Internal Audit Verification Exercise in respect of 2020-21 and 2021-21 Mid and East Antrim (MEA) Council PCSP Funding	Satisfactory	0	4	1
	Undertaken as an advisory review and as a result no assurance rating was assigned.	2 best practice recommendations were also made as a result of this audit.		
Internal Audit Advisory Review in respect of 2022-23 Belfast City Council PCSP Funding	Undertaken as an advisory review and as a result no assurance rating was assigned.	Desktop Review – Risk Based Priority Recommendations not provided.		

External Audit Arrangements

The Northern Ireland Audit Office (NIAO) is the Policing Board's external auditor.

The Comptroller and Auditor General (C&AG) provided a Report to Those Charged with Governance which included the C&AG's unqualified opinion on the Annual Report and Financial Statements to 31 March 2022. NIAO provided an Audit Strategy which detailed the NIAO approach to the audit, the roles and responsibilities of Board and Audit staff and the cost of the audit, for the certification of the Board's Annual Report and Accounts for the year ended 31 March 2023.

Risk Management and Internal Control

As Accounting Officer, I ensure that the NIPB manages risk at all levels in the organisation. The NIPB has a Risk Management Framework in place which is available on the Board's Intranet making it readily available to all staff. The Framework is consistent with recognised principles of sound risk management practice and HM Treasury's Orange Book on Risk Management Principles and Concepts. Guidance on risk is provided through meetings of senior management, each directorate and branch. Training is also provided for staff to equip them with the necessary knowledge and skills to manage risk in a way appropriate to their authority and duties. This Framework outlines the Board's approach to identifying and managing risks which impact the achievement of the organisation's objectives. It also details the roles and responsibilities of the Board and staff in managing risks. The NIPB's approach to risk management is governed by other formal documents such as the MSFM, as well as "Dear Accounting Officer" letters issued by the DoF.

As part of the risk management processes, the NIPB's SMT identifies and evaluates those risks which may affect the Board's ability to discharge its business, and takes appropriate mitigating actions to manage and minimise the risks. The Corporate Risk Register (CRR) is consistent with the Policing Board's 2020-23 Corporate Plan and the 3 Annual Business Plans covering that period. The Register was reviewed at 4 of the 5 ARAC meetings which took place during the reporting period.

At the start of the 2022-23 year there were seven risks on the Board's CRR. Over the course of the year, it was agreed by the ARAC that two of these risks could be de-escalated to Directorate level Risk Registers and consequently at the end of the reporting period there remain five risks on the CRR. The Register was reviewed collectively by SMT at regular intervals throughout the year prior to being brought to ARAC for consideration. The CRR also documents the Board's risk appetite in relation to each risk and the mitigations in place to manage each of the risks.

SMT also review Directorate Risk Registers, agreeing appropriate mitigating actions and reporting Directorate "red" risks to ARAC by exception. In addition, SMT monitor progress in respect of the implementation of recommendations arising from Internal and External Audits.

Details in respect of the ARAC's consideration of the Board's Corporate Risk Register throughout the year can be found in the ARAC minutes which are available on the Board's website via the link below: [Board Committee Minutes | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://nipolicingboard.org.uk)

Review of Effectiveness of the Governance Framework

(i) Provision of information to the Board and Committees

Board and Committee meeting agendas and papers are circulated a week in advance to provide sufficient time for consideration of evidence and for sound decision making. Agendas are planned between the Lead Official and the respective Board/Committee Chair, on the basis of an Annual Programme of Work, to ensure all areas of the Board's responsibilities are examined during the year. Monthly Board Meetings include consideration of the following standing agenda items:

- Chair's Report (to include, Chair's engagements and correspondence received and issued);
- Chief Executive's Report (to include, governance and other key organisational issues for the Board);
- Committee Reports and draft minutes;
- Board Business; and
- Chief Constables Report (to include, governance and other key organisational issues for PSNI).

The volume of information received by the Board is kept under review to ensure that the Board's discussion and decisions are effective. All documents for meetings are held and distributed electronically to Members and SMT.

(ii) Highlights of the Board and Committee Reports

In addition to the standing agenda items listed above, following the reconstitution of the Board in June 2022 after the May elections, several new Members joined the Board. In addition, in December 2022 following an appointment process conducted by the DoJ, 3 new independent Board Members took up their posts. In order to support and induct new Members to their role, during the year two "away day" events took place in July 2022 and March 2023. These also provided the opportunity for the Board as a whole to consider the future direction and strategic priorities of the Board. The additional 2 new Independent Board Members due to take up post from 1 April 2023 were also invited to and attended the March 2023 event.

In line with Section 4 of the Board's MSFM, during the 2022-23 year the Board consulted on and agreed a new draft Corporate Plan for 2023-25. The Board also completed a review of and carried out a public consultation on a revised suite of Equality documents to include a revised Equality Scheme 2023-25 and associated Equality and Disability Action Plans.

Throughout the year the Board was also kept updated, by way of the Chief Executive's report, on matters relating to the Board's relocation from Waterside Tower to new premises at James House within the Gasworks complex on the Lower Ormeau Road. While the Board's relocation was delayed due to circumstances beyond the organisation's control, the move was successfully completed prior to the end of the 2022-23 year with staff operating out of our new premises from 27 March 2023.

In June 2022 the Board also achieved Investors in People accreditation, following a people survey and independent assessment of various people focussed workstreams.

The Board and its Committees also considered and where applicable, approved or made decisions in relation to the following items throughout 2022-23:

- Monitoring of the Policing Plan measure on PSNI Representativeness.
- Matters relating to the assessment of Injury on Duty awards and the Board responsibilities as Police Pension Scheme Manager.
- Consideration of a number of PSNI Strategies and their implementation (People, Estates, Transformation, Procurement & Contract Management, Police College & Learning and Development).
- PSNI Above Delegated Authority Requests.
- PSNI Finance including constraints experienced during the year, the implementation of by PSNI of the Resources Allocation Model (RAM) and significant future liabilities.
- NIPB Finance.
- Submission to the Police Remuneration and Review Body.
- Disposal of former PSNI stations.
- The first ever NI Policing Board Policing Plan Survey (Published in May 2022).
- PSNI Performance Plan Annual Assessment 2021/22 (Published in September 2022).
- The Policing Plan was reported on fully throughout the year in each of the Board's Committees and reviewed effectively with continued focus on impact and baseline data.
- Drafting and publication of a number of Human Rights Reports that included:
 - Report into the Human Rights of Police Officers and Staff.
 - PSNI's Use of Force, with a focus on Use of CEDs.
 - Human Rights Annual Report and Launch.
- Publication of Review of PSNI Professional Standards.
- Significant increase (40%) in Police Appeals Tribunals received and progressed.
- Police Property Fund - second call for small grant scheme.
- Independent Custody Visitor Recruitment.
- Development of PCSP Policing Committee Reporting templates.

(iii) Stewardship Statements

As the Accounting Officer I am required to provide assurances to the Department's Principal Accounting Officer on internal controls within the NIPB and that any non-compliance with relevant guidelines or instructions have been included in my report as required and, where necessary, controls have been strengthened to prevent recurrence.

As noted earlier in this Statement, every six months each Director has responsibility to provide me with a signed Stewardship Statement which is assessed against their Directorate Business Plan. Within this statement they demonstrate how they have controlled risks associated with their Directorate objectives during these periods and highlight any areas which may adversely affect the performance of their Directorate or the organisation as a whole. On receipt of these signed statements, as Accounting Officer I provide a signed declaration to the DoJ to support the Departmental Governance Statement.

As it relates to the 2022-23 year there were no instances of non-compliance to report, and my Stewardship Statements were submitted to the DoJ in line with their reporting timeframes.

(iv) PCSP Assurance

As joint funders [with the DoJ] of the Policing and Community Safety Partnerships (PCSPs), assurance mechanisms have been put in place to ensure the probity of the funds including, an Annual Assurance Statement from Council Chief Executives (as Accounting Officers at Council level), sign-off of quarterly funding claims by Council CEOs, and the receipt and review of annual Internal Audit reports performed by Council Internal Audit.

As detailed earlier in this report, **(Internal Audit Arrangements)**, in addition to the foregoing, during the reporting period an Internal Audit Verification Exercise of Mid and East Antrim (MEA) Council PCSP Funding (2020-21 and 2021-21) took place as well as an Internal Audit Advisory Review in respect of 2022-23 Belfast City Council PCSP Funding.

(v) Assurance Received from the Chief Constable

In accordance with the Police (Northern Ireland) Act 2000, specified functions and responsibilities are delegated to the Chief Constable and are performed by him, in the name of, and on behalf of the Board. The specified functions and responsibilities are:

- 1.** Directing and controlling senior and other employees, and all other powers and duties of the Board as an employer, other than the power to appoint and dismiss senior employees.
- 2.** Providing and maintaining buildings and equipment for police purposes.
- 3.** Keeping proper accounts and related records.
- 4.** Preparing and submitting an annual statement of accounts in relation to amounts put at the Chief Constable's disposal.

The Chief Constable completed an Annual Assurance Statement, and submitted it to me as Accounting Officer, for the year ended 31 March 2023. In the Assurance Statement, he acknowledged his personal responsibility in performing the above responsibilities on behalf of the Board and confirmed the delegated functions and responsibilities were carried out during the financial year ending 31 March 2023.

(vi) Internal and External Audit

The NIPB has an Internal Audit service provider which operates to defined standards and whose work is informed by an analysis of risk to which the Board is exposed and provides me with assurance on issues of internal control, governance and risk. The Head of Internal Audit issues an independent opinion on the adequacy and effectiveness of the Board's system of internal control.

The C&AG for Northern Ireland also carried out a statutory audit of the Board's Annual Report and financial statements for 2021-22. Within her *Report To Those Charged With Governance* (dated 23 August 2022) she gave the Board an unqualified audit opinion on the financial statements and the regularity opinion and raised no recommendations. This report was presented and considered by the ARAC Committee at its meeting on 6 October 2022.

The C&AG is required to carry out a statutory audit of the Board's 'Continuous Improvement Arrangements' as per Part V of the Police (NI) Act 2000. In July 2022, the C&AG published her findings and gave an unqualified audit opinion on the 2020-21 Performance Summary and the 2021-22 Performance Plan.

(vii) Board Effectiveness

Throughout the 2022-23 year work on building the Board's effectiveness has continued to evolve. Following the Board's reconstitution after the 5 May 2022 elections, a number of new Members were appointed to the Board and an induction/development event was held on 6 and 7 July 2022. At this event Members considered further outreach and engagement opportunities and proposals in relation to how the Board conducts its business in public. This included considerations relating to the monthly public accountability session with the Chief Constable, the potential for livestreaming other parts of Board/Committee business where possible and how a greater degree of transparency may be achieved. Other emerging themes included linking the Chief Constable's monthly report more closely to the Policing Plan Objectives and opportunities to hold meetings outside of the Belfast area.

During the year the Board also trialled and subsequently agreed a revised structure for the monthly public session of the Board meeting. This included holding the public session with the Chief Constable immediately after NIPB private business followed by a longer private session with the Chief Constable and his team.

In March 2023 a further 2-day development event was held to induct new Members commencing their term on 1 April 2023, and to provide an opportunity for the Board to continue discussions on improving the effectiveness of how the Board conducts its business. This included “bite-size” presentations from each of the PSNI SET on their area of business and current strategic priorities. The event built on the themes from the July 2022 event referenced above and also;

- The Board’s advocacy role, particularly in light of the PSNI’s very challenging budgetary circumstances,
- How awareness of the role of the Board can be increased/enhanced;
- The Board’s connection to PCSPs; and
- Development of the Board’s Engagement Strategy

Budget Position and Authority

Northern Ireland Budget Act 2023 was passed by Parliament and received Royal Assent on 8 February 2023 which authorised the cash and use of resources for all departments and other bodies for the full 2022-23 year, and also included a Vote on Account for the early months of the 2023-24 financial year. This will be followed by a further Budget Bill which the Secretary of State will bring to Parliament in due course, following the 2023-24 Northern Ireland Budget which he set in his Written Ministerial Statement on 27 April 2023.

Significant Internal Control Issues Identified

Effective governance arrangements and oversight is maintained to ensure appropriate responses to issues that arise. During the reporting period the Policing Board has not identified or had to address any significant internal control issues.

In September 2019, the Board facilitated a meeting of an Injury on Duty (IOD) Scheme Working Group which, at that time, reviewed the position of the IOD Award Scheme. It was agreed that the procurement of a CMS would be suspended in light of the ongoing review of the scheme being undertaken by the Northern Ireland Audit Office at that time. In March 2020, the Northern Ireland Audit Office Comptroller published a Report “Injury on Duty Schemes for Officers in the PSNI and NIPS” which addressed the outstanding Priority 1 Audit Recommendation, recommending a new case management system to be taken forward following a fundamental review of the Scheme. A Steering Group and Sub Group have been convened, led by the Department of Justice, with all key stakeholders to consider the recommendations in the NIAO report. The work of the Steering and Sub Groups remains ongoing and a consultation document has been drafted, and is due to be issued by the DoJ.

Ministerial Directions

During 2022-23 no Ministerial directions were sought or given.

Accounting Officer Statement on Assurance

The 2022-23 Internal Audit Plan was agreed by the Board's ARAC at its Committee meeting in June 2022. Regular Internal Audit reports were submitted to the Chief Executive and Board's ARAC together with recommendations for improvements where appropriate. Management provided responses on issues raised as a result of the audits and confirm that recommendations for improvements are being implemented. The Internal Audit Annual Assurance Statement for 2022-23 contained an overall assurance statement on the NIPB's internal control framework, governance, and risk management process. On the basis of the audit work performed during the year, they were able to provide **satisfactory assurance** in relation to the adequacy of the systems of control in place within the organisation and their operation throughout the year.

I am therefore confident that the NIPB has in place a robust system of accountability, which I can rely on as Accounting Officer, and which complies with the *Corporate Governance Code*. The system allows me to provide assurance that the Policing Board will spend its money in line with the principles set out in *Managing Public Money Northern Ireland*.

Having reviewed the evidence provided to me by the management assurance exercises, the risk registers and the external audit *Report To Those Charged With Governance*, I am satisfied that the NIPB has maintained a sound system of internal control during the financial year 2022-23.



Sinead Simpson

Chief Executive

Date: 23 June 2023

Remuneration and Staff Report

Remuneration Policy

The Board remunerates three distinct categories of employees and Members, which are disclosed below.

Independent Board Members

Independent Members are appointed by the DoJ. The remuneration and allowances of members is dictated by the requirements of the Police (NI) Act 2000, Schedule 1, part 3, paragraph 12-(1) – *“The Board may pay the Chair, Vice-Chair and other members of the Board such remuneration and allowances as the Minister of Justice may determine.”*

Political Board Members

Political Members are appointed using the d’Hondt principles pertaining to the Local Northern Ireland Assembly. When the Assembly is fully operational, Political Members of the Board do not receive additional remuneration for their work on the Board, above their MLA allowance.

A Scheme for a Research Allowance to support all the political parties represented on the Policing Board is paid to each Political Party represented on the Board.

Officials

The Chief Executive post is aligned with the Senior Civil Service (SCS) and is remunerated accordingly. The pay of senior civil servants is based on a system of pay scales for each SCS grade containing a number of pay points from minima to maxima, allowing progression towards the maxima based on performance.

The pay remit for the Northern Ireland (NI) public sector, including senior civil servants (SCS) in the NICS, is normally approved by the Minister of Finance. Following the Secretary of State for Northern Ireland’s 24th November 2022 Written Ministerial Statement (WMS) on the Budget and the NI (Executive Formation) Act receiving Royal Assent on the 6th December 2022, the NI public sector pay policy guidance was published on 8th December 2022.

The Directors and other staff are all remunerated in accordance with NICS remuneration conditions and pay scales. Annual NICS pay awards are made in the context of the wider public sector pay policy. The pay awards for NICS non-industrial staff, including SCS, for 2022-23 has been finalised and is due to be paid in June 2023. The pay award for NIPB direct recruits is due to be paid in the coming months.

Service Contracts

Independent Members are appointed for a period of up to four years in accordance with the Police (NI) Act 2000, Schedule 1, part 3, paragraph 8. NIPB officials are appointed on merit on the basis of fair and open competition.

The officials covered by this report hold appointments which are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

Further information about the work of the Civil Service Commissioners for Northern Ireland can be found at www.nicscommissioners.org

Remuneration and Pension Entitlements

The following sections provide details of the remuneration of Board Members and the remuneration and pension interests of the senior officials of the Board.

Board Members Remuneration Entitlements (Audited Information)

Remuneration of Board members is disclosed below. None of the posts are pensionable and the only other primary benefit is the payment of expenses for home to office travel and the associated taxation, totalling £8,661 (2021-22: £7,949).

Remuneration for Independent Board Members is set out below:

Audited Information	2022-23			2021-22		
	Salary	Benefit In Kind	Total	Salary	Benefit In Kind	Total
Name and Title	(£'000)	(£'000)	(£'000)	(£'000)	(£'000)	(£'000)
Les Allamby	5	-	5	-	-	-
Michael Atkinson	15	-	15	15	-	15
John Blair MLA	-	-	-	-	-	-
Maurice Bradley MLA	-	-	-	-	-	-
Tom Buchanan MLA	-	-	-	-	-	-
Jonathan Buckley MLA	-	-	-	-	-	-
Joanne Bunting MLA	-	-	-	-	-	-
Trevor Clarke MLA	-	-	-	-	-	-
Anne Connolly	-	-	-	-	1	1
Linda Dillon MLA	-	-	-	-	1	1
Mark H Durkan	-	1	1	-	-	-
Tom Frawley (Vice Chair, retired)	20	3	23	30	2	32
Doug Garrett (Chair, retired)	33	1	34	50	2	52
Dr Janet Gray, MBE	15	1	16	15	2	17
Edgar Jardine, CB (Vice Chair)	20	1	21	15	1	16
Dolores Kelly MLA	-	-	-	-	1	1
Gerry Kelly MLA	-	-	-	-	-	-
Liz Kimmins MLA	-	1	1	-	-	-
Dr Kate Laverty	5	-	5	-	-	-
Seán Lynch MLA	-	-	-	-	-	-
Nuala McAllister MLA	-	-	-	-	-	-
Colm McKenna	10	-	10	15	-	15
Carmel McKinney, OBE	15	-	15	15	-	15
Sinead McLaughlin MLA	-	1	1	-	-	-
Frank McManus	15	-	15	15	-	15
Mike Nesbitt MLA	-	-	-	-	-	-
Peter Osborne	5	-	5	-	-	-
Mervyn Storey MLA	-	-	-	-	-	-
Deirdre Toner (Chair)	27	-	27	15	-	15

From April 2020 both Board and Committee meetings have operated on a hybrid basis i.e. members could attend in person or via video conference.

Senior Officials' Remuneration and pension entitlements (Audited Information)

Audited Information - Single total figure of remuneration								
Senior Officials	Salary (£'000)		Bonus Payment (£'000)		Pension Benefits* (to nearest £1000)		Total (£'000)	
	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22
Mrs Sinead Simpson, Chief Executive (From 4 October 2021)	70-75	35-40 (70-75 full year equivalent)	-	-	42	21	115-120	55-60 (95-100 full year equivalent)
Mrs Amanda Stewart, Chief Executive (To 3 October 2021)	-	50-55 (80-85 full year equivalent)	-	-	-	32	-	80-85 (110-115 full year equivalent)
Mrs Dympna Thornton, Acting Director of Partnership (To 30 November 2022)	35-40 (50-55 full year equivalent)	50-55	-	-	36	25	75-80 (85-90 full year equivalent)	75-80
Ms Aislinn McGuckin, Director of Police Pension & Injury Benefits	50-55	50-55	-	-	22	22	75-80	75-80
Ms Jenny Passmore, Director of Resources (To 30 November 2022), Director of Partnership (From 1 December 2022)	55-60	55-60	-	-	-12	27	40-45	80-85
Ms Charis Hilditch, Acting Director of Resources (From 21 February 2022 to 16 May 2022)	5-10 (50-55 full year equivalent)	5-10 (50-55 full year equivalent)	-	-	3	2	5-10 (55-60 full year equivalent)	5-10 (50-55 full year equivalent)
Mr Adrian McNamee Director of Performance	55-60	55-60	-	-	6	28	60-65	80-85

* The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation and any increase or decrease due to a transfer of pension rights. The salary banding above does not include the August 2022 pay remit accrual as the pay remit was not approved.

Remuneration Senior Officials

'Salary' includes gross salary, overtime and any other allowance to the extent that it is subject to UK taxation and any gratia payments. This report is based on payments made by the Board and thus recorded in these accounts.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument. No benefits in kind were paid to senior employees.

Bonuses

Bonuses, if awarded, relate to performance in the year in which they become payable to the individual however no bonuses were awarded or paid in 2022-23. (2021-22: £Nil).

Fair Pay Disclosure (Audited Information)

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the lower quartile, median and upper quartile remuneration of the organisation's workforce.

The banded remuneration of the highest-paid director in the financial year 2022-23 was £70,000 - £75,000 (2021-22, £70,000 - £75,000). The relationship between the mid-point of this band and the remuneration of the organisation's workforce is disclosed below.

2022-23	25th percentile	Median	75th percentile
Total remuneration (£)	26,710	32,328	39,748
Pay ratio	2.7:1	2.2:1	1.8:1

2021-22	25th percentile	Median	75th percentile
Total remuneration (£)	28,069	32,954	39,813
Pay ratio	2.6:1	2.2:1	1.8:1

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

For 2021-22, the 25th percentile, median and 75th percentile remuneration values consisted solely of salary payments.

In 2022-23, and in 2021-22, no employees received remuneration in excess of the highest-paid director.

Remuneration ranged from £24,000 to £72,500 (2021-22, £24,000 to £72,500).

Percentage Change in Remuneration

Reporting bodies are also required to disclose the percentage change from the previous financial year in the:

- a) salary and allowances, and
- b) performance pay and bonuses of the highest paid director and of their employees as a whole.

The percentage changes in respect of the Board are shown in the following table. It should be noted that the calculation for the highest paid director is based on the mid-point of the band within which their remuneration fell in each year.

Percentage change for:	2022-23 v 2021-22	2021-22 v 2020-21
Average employee salary and allowances	-2.52%	0.58%
Highest paid director's salary and allowances	0%	-6.45%
Average employee performance pay and bonuses	N/a ¹	-100% ¹
Highest paid director's performance pay and bonuses	N/a ²	N/a ²

1 The Northern Ireland Civil Service special bonus scheme was withdrawn with effect from 31 March 2021. Final payments under the scheme were made during the first quarter of the 2021-22 financial year however these related to the costs accrued in 2020-21 therefore we note a 100% decrease in performance pay and bonuses in 2021-22 and no bonuses were awarded or paid in 2022-23.

2 No performance pay or bonuses were payable to the highest paid director in these years.

Pension Entitlements (audited information)

Pension entitlements of the most senior employees are shown below:

Senior Employees	Accrued pension at pension age as at 31/03/23 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/03/23	CETV at 31/03/22	Real increase in CETV	Employer Contribution to partnership pension account
	£000	£000	£000	£000	£000	Nearest £100
Mrs Sinead Simpson, Chief Executive (From 4 October 2021)	30.0 - 35.0 Plus lump sum of 60.0 - 65.0	0.0 - 2.5 Plus lump sum of 0.0 - 2.5	565	480	27	-
Mrs Amanda Stewart, Chief Executive (To 3 October 2021)	-	-	-	485	-	-
Mrs Dympna Thornton, Acting Director of Partnership (From 22 June 2020 to 30 November 2022)	25.0 - 30.0	0.0 - 2.5	521	466	31	-
Ms Aislinn McGuckin, Director of Police Pensions & Injury Benefits	5.0 - 10.0	0.0 - 2.5	47	35	7	-
Ms Jenny Passmore, Director of Resources (To 30 November 2022), Director of Partnership (From 1 December 2022)	25.0 - 30.0 Plus lump sum of 45.0 - 50.0	0.0 Plus lump sum of 0.0	489	457	-20	-
Ms Charis Hilditch, Acting Director of Resources (From 21 February 2022 to 16 May 2022)	0.0 - 5.0	0.0 - 2.5	41	39	2	-
Mr Adrian McNamee, Director of Performance	25.0 - 30.0	0 - 2.5	334	304	1	-

CETV figures are calculated using the guidance on discount rates for calculating unfunded public service pension contribution rates that was extant at 31 March 2023. HM Treasury published updated guidance on 27 April 2023; this guidance will be used in the calculation of 2023-24 CETV figures.

No member of the Senior Management Team is in a supplementary pension scheme.

Northern Ireland Civil Service (NICS) Pension Schemes

Pension benefits are provided through the Northern Ireland Civil Service pension schemes which are administered by Civil Service Pensions (CSP).

The alpha pension scheme was initially introduced for new entrants from 1 April 2015. The alpha scheme and all previous scheme arrangements are unfunded with the cost of benefits met by monies voted each year. The majority of members of the classic, premium, classic plus and nuvos pension arrangements (collectively known as the Principal Civil Service Pension Scheme (Northern Ireland) [PCSPS(NI)]) also moved to alpha from that date. At that time, members who on 1 April 2012 were within 10 years of their normal pension age did not move to alpha (full protection) and those who were within 13.5 years and 10 years of their normal pension age were given a choice between moving to alpha on 1 April 2015 or at a later date determined by their age (tapered protection).

McCloud Judgment

In 2018, the Court of Appeal found that the protections put in place back in 2015 that allowed older workers to remain in their original scheme, were discriminatory on the basis of age. As a result, steps are being taken by the Department of Finance to remedy those 2015 reforms, making the pension scheme provisions fair to all members. Some active members will have seen changes from April 2022.

The remedy is made up of two parts. The first part was completed last year with all active members now being members of alpha from 1 April 2022, this provides equal treatment for all active pension scheme members.

The second part is to put right, 'remedy,' the discrimination that has happened between 2015 and 2022. We are currently working on new scheme regulations and processes in readiness for this.

It is expected that, in due course, eligible members with relevant service between 1 April 2015 and 31 March 2022 may be entitled to different pension benefits in relation to that period. The different pension benefits relate to the alternative schemes e.g., legacy PCSPS(NI) 'Classic', 'Premium' or 'Nuvos' (legacy scheme) or alpha. Scheme regulations made in March 2022, closed the PCSPS(NI) to future accrual from 31 March 2022, and all remaining active PCSPS(NI) members (including partially retired members in active service) moved to 'alpha' from 1 April 2022. This completed Phase One to remedy the discrimination identified by the Courts. Any pension benefits built up in the legacy scheme prior to this date are unaffected and PCSPS(NI) benefits remain payable in accordance with the relevant scheme rules. Phase Two will see the implementation of the Deferred Choice Underpin.

That is, giving eligible members a choice between legacy scheme and alpha scheme benefits for service between 1 April 2015 and 31 March 2022. At this stage, allowance has not yet been made within CETVs for this remedy. Further information on the remedy will be included in the NICS pension scheme accounts which, once published, are available at <https://www.finance-ni.gov.uk/publications/dof-resource-accounts>.

Alpha is a 'Career Average Revalued Earnings' (CARE) arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The current accrual rate is 2.32%.

From 1 April 2015, all new entrants joining the NICS can choose between membership of alpha or joining a 'money purchase' stakeholder arrangement with a significant employer contribution (Partnership Pension Account).

Information on the PCSPS(NI) – Closed Scheme

New entrants who joined on or after 30 July 2007 were eligible for membership of the legacy PCSPS(NI) Nuvos arrangement or they could have opted for a Partnership Pension Account. Nuvos was also a CARE arrangement in which members accrued pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The rate of accrual was 2.3%.

Staff in post prior to 30 July 2007 were eligible to be in one of three statutory based 'final salary' legacy defined benefit arrangements (Classic, Premium and Classic Plus). From April 2011, pensions payable under these arrangements have been reviewed annually in line with changes in the cost of living. New entrants who joined on or after 1 October 2002 and before 30 July 2007 will have chosen between membership of premium or joining the Partnership Pension Account.

Benefits in Classic accrue at the rate of 1/80th of pensionable salary for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For Premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike Classic, there is no automatic lump sum (but members may give up (commute) some of their pension to provide a lump sum). Classic Plus is essentially a variation of Premium, but with benefits in respect of service before 1 October 2002 calculated broadly as per Classic.

Partnership Pension Account

The Partnership Pension Account is a stakeholder pension arrangement. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member) into a stakeholder pension product chosen by the employee.

The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

Active members of the pension scheme will receive an Annual Benefit Statement. The accrued pension quoted is the pension the member is entitled to receive when they reach their scheme pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. The normal scheme pension age in alpha is linked to the member's State Pension Age but cannot be before age 65. The Scheme Pension age is 60 for any pension accrued in the legacy **Classic, Premium, and Classic Plus** arrangements and 65 for any benefits accrued in **Nuvos**. Further details about the NICS pension schemes can be found at the website www.finance-ni.gov.uk/civilservicepensions-ni.

All pension benefits are reviewed annually in line with changes in the cost of living. Any applicable increases are applied from April and are determined by the Consumer Prices Index (CPI) figure for the preceding September. The CPI in September 2022 was 10.1% and HM Treasury has announced that public service pensions will be increased accordingly from April 2023.

Employee contribution rates for all members for the period covering 1 April 2023 – 31 March 2024 are as follows:

Annualised Rate of Pensionable Earnings (Salary Bands)		Contribution rates – All members
From	To	From 01 April 2023 to 31 March 2024
£0	£25,049.99	4.6%
£25,050.00	£56,999.99	5.45%
£57,000.00	£153,299.99	7.35%
£153,300.00 and above		8.05%

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme.

The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NICS pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) Regulations 1996 (as amended) and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effect of any changes in factors and focuses only on the increase that is funded by the employer.

Compensation for loss of office (Audited Information)

There were no compensation benefits paid by the Board during this financial year (2021-22: Nil).

Staff Report

Staff Numbers and Related Costs (Audited Information)

Details of the total staff costs and breakdown of staff between permanently employed and other staff are shown below:

Staff costs comprise:	2022-23	2021-22
	£000	£000
Permanently employed staff		
Wages and salaries	1,643	1,529
Social security costs	174	158
Other pension costs	435	396
Total permanent staff costs	2,252	2,083
Secondments	158	230
Agency costs	248	228
Total staff costs	2,658	2,541

The NICS main pension schemes are unfunded multi-employer defined benefit schemes but the Board is unable to identify its share of the underlying assets and liabilities.

The Public Service Pensions Act (NI) 2014 provides the legal framework for regular actuarial valuations of the public service pension schemes to measure the costs of the benefits being provided. These valuations inform the future contribution rates to be paid into the schemes by employers every four years following the scheme valuation. The Act also provides for the establishment of an employer cost cap mechanism to ensure that the costs of the pension schemes remain sustainable in future.

The Government Actuary's Department (GAD) is responsible for carrying out scheme valuations. The Actuary reviews employer contributions every four years following the scheme valuation. The 2016 scheme valuation was completed by GAD in March 2019. The outcome of this valuation was used to set the level of contributions for employers from 1 April 2019 to 31 March 2023.

The 2016 Scheme Valuation requires adjustment as a result of the 'McCloud remedy'. The Department of Finance also commissioned a consultation in relation to the Cost Cap element of Scheme Valuations which closed on 25 June 2021. The Cost Cap Mechanism (CCM) is a measure of scheme costs and determines whether member costs or scheme benefits require adjustment to maintain costs within a set corridor. By taking into account the increased value of public service pensions, as a result of the 'McCloud remedy', scheme cost control valuation outcomes will show greater costs than otherwise would have been expected.

Following completion of the consultation process the 2016 Valuation has been completed and the final cost cap determined. Further information, including a copy of Unpause Cost Cap Valuation Report, can be found on the Department of Finance website

www.finance-ni.gov.uk/articles/northern-ireland-civil-service-pension-scheme-valuations.

A case for approval of a Legislative Consent Motion (LCM) was laid in the Assembly to extend the Public Service Pensions and Judicial Offices Bill (PSP&JO) to Northern Ireland. Under the LCM agreed by the NI Assembly on 1 November 2021 provisions are included in the Act for devolved schemes in NI. A second LCM was laid in the Assembly to implement the CCM changes in the Westminster Bill for devolved schemes. The second LCM, as agreed by the Assembly on 31 January 2022, ensured the reformed only scheme design and the economic check will now be applied to the 2020 scheme valuations for the devolved public sector pension schemes, including the NICS pension scheme. The PSP&JO Act received Royal Assent on 10 March 2022. The UK Act legislates how the government will remove the discrimination identified in the McCloud judgment. The Act also includes provisions that employees will not experience any detriment if the adjusted valuation costs breach the set cost cap ceiling but any breaches of the cost cap floor (positive employee impacts) in the completed valuations will be honoured.

For 2022-23, employers' contributions of £435,219 were payable to the NICS pension arrangements (2021-22, £401,041) at one of three rates in the range 28.7% to 34.2% of pensionable pay, based on salary bands.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £Nil (2021-22, £Nil) were paid to one or more of the panel of two appointed stakeholder pension providers. Employer contributions are age-related and range from 8% to 14.75% (2021-22, 8% to 14.75%) of pensionable pay.

The partnership pension account offers the member the opportunity of having a 'free' pension. The employer will pay the age-related contribution and if the member does contribute, the employer will pay an additional amount to match member contributions up to 3% of pensionable earnings.

Employer contributions of £Nil, 0.5% (2021-22 £Nil, 0.5%) of pensionable pay, were payable to the NICS Pension schemes to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of these employees. Contributions due to the partnership pension providers at the reporting period date were £Nil. Contributions prepaid at that date were £Nil.

No persons (2021-22: 0 persons) retired early on ill-health grounds; the total additional accrued pension liabilities in the year amounted to £Nil (2021-22: £Nil).

Average number of persons employed (Audited Information)

The average number of whole-time equivalent persons employed during the year was as follows:

	2022-23	2020-21
	Number	Number
Senior management	4	4
Other directly employed staff	35	30
Total permanent staff numbers	39	34
Secondments/agency	12	12
Total number of employees	51	46

The average number of Independent Board Members during the year was 9 (2021-22: 9).

Staff numbers

Staffing at 31 March 2023 comprised of 12 staff seconded from the NICS, NISRA and PSNI, 29 direct recruits appointed following public advertisement (1 of which is aligned with the Senior Civil Service (SCS)) and 8 agency staff.

The breakdown by gender:

	2022-23		2021-22	
	Male	Female	Male	Female
Senior civil service equivalent	-	1	-	1
Directors	1	2	1	3
Staff	16	29	15	30
Total	17	32	16	34

Staff turnover

Details of staff turnover for the financial year is outlined below:

	2022-23	2021-22
	%	%
Staff turnover percentage	38.5	30.8

The increase in staff turnover percentage was due to the recruitment of 5 staff to fill vacancies within the Board. Of these 5 vacancies; 3 were long term vacancies; 1 was to replace a secondee & 1 was to fill a new post.

Staff Engagement

The NIPB as an NDPB did not participate in any Civil Service People Survey during 2022-23 and therefore no engagement indicators are available. However, the NIPB engages extensively with staff, as noted below, in relation to staff policies and other employee matters and through our Staff Engagement Group. In June 2022 the NIPB received Investor in People Accreditation. This accreditation was achieved following a robust assessment process involving a cross section of NIPB staff. The assessment process provided a framework to evaluate the NIPB approach to people management and development. This process presented an analysis of strengths and an analysis of how the NIPB can build on these to sustain a positive culture and strong engagement, where staff feel cared for, listened to and professionally equipped to fulfil their role to the highest possible standards. The NIPB has taken forward the findings from the assessment and bolstered its staff engagement with the development of a draft NIPB People Strategy.

Voluntary Redundancy Scheme – exit packages (Audited Information)

Exit costs are accounted for in the year of departure. No staff left under Voluntary Exit terms during the 2022-23 year (Nil, 2021-22).

Staff Policies and Other Employee Matters

The NIPB places considerable value on the involvement of its employees and has continued to keep them informed on matters affecting them and on the various factors affecting performance of the organisation. This is achieved through formal and informal meetings, regular briefings, information bulletins, and staff memos. In relation to staff policies, NIPB adopt the staff policies of the NICS as the Board's staff includes a mix of direct recruits and NICS employees therefore all staff are bound by the same terms and conditions as NICS employees.

Employment, training and advancement of disabled persons

The NIPB has also adopted the NICS commitment to working towards creating a truly inclusive workplace where all colleagues feel valued.

In keeping with the wider NICS, the NIPB applies the recruitment principles as set out in the Recruitment Code of the Civil Service Commissioners for Northern Ireland, appointing candidates based on merit through fair and open competition. Mandatory training for recruitment and selection panel members includes raising awareness of unconscious bias.

The NICS offers a Guaranteed Interview Scheme (GIS) and NIPB has aligned with this approach. To maintain and promote a diverse and inclusive workforce, the NIPB has adopted wider NICS policies to support reasonable adjustments to working practices or the work environment as required by disabled persons.

The Board partnered with Leonard Cheshire to host a graduate for a 14-week placement working in the Human Rights and Professional Standards branch during 2022-23. GradEmployNI is a pioneering employment programme through Leonard Cheshire that matches disabled students who have graduated in the last three years to career opportunities with organisations in Northern Ireland.

Other Employee Matters

Equality, Diversity and Inclusion

NIPB is committed to building an inclusive work culture where diversity is truly valued at all levels, where you are valued for who you are and where you can bring your true self to work. In this context the staff health and well-being group, the BU group, has taken forward a range of activities over the last year to promote inclusivity in the workplace.

The NIPB Equality Scheme sets out our commitments to promote equality, diversity and inclusion and we continue to meet our statutory obligations under the Fair Employment and Treatment (NI) Order 1998, which includes submission of annual Fair Employment Monitoring Return and a tri-annual Article 55 Review to the Equality Commission for NI (ECNI), both of which assess the composition of the workforce and the composition of applicants and appointees. Further information on the Board's Equality Scheme is available at [Equality Action Plan April 2019 - March 2023 | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://www.nipolicingboard.org.uk/equality-action-plan-april-2019-march-2023)

Learning and Development

The NIPB recognises the importance of having skilled and engaged employees and continues to invest in learning and development.

Development and delivery of generic staff training is centralised in NICSHR. Training is delivered using a variety of learning delivery channels (including on-line, webinars), providing flexible access to learning. Coherent learning pathways are aligned to both corporate need and the NICS Competency Framework. Additional bespoke training, determined by current business need, is provided by NIPB.

Employee Consultation and Trade Union Relationships

The DoF is responsible for the NICS Industrial Relations Policy. NICSHR, consults on HR policy with all recognised Trade Unions and local departmental arrangements are in place to enable consultation on matters specific to a department or individual business area.

Sickness absence data

The average number of working days lost per employee due to sickness was 0.42 up to 31 March 2023 (2021-22: 6.83). The total number of working days lost due to sickness was 16 days for 2022-23.

Disclosures in Annual Report for Off-Payroll Payments (Audited Information)

During the year the NIPB engaged the services of one individual for a period greater than six months, costing more than £245 per day. All off-payroll engagement arrangements are now assessed in line with IR35 requirements.

Table 1: All temporary off-payroll workers engaged at any point during the year ended 31 March 2023

	2022-23
Number of off-payroll workers engaged during the year ended 31 March 2023	1
Of Which:	
Number determined as out-of-scope of IR35	1
Number determined as in-scope of IR35	-
Number of engagements reassessed for compliance or assurance purposes during the year	-
Of which: Number of engagements that saw a change to IR35 status following review	-
Number of engagements where the status was disputed under provisions in the off-payroll legislation	-
Of which: Number of engagements that saw a change to IR35 status following review	-

Consultancy costs (Audited Information)

Details of all consultancy costs are outlined below:

	2022-23	2021-22
	£	£
Consultancy costs	356	12,673

ASSEMBLY ACCOUNTABILITY AND AUDIT REPORT

Losses and Special Payments (Audited Information)

Losses and special payments over £250,000 - £Nil (2021-22: £Nil).

Remote Contingent Liabilities (Audited Information)

NIPB has no remote contingent liabilities (2021-22: none).



Sinead Simpson

Chief Executive

Date: 23 June 2023

THE CERTIFICATE AND REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY

Opinion on financial statements

I certify that I have audited the financial statements of the Northern Ireland Policing Board for the year ended 31 March 2023 under the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003, as amended by the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010. The financial statements comprise: the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, Changes in Taxpayers' Equity; and the related notes, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Government Financial Reporting Manual.

I have also audited the information in the Accountability Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the Northern Ireland Policing Board's affairs as at 31 March 2023 and of the Northern Ireland Policing Board's net expenditure for the year then ended; and
- have been properly prepared in accordance with the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010 and Department of Justice directions issued thereunder.

Opinion on regularity

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate.

My staff and I are independent of the Northern Ireland Policing Board in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the Northern Ireland Policing Board's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Northern Ireland Policing Board's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

The going concern basis of accounting for the Northern Ireland Policing Board is adopted in consideration of the requirements set out in the Government Financial Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it anticipated that the services which they provide will continue into the future.

My responsibilities and the responsibilities of the Policing Board Members and the Accounting Officer with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the annual report other than the financial statements, the parts of the Accountability Report described in that report as having been audited, and my audit certificate and report. The Northern Ireland Policing Board Members and the Accounting Officer are responsible for the other information included in the annual report. My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my report I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report to be audited have been properly prepared in accordance with the Department of Justice directions made under the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010; and
- the information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Northern Ireland Policing Board and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Accountability Report. I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Accountability Report to be audited are not in agreement with the accounting records; or
- certain disclosures of remuneration specified by the Government Financial Reporting Manual are not made; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance's guidance.

Responsibilities of the Northern Ireland Policing Board Members and Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer Responsibilities, the Northern Ireland Policing Board Members and the Accounting Officer are responsible for:

- the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- such internal controls as the Accounting Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error;
- ensuring the annual report, which includes the Remuneration and Staff Report is prepared in accordance with the applicable financial reporting framework; and
- assessing the Northern Ireland Policing Board's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by the Northern Ireland Policing Board will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

My procedures included:

- obtaining an understanding of the legal and regulatory framework applicable to the Northern Ireland Policing Board through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010;
- making enquires of management and those charged with governance on the Northern Ireland Policing Board's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of the Northern Ireland Policing Board's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud. As part of this discussion, I identified potential for fraud in the following areas: management override of controls through the posting of unusual journals and the extent of management bias within accounting estimates;
- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;

- documenting and evaluating the design and implementation of internal controls in place to mitigate risk of material misstatement due to fraud and non-compliance with laws and regulations;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate; and
- addressing the risk of fraud as a result of management override of controls by:
 - performing analytical procedures to identify unusual or unexpected relationships or movements;
 - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
 - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and
 - investigating significant or unusual transactions made outside of the normal course of business.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Report

I have no observations to make on these financial statements.



Dorinnia Carville

Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
BELFAST BT7 1EU
29 June 2023

4. NI POLICING BOARD FINANCIAL STATEMENTS

Statement of Comprehensive Net Expenditure for the year ended 31 March 2023

	Note	2022-23 £000	2021-22 £000
Other Operating Income	5	(25)	(134)
Total Operating Income		(25)	(134)
Staff costs	3	2,658	2,541
Depreciation	6 & 7	43	46
Provision Expense	4	711	151
Other Operating Expenditure	4	3,426	3,837
Total Operating Expenditure		6,838	6,575
Net Operating Expenditure		6,813	6,441
Net expenditure for the year		6,813	6,441
Other Comprehensive Net Expenditure			
Items that will not be reclassified to net operating costs:			
Net (gain) on revaluation of Property Plant and Equipment	6	(6)	(1)
Net (gain) on revaluation of Intangibles	7	-	-
Comprehensive Net Expenditure for the year		6,807	6,440

The notes on pages 141 to 156 form part of these accounts.

Statement of Financial Position as at 31 March 2023

	Note	2023 £000	2022 £000
Non-current assets:			
Property, plant and equipment	6	101	126
Intangible assets	7	70	31
Total non-current assets		171	157
Current assets:			
Trade and other receivables	9	115	130
Cash and cash equivalents	10	62	500
Total current assets		177	630
Total assets		348	787
Current liabilities:			
Trade and other payables	11	(1,705)	(2,034)
Provisions	12	(1,678)	(1,072)
Total current liabilities		(3,383)	(3,106)
Total assets less current liabilities		(3,035)	(2,319)
Non-current liabilities			
Provisions	12	(140)	(136)
Total non-current liabilities		(140)	(136)
Total assets less total liabilities		(3,175)	(2,455)
Taxpayers' equity and other reserves			
Revaluation reserve		70	64
General reserve		(3,245)	(2,519)
Total Equity		(3,175)	(2,455)

The financial statements on pages 137 to 156 were approved and authorised by NIPB on 23 June 2023 and were signed on its behalf by:



Sinead Simpson

Chief Executive

Date 23 June 2023

The notes on pages 141 to 156 form part of these accounts.

Statement of Cash Flows for the year ended 31 March 2023

		2022-23	2021-22
	Note	£000	£000
Cash flows from operating activities			
Net Operating Expenditure		(6,807)	(6,440)
Adjustment for non-cash transactions	4,6 & 7	743	196
Decrease (Increase) in trade and other receivables	9	15	(23)
(Decrease) Increase in trade and other payables	11	(329)	404
Use of provisions	12	(101)	(101)
Net cash outflow from operating activities		(6,479)	(5,964)
Cash flows from investing activities			
Purchase of property, plant and equipment	6	(2)	(25)
Purchase of intangible assets	7	(44)	(16)
Net cash outflow from investing activities		(46)	(41)
Cash flows from financing activities			
Grants from sponsoring department		6,087	6,227
Net financing		6,087	6,227
Net (decrease) increase in cash and cash equivalents in the period	10	(438)	222
Cash and cash equivalents at the beginning of the period	10	500	278
Cash and cash equivalents at the end of the period	10	62	500

The notes on pages 141 to 156 form part of these accounts.

Statement of Changes in Taxpayers' Equity for the year ended 31 March 2023

	General Reserve	Revaluation Reserve	Taxpayers' Equity
	£000	£000	£000
Balance at 31 March 2021	(2,305)	63	(2,242)
Changes in Taxpayers' Equity 2021-22			
Grants from Sponsoring department	6,227	-	6,227
Comprehensive Net Expenditure for the year	(6,440)	-	(6,440)
Transfers between reserves	(1)	1	-
Balance at 31 March 2022	(2,519)	64	(2,455)

Changes in Taxpayers' Equity for 2022-23			
Grants from Sponsoring department	6,087	-	6,087
Comprehensive net expenditure for the year	(6,807)	-	(6,807)
Transfers between reserves	(6)	6	-
Balance at 31 March 2023	(3,245)	70	(3,175)

The notes on pages 141 to 156 form part of these accounts.

Notes to the Accounts

1. Statement of accounting policies

These financial statements have been prepared in accordance with the 2022-23 Government Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Board for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Board are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

1.1 Accounting convention

These accounts have been prepared under the historical cost convention modified to account for the revaluation of property, plant and equipment and intangible assets.

The accounts are stated in sterling, which is the Board's functional and presentational currency. Unless otherwise noted, the amounts shown in these financial statements are in thousands of pounds sterling (£000).

1.2 Property, plant and equipment

Property, plant and equipment are capitalised at their cost of acquisition. The level for capitalisation as an individual or grouped non-current asset has been applied for the year shown at £1,000. The NIPB does not own any land or buildings²¹. All property, plant and equipment is valued annually in accordance with the Office for National Statistics indices as published by the Stationery Office. Surpluses on revaluation are taken to the revaluation reserve. Deficits on revaluation are charged to the Statement of Comprehensive Net Expenditure to the extent that the loss exceeds the amount held in the revaluation reserve for the same asset.

1.3 Depreciation

Depreciation is provided on all non-current assets from the month they are brought into service, on a straight line basis in order to write off cost or valuation over their expected useful lives.

Estimated useful lives, which are reviewed regularly, are:

IT equipment	-	5 years
Office equipment and furniture	-	5 - 12 years
Intangible assets (software licences)	-	2 - 10 years

²¹ NIPB is the legal owner of the PSNI Estate, however day to day responsibility for estate management is delegated to the Chief Constable and the assets are presented within the PSNI's financial statements.

1.4 Intangible Assets

The Board recognises software licences as intangible non-current assets. Purchases of software licences are capitalised as intangible non-current assets where the purchase cost of an individual licence exceeds £1,000. Software licences are amortised over the shorter of the term of the licence and the useful economic life. Software licences are revalued annually using appropriate indices provided by the Office for National Statistics.

1.5 Operating income

Operating income comprises the recoupment of salaries for staff on secondment and externally generated programme funding received or receivable.

1.6 Foreign exchange

Transactions that are denominated in a foreign currency are translated into sterling at the exchange rate ruling on the date of each transaction.

1.7 Leases

Finance Leases:

Leases of property, plant and equipment where NIPB holds substantially all the risks and rewards of ownership are classified as finance leases. NIPB did not hold any finance leases during 2022-23. The implementation of IFRS 16 took effect from 1 April 2022 however the NIPB availed of the short-term lease exemption for property leases as the current lease covers a period of 12 months or less from its commencement date. The impact of this applied similar accounting to that of operating leases under IAS 17.

Operating Leases:

Leases where substantially all of the risks and rewards are held by the lessor, are classified as operating leases. These relate to the rental of the NIPB's headquarters. Rentals are charged to the Statement of Comprehensive Net Expenditure in equal instalments over the life of the lease.

1.8 Financial instruments

The NIPB does not hold any complex financial instruments. This is due to the organisation being a non-trading entity and is financed as a Non-Departmental Public Body. The only financial instruments included in the accounts are receivables and payables (Notes 9 and 11).

1.9 Financing

The NIPB is resourced by funds approved by NI Assembly through the latest comprehensive spending review. Resources are drawn down as required to meet expenditure requirements and are credited to the Statement of Comprehensive Net Expenditure Reserve.

1.10 Provisions

Provisions are recognised when: the NIPB has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

1.11 Critical accounting estimates and judgments

The preparation of financial statements in conformity with IFRS requires the use of accounting estimates and assumptions. It also requires management to exercise this judgment in the process of applying the NIPB's accounting policies. We continually evaluate our estimates, assumptions and judgments based on available information and experience. As the use of estimates is inherent in financial reporting, actual results could differ from these estimates. The areas involving a higher degree of judgment or complexity are described below:

Depreciation and Amortisation: The NIPB assesses the useful economic life of assets on an annual basis.

Provision for Medical Appeals: The NIPB provides for the cost of outstanding appeals for the non-award of medical pensions based on a contract with the Board's Selected Medical Practitioners, who undertake medical assessments of applicants.

Provision for Injury on Duty (IOD) cases: The NIPB provides for the cost of outstanding cases where serving and ex-serving PSNI officers apply for medical retirement and/or injury on duty award. The cost of these cases is provided for on the basis of a contract with the Board's Selected Medical Practitioners, who undertake medical assessments of applicants. Based on past experience, the Board also provides for the cost of cases which may be subsequently appealed.

Provision for McCloud cases: The NIPB provides for the cost of cases following the government's changes to the public service pension schemes in 2015 which were then found to have discriminated against younger members who couldn't remain in their existing scheme. Following consultation, it was proposed that the discrimination would be ended at 31 March 2022, by moving all members into the reformed schemes, and offering members a choice between legacy or reformed benefits for service in the period between 1 April 2015 and 31 March 2022 (known as the remedy period). NIPB is currently undertaking a project relating to the remedy for those affected members who applied for IHR on 1988 legacy scheme, who have been asked to provide consent to reassess their IHR to see if they are entitled to higher tier under the 2015 scheme. This review needs to be completed on/by 1 October 2023.

1.12 Value Added Tax (VAT)

Where output VAT is charged or input VAT is recoverable, the amounts are stated net of VAT. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase cost of property, plant and equipment.

1.13 Pension costs

Past and present employees are covered by the provisions of the Principal Civil Service Pension Schemes (PCSPS (NI)). The defined benefit elements of the schemes are unfunded and are non-contributory except in respect of dependents benefits. The Board recognises the expected cost of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payments to the PCSPS (NI) of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS (NI). In respect of the defined contribution elements of the schemes, the Board recognises the contributions payable for the year.

1.14 Trade and other receivables

Financial assets within trade and other receivables are initially recognised at fair value, which is usually the original invoiced amount.

1.15 Cash and cash equivalents

Cash and cash equivalents comprise cash in hand and current balances with banks which are readily convertible to known amounts of cash and which are subject to insignificant risk of changes in value and have an original maturity of three months or less.

1.16 Impairment of financial assets

The NIPB assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, the Board makes an estimate of the asset's recoverable amount. An asset's recoverable amount is the higher of an asset's or cash-generating unit's fair value less costs to sell and its value in use and is determined for an individual asset. Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Impairment losses of continuing operations are recognised in the Statement of Comprehensive Net Expenditure in those expense categories consistent with the function of the impaired asset.

1.17 Trade and other payables

Trade and other payables are recognised initially at fair value, which is usually the original invoiced amount. The most significant accrual is in relation to the PCSPs. This is due to the timing of claims submitted for payment and represents the final quarter's expenditure of the current financial year which will be paid post year end.

1.18 Employee benefits

Under IAS 19, an employing entity should recognise the undiscounted amount of short term employee benefits expected to be paid in exchange for the service. The NIPB has therefore recognised annual and flexi leave entitlements, bonuses and unpaid overtime that have been earned by the year end but not taken or paid. These are included in current liabilities for all staff across the NIPB.

1.19 Contingent liabilities

In addition to contingent liabilities disclosed in accordance with IAS 37, the Board discloses for Assembly reporting and accountability purposes certain statutory and non-statutory contingent liabilities where the likelihood of a transfer of economic benefit is remote, but which have been reported to the Assembly in accordance with the requirements of Managing Public Money Northern Ireland.

Where the time value of money is material, contingent liabilities which are required to be disclosed under IAS 37 are stated at discounted amounts and the amount reported to the Assembly separately noted. Contingent liabilities that are not required to be disclosed by IAS 37 are stated at the amounts reported to the Assembly.

1.20 Insurance

The NIPB does not take out general insurance, except where there is a statutory requirement to do so. Instead, expenditure in connection with uninsured risks is charged as incurred.

1.21 Accounting standards, amendments, interpretations or other updates that were issued and effective for the 2022-23 financial year

In addition, certain new standards, interpretations and amendments to existing standards have been published that are mandatory for the Board's accounting periods beginning on or after 1 April 2022 or later periods, but which the Board has not adopted early. Other than as outlined below, the Board considers that these standards are not relevant or material to its operations.

Standard	IFRS 16 - Leases (replaces IAS 17 Leases and related interpretations)
Effective date	January 2019
FReM application	April 2022
Description of revision	<p>IFRS 16 has been developed by the IASB with the aim of improving the financial reporting of leasing activities in light of criticisms that the previous accounting model for leases failed to meet the needs of users of financial statements.</p> <p>IFRS 16 largely removes the distinction between operating and finance leases for lessees by introducing a single lessee accounting model that requires a lessee to recognise assets and liabilities for all leases with a term of more than 12 months, unless the underlying asset is of low value. This is a significant change in lessee accounting.</p>
Comments	IFRS 16 Leases replaces IAS 17 Leases and is effective with EU adoption from 1 January 2019. In line with the requirements of the FReM, IFRS 16 was implemented, as interpreted and adapted for the public sector, with effect from 1 April 2022.

The transition into IFRS 16 has necessitated a review of existing and future contracts to identify lease and nonlease (i.e. service) elements. NIPB have completed a review of current lease agreements to manage the transition to IFRS 16 and reported the impact of the budgetary requirements to its sponsor department. NIPB continue to assess live contracts to enable future assessment under IFRS 16 criteria and in accordance with HM Treasury IFRS 16 application guidance, however the NIPB has availed of the short-term lease exemption for property leases as the new lease covers a period of 12 months or less from the commencement date. The impact of this was to apply similar accounting to that of operating leases under IAS 17. The scope of the change includes but is not limited to NIPB future lease commitments that were previously presented under IAS 17 in note 14.

1.22 Accounting standards, interpretations and amendments to published Standards not yet effective

Standard	IAS 8 - Accounting Policies, Changes in Accounting Estimates and Errors
Effective date	1 January 2023 (UKEB endorsed Nov 2022)
FReM application	To be applied
Description of revision	Definition of Accounting Estimates distinguishes between accounting policies and accounting estimates by including a definition of accounting estimates and a clarification of a change in accounting estimate in IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors.
Comments	The Board will consider and implement the standard appropriately.

1.23 Financial Reporting - Future Developments

The Board has considered the accounting initiatives identified by HM Treasury for which the Standards are under development and considers that these changes are not relevant or material to its operations.

2. Statement of operating expenditure by operating segment

At 31 March 2023 NIPB organised into two main business segments reported to the Chief Operating Decision Maker through monthly Management Accounts:

- expenditure which supports the statutory and other objectives of the NIPB; and
- expenditure which supports the statutory and other objectives of the Policing and Community Safety Partnerships (PCSPs). Further information in relation to the PCSPs can be found in the Performance Analysis section of the annual report.

The segmental results for the year ended 31 March 2023 are as follows:

	NIPB	PCSPs	Total
	£000	£000	£000
Gross expenditure	5,245	1,593	6,838
Income	(25)	-	(25)
Net Expenditure	5,220	1,593	6,813

The segmental results for the year ended 31 March 2022 are as follows:

	NIPB	PCSPs	Total
	£000	£000	£000
Gross expenditure	5,145	1,430	6,575
Income	(134)	-	(134)
Net Expenditure	5,011	1,430	6,441

3. Staff costs

Staff costs comprise:	2022-23	2021-22
	£000	£000
Permanently employed staff		
Wages and salaries	1,643	1,522
Social security costs	174	160
Other pension costs	435	401
Total permanent staff costs	2,252	2,083
Secondments/agency costs	406	458
Total cost	2,658	2,541

4. Other operating expenditure and Provision expense

		2022-23	2021-22
	Note	£000	£000
Other operating expenditure			
Grants to PCSPs		1,586	1,428
PCSP Recruitment costs		6	-
PCSP Training costs		1	2
Running costs		681	641
Accommodation costs		254	879
Rentals under operating leases		432	442
Press and public relations		56	62
Information technology		203	179
Human rights monitoring		94	93
Pension medical services and appeals		88	94
External audit fees		17	17
Loss on disposal – tangible		8	-
Total Other operating Expenditure		3,426	3,837
Provision income (expense)			
Provisions provided for in year	12	856	309
Provisions released in year not required	12	(145)	(158)
Total Provision income (expense)		711	151

PCSPs are funded jointly by the Board and the DoJ reporting through a Joint Committee. The Joint Committee agrees the level of funding for each PCSP based on approval of their Partnership Plans. The PCSP expenditure, above, only relates to the Board's share of the cost.

5. Income

	2022-23	2021-22
	£000	£000
Income source	25	134
Reimbursement of payroll costs for secondments		
Total income	25	134

6. Property, plant and equipment

2022-23	Information Technology	Furniture & Fittings	Total
	£000	£000	£000
Cost or valuation			
At 1 April 2022	203	307	510
Additions	5	10	15
Disposals	(39)	(223)	(262)
Revaluations	8	3	11
At 31 March 2023	177	97	274
Depreciation			
At 1 April 2022	95	289	384
Charged in year	31	7	38
Disposals	(32)	(222)	(254)
Revaluations	4	1	5
At 31 March 2023	98	75	173
Carrying amount at 31 March 2022	108	18	126
Carrying amount at 31 March 2023	79	22	101
Asset financing:			
Owned	79	22	101
Carrying amount at 31 March 2023	79	22	101

Information technology and furniture and fittings are valued using relevant indices.

6. Property, plant and equipment (cont'd.)

2021-22	Information Technology £000	Furniture & Fittings £000	Total £000
Cost or valuation			
At 1 April 2021	238	341	579
Additions	14	11	25
Disposals	(49)	(48)	(97)
Revaluations	-	3	3
At 31 March 2022	203	307	510
Depreciation			
At 1 April 2021	112	326	438
Charged in year	31	10	41
Disposals	(49)	(48)	(97)
Revaluations	1	1	2
At 31 March 2022	95	289	384
Carrying amount at 31 March 2021	126	15	141
Carrying amount at 31 March 2022	108	18	126
Asset financing:			
Owned	108	18	126
Carrying amount at 31 March 2022	108	18	126

Information technology and furniture and fittings are valued using relevant indices.

7. Intangible Assets

	Software Licences
	£000
2022-23	
Cost or valuation	
At 1 April 2022	52
Additions	44
Disposals	-
Revaluations	1
At 31 March 2023	97
Amortisation	
At 1 April 2022	21
Charged in year	5
Disposals	-
Revaluations	1
At 31 March 2023	27
Carrying amount at 31 March 2022	31
Carrying amount at 31 March 2023	70
Asset financing:	
Owned	70
Carrying amount at 31 March 2023	70

7. Intangible Assets (cont'd.)

	Software Licences
	£000
2021-22	
Cost or valuation	
At 1 April 2021	36
Additions	16
Disposals	-
Revaluations	-
At 31 March 2022	52
Amortisation	
At 1 April 2021	16
Charged in year	5
Disposals	-
Revaluations	-
At 31 March 2022	21
Carrying amount at 31 March 2021	20
Carrying amount at 31 March 2022	31
Asset financing:	
Owned	31
Carrying amount at 31 March 2022	31

8. Financial instruments

As the cash requirements of the NIPB are met through Grant-in-Aid provided by the Department of Justice, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with the Board's expected purchase and usage requirements and the NIPB is therefore exposed to little credit, liquidity or market risk.

9. Trade receivables and other current assets

	2022-23	2021-22
	£000	£000
Amounts falling due within one year:		
VAT	59	66
Trade receivables	-	12
Prepayments and accrued income	56	52
Total receivables at 31 March	115	130

10. Cash and cash equivalents

	2022-23	2021-22
	£000	£000
Commercial banks and cash in hand		
Balance at 1 April	500	278
Net change in cash and cash equivalent balances	(438)	222
Balance at 31 March	62	500

11. Trade payables and other current liabilities

	2022-23	2021-22
	£000	£000
Amounts falling due within one year:		
Trade payables	83	61
Balances due to PCSPs	830	831
Accruals	792	1,142
Total payables at 31 March	1,705	2,034

12. Provisions for liabilities and charges

2022-23	McCloud Cases	Medical Appeals	IOD Cases	Legal Cases	Total
	£000	£000	£000	£000	£000
Balance at 1 April 2022	-	58	1,010	140	1,208
Provided in the year	133	58	197	468	856
Provisions not required written back	-	(4)	(61)	(80)	(145)
Provisions utilised in the year	-	(17)	(66)	(18)	(101)
At 31 March 2023	133	95	1,080	510	1,818

Analysis of expected timing of discounted flows.

	McCloud Cases £000	Medical Appeals £000	IOD Cases £000	Legal Cases £000	Total £000
Not later than one year	133	95	940	510	1,678
Later than one year and not later than five years	-	-	140	-	140
At 31 March 2023	133	95	1,080	510	1,818

2021-22	McCloud Cases £000	Medical Appeals £000	IOD Cases £000	Legal Cases £000	Total £000
Balance at 1 April 2021	-	55	953	150	1,158
Provided in the year	-	33	136	140	309
Provisions not required written back	-	(1)	(7)	(150)	(158)
Provisions utilised in the year	-	(29)	(72)	-	(101)
At 31 March 2022	-	58	1,010	140	1,208

Analysis of expected timing of discounted flows.

	McCloud Cases £000	Medical Appeals £000	IOD Cases £000	Legal Cases £000	Total £000
Not later than one year	-	58	874	140	1,072
Later than one year and not later than five years	-	-	136	-	136
At 31 March 2022	-	58	1,010	140	1,208

12. Provisions for liabilities and charges (cont'd.)

(i) *McCloud Cases*

This provision relates to outstanding cases where ex-serving PSNI officers provide consent to reassess their IHR to see if they are entitled to a higher tier pension under the 2015 pension scheme relating to the remedy period following the discrimination ruling. This review needs to be completed on/by 1 October 2023.

(ii) *Medical Appeals*

This provision relates to outstanding appeals for the non-award of medical pensions and injury on duty pensions as a result of the percentage of disablement awarded, before and after review or due to the implementation date of the award for serving and ex-serving PSNI officers.

(iii) *Injury on Duty (IOD) Cases*

This provision relates to outstanding cases where serving and ex-serving PSNI officers apply for medical retirement and/or injury on duty awards.

(iv) *Legal Cases*

There are currently a number of outstanding legal cases in which the NIPB is named as defendant.

13. Capital commitments

There were no capital commitments outstanding at the year-end for which contracts had been entered into or which had been authorised by the Management Board (2021-22: £Nil).

14. Commitments under leases

Operating Leases

Total future minimum lease payments under operating leases are given in the table below for each of the following periods:

	2022-23	2021-22
	£000	£000
Premises		
Not later than one year	36	181
Later than one year and not later than five years	-	-
	<u>36</u>	<u>181</u>

The current lease expires on 30 April 2023 following the move of NIPB Headquarters to James House based at the Gas Works Business Park which is owned by the Department of Finance. The accommodation arrangements going forward will be in the form of a license agreement for an initial period of 5 years at a cost of £1 per annum if requested, after which the license can be renewed.

15. Contingent liabilities disclosed under IAS 37

The NIPB has no contingent liabilities (2021-22: £Nil).

16. Related party transactions

The NIPB is a NDPB of the DoJ. The DoJ is regarded as a related party. During the year the NIPB has had a number of material transactions with the Department and with other government departments and central government bodies. Most of these transactions have been with the DoF, the NI Assembly, the Crown Solicitor's Office, the Central Procurement Directorate, the Rate Collection Agency and the Northern Ireland Statistics and Research Agency (the last two are executive agencies of the DoF), the PSNI and Local Councils through the PCSPs.

No Board member, key manager or other related parties have undertaken any related party transactions with the Board during the year.

17. Events after the reporting period

No events as defined in IAS 10 have occurred subsequent to the year-end that require disclosure.

Date of authorisation for issue

The Accounting Officer authorised these financial statements for issue on 29 June 2023.

5. GLOSSARY

ACC	Assistant Chief Constable
ACO	Assistant Chief Officer
AME	Annual Managed Expenditure
ARAC	Audit and Risk Assurance Committee
ASB	Anti-Social Behaviour
BSC	Business Consultancy Service
BWV	Body Worn Video
CARE	Career Average Re-valued Earnings
C&AG	Comptroller and Auditor General
CETV	Cash Equivalent Transfer Value
CI	Continuous Improvement
CIPT	Child Internet Protection Team
COO	Chief Operating Officer
CJINI	Criminal Justice Inspection NI
CMS	Case Management System
CPI	Consumer Prices Index
CSAE	Child Sexual Abuse and Exploitation
CSP	Civil Service Pensions
DA	Domestic Abuse
DAPO	Domestic Abuse Protection Order
DCC	Deputy Chief Constable
DoF	Department of Finance
DoJ	Department of Justice
DPA	Data Protection Act
DPCSPs	District Policing and Community Safety Partnerships
DV/A	Domestic Violence and Abuse
ECHR	European Convention on Human Rights
EU	European Union
FoIA	Freedom of Information Act
FReM	Financial Reporting Manual
FYTD	Financial Year to Date

GDPR	General Data Protection Regulations
HCAS	Hate Crime Advocacy Service
HMICFRS	His Majesty's Inspectorate of Constabulary, Fire and Rescue Services
HMRC	His Majesty's Revenue and Customs
HR	Human Resources
IA	Information Assurance
IAO	Information Asset Owner
ICO	Independent Community Observer
ICV	Independent Custody Visitor
IHR	Ill Health Retirement
IFRS	International Financial Reporting Standards
IOD	Injury on Duty
IMR	Independent Medical Referee
IROC	Information Risk Owners Council
IT	Information Technology
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer (and Questioning)
LPR	Local Policing Review
MARAC	Multi-Agency Risk Assessment Centre
MLA	Member of the Legislative Assembly
MSFM	Management Statement and Financial Memorandum
NCA	National Crime Agency
NDPB	Non Departmental Public Body
NI	Northern Ireland
NIA	Northern Ireland Assembly
NIAO	Northern Ireland Audit Office
NICS	Northern Ireland Civil Service
NISCS	Northern Ireland Safer Community Survey
NIO	Northern Ireland Office
NIPB	Northern Ireland Policing Board
NIPS	Northern Ireland Prison Service
NIPSA	Northern Ireland Public Services Alliance
NPT	Neighbourhood Policing Team
OBA	Outcomes Based Accountability

OCG	Organised Crime Group
OCTF	Organised Crime Task Force
OPONI	Office of the Police Ombudsman NI
PCSP	Policing and Community Safety Partnership
PCSPS(NI)	Principal Civil Service Pension Scheme
PCTF	Paramilitary Crime Task Force
PEEL	Police Effectiveness Efficiency and Legitimacy
PFYTD	Previous Financial Year to Date
PPB	Public Protection Branch
PPF	Police Property Fund
PPRWG	Policing Plan Review Working Group
PPS	Public Prosecution Service
PSNI	Police Service of Northern Ireland
PwC	Policing with the Community
RAG	Red Amber Green
ROP	Reducing Offending in Partnership
ROU	Reducing Offender Unit
SBNI	Safeguarding Board for Northern Ireland
SCS	Senior Civil Service
SIRO	Senior Information Risk Owner
SLA	Service Level Agreement
SMP	Selected Medical Practitioner
SMS	Short Messaging Service
SMT	Senior Management Team
VAT	Value Added Tax
VAWGS	Violence Against Women and Girls Strategy
VSS	Victim Satisfaction Survey



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DOCUMENT TITLE

Annual Report and Accounts
For the Period 1 April 2022 – 31 March 2023

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