

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY 3 NOVEMBER 2022 AT 9.30AM IN WATERSIDE TOWER, CLARENDON DOCK.

PRESENT:

- Mr Doug Garrett Chair
- Dr Tom Frawley
- Mr Michael Atkinson
- Mr Maurice Bradley MLA
- (1) Mr Trevor Clarke MLA
- Ms Deirdre Toner
- Mr Edgar Jardine
- Mr Gerry Kelly MLA
- Ms Liz Kimmins MLA
- Mrs Linda Dillon MLA
- Dr Janet Gray
- Mr John Blair MLA
- Mr Colm McKenna
- Mr Frank McManus
- Mr Mike Nesbitt MLA
- (2) Mr Mark H Durkan MLA

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (3) Mr Simon Byrne, Chief Constable
- (3) Ms Pamela McCreedy, Chief Operating Officer
- (3) Mr Mark McNaughten, Assistant Chief Officer,
Corporate Services
- (3) Mr Bobby Singleton, Assistant Chief Constable
- (3) Mr Chris Todd, Assistant Chief Constable
- (3) Director of Strategic Communications &
Engagement
- (3) Ms Zoe McKee, Detective Chief
Superintendent
- (3) Mr Gareth Brown, Strategic Communications &
Engagement

NORTHERN IRELAND POLICING BOARD OFFICIALS IN ATTENDANCE:

Mrs Sinead Simpson, Chief Executive
Mr Adrian McNamee, Director of Performance
Ms Jenny Passmore, Director of Resources

Three Board Officials

**OTHER OFFICIALS IN
ATTENDANCE:**

Mr John Wadham, Human Rights Advisor

- (1) From Item 6 on**
- (2) From the public meeting on**
- (3) Item 10 only**

The Chair welcomed Members and reminded everyone present of the revised schedule for the meeting which is being trialled for a three-month period. The Member's private session will be followed by the public session from 11am to 12pm and the private session with the Chief Constable will take place afterwards.

1. APOLOGIES

The Chair noted that since the previous meeting Mrs Sinead McLaughlin MLA had resigned from the Board with effect from Tuesday 21 October 2022. Mrs McLaughlin is replaced by Mr Mark H Durkan MLA. The Chair extended thanks, on behalf of the Board, to Mrs McLaughlin for her contribution to the Board and wished her every success for the future.

The Chair also expressed his thanks to Board Vice-Chair Dr Tom Frawley and ARAC Chair, Mr Colm McKenna for their contribution to the work of the Board over the last four years and noted this will be their last monthly Board meeting as their term of office ends on 30 November 2022.

Apologies were received from Mrs Carmel McKinney, Ms Nuala McAllister MLA and Ms Joanne Bunting MLA for the full meeting and Mr Mark H Durkan MLA for the private meeting.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared and when asked if there was “Any Other Business” no further items were declared.

3. DRAFT MINUTES OF THE BOARD MEETING HELD ON:

3.1 Thursday 6 October 2022

It was **RESOLVED:-**

- That the minutes of the Board meeting held on 6 October 2022 be approved.

4. BOARD ACTION LOG

Updates as detailed within the Action Log from the Board meeting held on 1 September 2022 were noted in addition to the following verbal updates provided by the Chief Executive.

Action Point 1 from the meeting on 1 September 2022 in respect of the draft tripartite agreement between NIPB, PSNI and Department of Justice (DoJ) - The Chief Executive advised that this issue is covered in the letter from the Minister of Justice in the Chair’s correspondence. The Chief Executive advised that as the Minister’s letter states, the Minister recognises the importance of the agreements and the need to ensure they are meaningful, however cannot commit to a timeline at present and as such the Chief Executive suggested revisiting this issue again in January/February 2023. This action will remain open.

Action Point 4 from the 1 September 2022 meeting – The Chief Executive advised that a written response had been received from the PSNI clarifying queries that were raised in respect of mining, quarrying and explosives. It was agreed this item can now be closed.

The Chief Executive noted that all of the items from the October 2022 Board meeting have been actioned as described in the log at item 4 and suggested that, if Members were content, these could now be closed.

5. CHAIRPERSON'S BUSINESS

5.1 Chair's Report

The Board noted a Report from the Board Chair who advised Members of:

- The engagements he carried out during the period 30 September 2022 to 26 October 2022.
- A full list of correspondence issued and received by the Board Chair since the Board meeting on 6 October 2022.

The Chair updated Members on his recent engagements including:

- Meeting with the Minister of Justice on 12 October;
- Attendance at the PSNI Problem Solving Awards on 20 October;
- Attendance at the RUC George Cross Foundation Gala Dinner on 21 October, and;
- Meeting with the first NI Policing Board Chair Sir Desmond Rea on 20 October

In relation to correspondence, the Chair highlighted the following items:

- Correspondence received from the Minister of Justice in respect of a review of police officer allowances.

- Correspondence issued to the Minister of Justice following the meeting which took place on 12 October and the Minister's response which addressed several issues not discussed at the meeting due to time constraints such as the consultation on the stocktake of policing oversight and accountability arrangements and her proposals in that regard which the Board will need to consider, and a potential bi-annual discussion between the Minister, the Chair of the Board and Chief Constable on strategic priorities.

5.2 UPDATED COMMITTEE MEMBERSHIP.

The Chair advised that in line with the Board's Standing Orders, (Section 20 paragraph (h)), following the resignation of Mrs Sinead McLaughlin MLA the Board is required to approve Mr Mark H Durkan's appointment to the relevant Board Committees. Members considered a paper detailing the proposed updated Committee Membership and agreed to **APPROVE** the appointment of Mr Mark H Durkan MLA to the Performance and Partnership Committees with immediate effect.

6. CHIEF EXECUTIVE'S REPORT

The Board **NOTED** a report from the Chief Executive which provided an update on various items of business. The Chief Executive highlighted the following items:

- In respect of the financial position of the Board, an overspend is reported to the end of September 2022 due to increasing utility costs and inflationary pressures and it is anticipated that these financial pressures will continue. The Senior Management Team have been scrutinising budgets over recent weeks to identify any efficiencies and this will be kept under review.

- Attendance by the Chief Executive and Director of Resources at a PSNI “show and tell” event about their budget pressures which was well attended and provided the opportunity for engaged discussion at the event as to how everyone had a role to play in addressing the challenges ahead.
- Corporate and Business Plan 2022-2023 – Quarter two update provides information on progress against the thirteen Business Plan Actions. Currently, twelve of these are on target to be achieved with only one action being identified as requiring additional resource or time to be achieved.
- In respect of Senior PSNI Officer issues, a contract has been awarded for a Selection and Recruitment Advisor for the recruitment of PSNI Chief Officers. The Chief Executive noted that while there are currently no PSNI Chief Officer vacancies, should any arise the Board is now in a position to initiate a competition without delay.
- In respect of internal staffing vacancies, the appointment panel for the Senior Director of Resources post met on 12 October and unfortunately the panel were unable to make an appointment to the position. Members noted that the Chief Executive is currently giving consideration to alternative options in terms of filling this vacancy. A Staff Officer recruitment competition will launch in the coming weeks to fill vacancies which have arisen at that level.
- NIPB Equality Annual report – the Board has recently submitted its 2021-2022 Equality and Good Relations Annual Progress Report to the Equality Commission and following this meeting the report will be published on the Board’s website. The Chief Executive noted work is ongoing to mainstream the Board’s equality duties including a training session with the Equality Commission that took place on 25 October 2022 for senior managers and those with a role in developing policies.

- A further update was provided in respect of outstanding Freedom of Information (FOI) and Data Protection (DPA) requests. The Chief Executive noted that Board officials are continuing to closely monitor these requests to ensure that a backlog does not develop again.

The Chief Executive also provided updates in respect of the following matters:

- Policing and Community Safety Partnerships
- Police Property Fund
- Engagement and Outreach Opportunities
- Police Pension and Injury Benefits - the Board's current position on a range of pension and Injury on Duty related matters.

In relation to correspondence, the Chief Executive highlighted the following items:

- Correspondence received from ACC Chris Todd regarding the use of External Reference Groups, noting that this correspondence will be taken through Performance Committee where there will be the chance for detailed consideration and discussion.
- The Regulation 20 Report from OPONI re Failure to investigate the Protect our Monuments in Belfast on 13 June 2020 which was made available to Members for consideration last week. The Human Rights Advisor noted that Members may have an interest in this report and contrasting the policing approach in this case with the policing of the Black Lives Matter event which took place a week before the Protect our Monuments event on 13 June 2020.

Members raised the following points with the Chief Executive:

- Concerns regarding the impact on the Board's accountability role in relation to the PSNI's use of External Reference Groups and the volume of resources committed to membership of these groups.
- Confirmation that the Information Commissioner's Office was satisfied with the Board's handling of the recent complaint.

The Board Vice-Chair provided feedback on the recent Engagement event with delegates from the Eisenhower fellowships, noting the positive contributions of the Derry & Strabane PCSP manager, the PSNI District Commander and ACC Singleton, commending them on their contributions and the positive presentation of our structures and relationships between the councils, communities and the Board. The Chief Executive undertook to provide the Vice-chair with a note of thanks for all individuals concerned. (AP1)

7. COMMITTEE REPORTS

7.1 Performance Committee – 13 October 2022

The Board noted the Performance Committee Chair's Report and draft minutes of the meeting held on 13 October 2022. The Chair also provided a verbal update on matters considered at the meeting which included an update on Policing Plan Measure: 1.1.1 – Repeat Victims, noting that overall, the number and rate of repeat victims has decreased slightly.

Members noted that the Committee had also discussed the Draft Professional Standards paper, the Independent Review of Terrorism Legislation report 2020, Draft Human Rights of Police Officers report; Human Rights Advisors' monthly update report; the Draft Human Rights Annual report 2021/22 and reviewed the Committee Terms of Reference.

7.2 Partnership Committee – 20 October 2022

The Board noted the Partnership Committee Chair's Report and draft minutes of the meeting held on 20 October 2022. The Chair also provided a verbal update on matters considered at the meeting which included an update on Policing Plan Measure: 2.1.1 – Number of People confident that PSNI is accessible, visible, responsive and victim focused.

The Committee received a presentation on the work of Multi Agency Triage Teams (MATTs) and also discussed the South Armagh Policing Review update, PCSP Reconstitution – 2023/2024, Local Policing Review, findings of an audit of Belfast PCSP and reviewed the Committee Terms of Reference.

With regard to the MATTs the Committee Chair noted he intends to liaise with the NI Ambulance Service (NIAS) to gain their support to re-contribute resources to this initiative. The Board Vice-Chair noted that in the meeting with the Minister of Justice it was recognised that NI Fire and Rescue Service (NIFRS) should also be dedicating more resource to this initiative and overall the resourcing of these teams should be split between Department of Health (DoH), NIAS and NIFRS in addition to the PSNI. Board officials to check and confirm that a letter from the Partnership Committee to the DoH Permanent Secretary seeking support for a collaborative endeavour was issued. **(AP2)**

Members expressed concerns in respect of the Policing Plan Measure: 2.1.1 and noted that public confidence in policing is critical to the Board. Members commented that when the data is collected from the next Policing Plan survey it is essential the information is scrutinised and examined at local community level and that any examples of good/best practice that are identified are rolled out across all communities.

7.3 Resources Committee – 27 October 2022

The Resources Committee Chair noted that unfortunately due to the requirement for Political Members to attend the Assembly recall the Resources

Committee meeting scheduled to take place on 27 October 2022 had been cancelled.

The Committee Chair advised that in order to progress some Committee business Members were subsequently asked to respond by way of written procedure on the following items:

- Police Pensions and Injury Benefits Cases for Decision;
- A request from PSNI in relation to the provision of International Assistance to Kosovo Police.
- A recommendation to the Board regarding on-call allowances following a review of Police Officer Allowances by the Department of Justice (DoJ) and,
- A recommendation to the Board to approve an above delegated limits ex gratia payment.

In terms of decision, the Chair advised that the Committee agreed to make recommendations to the Board on two agenda items:

- the approval of an ex-gratia payment to the value of £1,250.
- the approval of the committee recommendation to agree with a recommendation made by the DoJ to remove payment of the enhanced rate of on-call allowance for six of the eight specified public holidays for PSNI officers.

The Chair of the Board put the Committee's two recommendations referenced above to the Board for approval.

It was subsequently **AGREED** by Members to:

- i. **APPROVE** the ex-gratia payment to the value of £1,250 as outlined in the papers provided, and

- ii. **APPROVE** the committee recommendation to agree with a recommendation made by DoJ to remove the payment of the enhanced rate of on-call for six of the eight specified public holidays for PSNI officers,

7.4 ARAC Committee – 6 October 2022

The Board noted the ARAC Committee Chair's Report from the meeting held on 6 October 2022. The Chair also provided a verbal update on matters considered at the meeting which included the Final Report to those Charged with Governance, NIPB Corporate Risk Register, the Chief Executive's mid-year stewardship statement and results of an Internal Audit report on Mid & East Antrim PCSP 2020/21 and 202/22 Funding Verification Exercise.

In response to a Member's query around PCSP Internal Audits and whether any have taken place in respect of the timing of funding decisions in relation to elections, the Chief Executive noted that she is meeting with Internal Audit in the near future and will raise this as part of her discussions.

The Board Chair thanked the ARAC Chair for his work and stewardship of ARAC over the past 4 years. The ARAC Chair noted that over the past 4 years NIPB ARAC and PSNI ARAC have fostered and developed positive working relationships and he would encourage the incoming ARAC Chair to maintain these relationships. The ARAC Chair noted that an invitation had previously been extended for the PSNI ARAC Chair to attend the December 2022 NIPB ARAC meeting. However, given the changes in NIPB Committee Membership, he suggested that Board officials may wish to defer the PSNI ARAC Chair's attendance until the meeting scheduled for March 2023.

8. BOARD BUSINESS

8.1 PCSP INDEPENDENT MEMBER RECRUITMENT CAMPAIGN 2023

The Board Chair expressed condolences on behalf of the Board to the NIPB Partnership Manager on the recent death of her father.

The Chief Executive presented a paper to Members which outlined the indicative timeline for the delivery of the PCSP Reconstitution (2023) and sought approval to allow officials to commence the process as recommended by the Partnership Committee and outlined in the paper.

The Chief Executive explained the local elections currently scheduled for May 2023 will trigger the requirement for all 11 PCSPs to be reconstituted. Each PCSP consists of both political and independent members. The statutory responsibility for the appointment of political members lies with each respective Council following a local general election. The appointment of independent members of each PCSP is the legislative responsibility of the Policing Board (Schedule 1, 4 (2) (PCSPs) and Schedule 2, 4 (1) (DPCSPs of the Justice Act (NI) 2011)). In line with the legislation, the Board will appoint independent members from among persons nominated by the Council. The Chief Executive noted the process of reconstitution is a complex exercise with 119 independent member positions to be filled and a comprehensive reserve list of around the same amount to be achieved. The process is underpinned by the Code of Practice for the Appointment of Independent members to PCSPs/DPCSPs, issued by the Department of Justice (DoJ).

The Chief Executive noted that in line with the current Code of Practice for the Appointment of Independent Members to PCSPs and DPCSPs (April 2019), the Policing Board is required to seek, as far as is practicable, to ensure that the overall membership of each PCSP is representative of the community in the Council area. Whilst the appointments do not fall within the remit of the Commissioner for Public Appointments (CPANI), appointments are made which follow the Commissioner's Code of Practice as best practice and are overseen by an Impartial Assessor.

The Chief Executive advised that during the 2019 reconstitution process and following the findings from the CPANI Audit of appointments to another justice organisation which raised several flaws in the competition process, Board officials wrote to DoJ to seek assurances on the Code of Practice's approach to stage 3 of the process which specifically relates to the appointment of independent members to the partnerships in accordance with the legislation.

At the time, DoJ advised that they were not minded to update the Code and advised the Board to satisfy itself that its processes to appoint Independent PCSP Members would withstand challenge and not be in breach of either employment or EU law. Board officials subsequently sought legal advice from the Crown Solicitor's Office to ensure that they could continue to follow the Board's appointment policy. Following this, Members agreed to proceed with the current policy for appointments following the Department's Code of Practice and using the criteria set out in section 6 of the policy to achieve representative PCSPs.

The Chief Executive advised that DoJ have since conducted a review of the Code of Practice further to the 2020 reconstitution of PCSPs and received legal advice on proposed amendments in advance of PCSPs reconstitution (expected in March 2024). A targeted consultation on amendments to the Code of Practice was issued by DoJ on 24 October 2022 and all documents were shared with Members the following day. The closing date for the targeted consultation is 5 December 2022. The Chief Executive noted the Code proposed a greater emphasis on outreach work with groups that were under-represented in previous reconstitution process, however the most fundamental proposed amendments relate to stage 3 of the process, i.e., the role of Board appointment panels.

During discussion Members raised concerns regarding some of the language used in the proposed revisions to the Code of Practice which is the subject of targeted consultation, and the narrowing of certain criteria in the amended Code

of Practice. It was proposed that all Members should have the opportunity to contribute to the formulation of a Board response to the consultation. Members also noted the legal advice that had been secured previously on the matter and discussed the value/merit of obtaining further legal advice, however agreed that the Chief Executive should seek further legal advice if deemed necessary.

Following discussion, it was **AGREED** by Members:

- I. to commence the process in accordance with the timeline in the paper
- II. that in relation to the consultation on the proposed amended Code of Practice, feedback from Members would be sought and should be received by the Director of Partnership no later than 8th November to inform a paper to be considered by Partnership Committee at their upcoming November meeting. **(AP3)**

8.2 Composite Paper on Committee Terms of Reference

The Director of Resources presented a paper which asked Members to approve the revised Terms of Reference for the Board's main Standing Committees and approve an update to the Board's Standing Orders.

The Director of Resources noted that Section 20 of the Board's Standing Orders stipulates that the Terms of Reference for all Committees should be approved by the Board prior to the Committee being established and reviewed at the beginning of each financial year. Following the reconstitution of the Board in June 2022, a Member of the Board's Audit and Risk Assurance Committee proposed at its meeting in June 2022 that the Terms of Reference for all the Board's Standing Committees should be updated to include a Strategic Objective of that Committee. This was subsequently agreed by all Members.

In addition, at the July 2022 Board meeting Members agreed it was necessary to constitute a Senior Officer Discipline Committee, made up of 5 Members of

the Board. The purpose of this Committee is to discharge the Board's responsibilities as Appropriate Authority for senior officers in the Police Service of Northern Ireland [PSNI], as set out in the Police (Conduct) Regulations (Northern Ireland) 2016.

All revised Terms of Reference have now been agreed by each of the Board's standing Committees (Performance, Partnership, Resources, Audit and Risk Assurance and Senior Officer Discipline) at meetings throughout September and October 2022. These are today being put to the Board for approval.

The Director of Resources advised that with regard to the Board's Standing Orders, two small amendments were proposed to Appendix 1. Members noted the proposals to:

- I. remove the reference to the HIU (Historical Investigations Unit) at 1.5, &
- II. add the reference to Senior and Chief Officers and Staff at 1.8.

Following discussion Members **AGREED**:

- I. To **APPROVE** the amended Terms of Reference for each of the Standing Committees of the Board as detailed in Annex A of the paper.
- II. To **APPROVE** the amendments to the Board's Standing Orders as detailed in Annex B of the paper.

Members commented on the presentation of the Strategic objective across all Terms of Reference documents and the need to ensure there is consistency in how the strategic objective is presented. The Director of Resources agreed to update Resources and ARAC Committee's Terms of Reference documents before publication on the Board's website. **(AP4)**

8.3 Professional Standards Paper

The Director of Performance presented a paper which highlighted areas of concern in relation to PSNI Professional Standards and outlined recommendations which have been identified in order to improve PSNI performance in this area.

The Director of Performance advised that over the past twelve months several concerns and issues have been identified both by the PSNI and the media in relation to trends and patterns in complaints and standards in Police Officer behaviours. Board Members had expressed concern with these incidents, associated costs and the potential that they have negatively impacted on public confidence in policing and the reputation of the PSNI. Therefore, Members agreed the need for additional scrutiny to be brought to this issue and have been working to address the issues and to identify areas for improvement and change to improve PSNI performance in this area. The Director of Performance noted that the Performance Committee have approved 6 recommendations designed to improve PSNI performance and requested that Members consider the recommendations and if they are content to approve the paper for publication.

During discussion a Member noted amendments to be made to the minutes of the Performance Committee meeting on 13 October (where this paper was first presented in draft) to reflect changes requested to Recommendations. Other feedback from Members focused on amending the wording of Recommendation 5 to include whistleblowing metrics and including more visibility and transparency, reviewing the work done to date on the Code of Ethics and amending the wording regarding vetting and repositioning to the PSD Annual Report in Annex A. Members to forward their revised proposals to the Director of Performance for inclusion in the paper.

Following discussion it was **AGREED** by Members:

- I. To **APPROVE** the draft paper for publication subject to Member views being considered and incorporated into the document. **(AP5)**

8.4 Report on the Human Rights of Police Officers and Staff

The Human Rights Advisor presented a paper which provided Members with the final version of the Human Rights of PSNI Officers and Staff Report, which focuses on the rights of police officers and designated staff.

The Human Rights Advisor noted that this draft Report considering the Human Rights of police officers and staff was presented to the Performance Committee at its meeting in September 2022, following which comments and feedback were received and considered by the Human Rights Advisor. The 'final' Report was considered by the Committee again at its October 2022 Committee meeting taking account of the concerns raised by Members. Following consideration, the Committee agreed for the Report to be presented to the Board seeking approval to publish.

The Human Rights Advisor advised The Report is part of the three-year human rights programme of work. The Human Rights Advisor consulted with all of the PSNI staff associations, the Police Ombudsman and senior officers in PSNI when drafting the report. The Report covers seven key areas of the Human Rights of Officers and Staff and nine recommendations are made across a range of areas.

A Member advised that when the Report was considered at Performance Committee there was one issue that wasn't unanimously accepted and Committee Members were asked to vote on it. The Member requested that the minutes of the Performance Committee meeting be updated to reflect the names of those Members who voted for and against accepting the relevant paragraph being removed during the recorded vote. **(AP6)**

The Member advised that alternative wording for the issue was put forward to Members of the Performance Committee and requested that that alternative wording also be put to all Board Members today for consideration before making

a decision on whether to uphold the Committee's recommendation or not. The Board Chair asked Members to vote via a show of hands if they were content to accept the Committee's recommendation or if they wished to hear the wording of the paragraph. Members indicated via a majority show of hands -13 votes for and 2 votes against (Trevor Clarke & Maurice Bradley) that the Board were content to accept the Committee's recommendation and therefore **AGREED** the final draft of the report and **APPROVED** it for publication.

9. KEY ISSUES OF PUBLIC INTEREST

The Board noted a paper which detailed recent issues of public interest which were relevant to the Board's areas of work. Recent news stories of concern will be addressed when PSNI attend the meeting.

10. PRIVATE SESSION WITH THE CHIEF CONSTABLE INCLUDING CHIEF CONSTABLE'S REPORT

Following the public meeting with the Chief Constable where he expressed his thanks to the Board Chair, Vice-Chair and other outgoing Members for their stewardship and support during their time in office and welcomed new political member Mr Mark H Durkan MLA, the Chair welcomed the Chief Constable, Chief Operating Officer (COO) Pamela McCreedy, Assistant Chief Constable Bobby Singleton, Assistant Chief Constable Chris Todd, Assistant Chief Officer Corporate Services Mark McNaughten, Detective Chief superintendent Zoe McKee, Executive Support Team, and Gareth Brown, Strategic Communications & Engagement, and the Director of Strategic Communications and Engagement, to the private Board meeting.

Following a brief introduction the Chair invited Member questions to the Chief Constable and the following matters were discussed with PSNI Leadership team:

PSNI Budget – Concerns were raised in respect of the budgetary situation, and constraints on senior civil servants’ ability to address the shortfall in the absence of an Executive. The Chief Constable advised the PSNI continues to face significant financial challenges and in the current year alone they are reporting a current in year pressure of £90m, which is compounded by the anticipated increased pay award and ever increasing fuel and utility costs. The Chief Constable cautioned the PSNI may incur costs in excess of their allocated Contingency Planning Envelope (CPE) this year.

Areas discussed included:

- Impact on service delivery as a consequence of reduction in headcount;
- The affect on public confidence as the impact is felt more widely in the community and Neighbourhood Policing Teams;
- Resource planning and vacancy control and how vacant posts might be reorganised to minimise the risk to the PSNI;
- How the business operating model of policing might evolve to make better use of resources and exploit the benefits of technology; including reinforcement of staff behavioural changes
- If the political impasse continues what powers (if any) could be restored to the Ministers.

Creation of External Reference Group/Service Accountability Panel –

Members raised concerns regarding the establishment of an External Reference Group to support the PSNI’s work on Spit and Bite Guards, particularly with regard to the impact on the Board’s accountability role and the volume of staff committed to membership of the group. ACC Todd addressed Member’s concerns noting:

- The Service Accountability Panel is similar to the arrangements that were in place for the Police Powers Development Group, however the make up of that group has been updated to create a more robust structure and make better use of resources;

- The number of members of the group remains the same; as does the number of meetings the group holds each quarter;
- ACC Todd, as Chair of the group, reports directly to the Board's Performance Committee;
- Membership of the group, criteria for selection and how in future appointment to these groups can become a more transparent process.

ACC Todd added that the framework is designed to complement the existing structures to support the role of the Board and Policing and Community Safety Partnerships (PCSPS) and to support continual improvement in this area through scrutiny and challenge from appropriate stakeholders, whilst the Board continues to hold the PSNI to account.

A Member requested information on the total number of these groups currently in operation within the PSNI and also their membership. ACC Singleton advised that this is currently going through PSNI internal governance procedures and will come back to the Board via the Partnership Committee early in 2023.

In addition to the above the PSNI Leadership team addressed a range of matters from Members concerning:

- The date of the inquest into the death of Noah Donohoe;
- The cost of policing parades;
- Representativeness in the PSNI;
- Security breach at Musgrave Street PSNI station;
- Roles and responsibilities of Belfast Harbour Police and PSNI with regards to dealing with drug seizures in the Belfast Harbour area
- Cyber related crime, and;
- The recently published HMIC report regarding vetting, misconduct, and misogyny in the police service.

The Chair thanked the Chief Constable, Chief Operating Officer Pamela McCreedy, Assistant Chief Constable Bobby Singleton, Assistant Chief Constable Chris Todd, Assistant Chief Officer Corporate Services Mark McNaughten, Detective Chief Superintendent Zoe McKee, Executive Support Team and Gareth Brown, Strategic Communications & Engagement, and the Director of Strategic Communications and Engagement, for their private briefing to the Board.

11. QUESTIONS FOR THE CHIEF CONSTABLE

11.1 Issues Arising from Committees

There were no issues arising from recent Committee meetings for the Board's attention.

11.2 Committee Written Questions and Responses

Members noted a response to a written question in relation to a question raised by the Performance Committee.

11.3 Individual Members' Written Questions and Responses

Members noted responses received from the Chief Constable in relation to Members written questions and follow up responses to verbal questions from the previous Board meeting on 6 October 2022.

A Member requested clarification on the process for submitting, providing details of and giving notice of Questions to the Chief Constable and asked that the guidance be issued to all Members. **(AP7)**

12. COMMUNICATION ISSUES

None raised.

13. ANY OTHER BUSINESS

No other business was conducted.

14. DATE OF NEXT MEETING

The next Board Meeting is scheduled for Thursday 1 December at 9.30am in Waterside Tower.

The Chair noted that in December, given the change of independent members, a short Board meeting is required on the planned Board date of 1 December for the purposes of electing a chair and vice-chair of the Board and agreeing Committee membership. Political developments permitting, a full board meeting will then take place on 8th December at 9.30am.

The private meeting closed at 10.55am.

The Board then moved into the public session from 11am to 12pm which was held by a video conference facility and livestreamed.

A verbatim recording of the Board meeting in public is available on the Board's YouTube page @nipolicingboard

This was followed by the private session with the Chief Constable from 12.15pm to 1.15pm.

Corporate Services

Date: November 2022

Chair