



THE NORTHERN IRELAND POLICING PLAN 2020-2025

**ANNUAL
ASSESSMENT
2024/25**



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

The Northern Ireland Policing Plan 2020-2025 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 2024-2025 included nine Indicators and sixteen Measures which were used to quantify the progress towards achieving these Outcomes. The Outcomes, Indicators and Measures are collectively provided on page 5.

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. To deliver on this statutory requirement each Measure within the 2024-2025 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 and Board official’s analysis, which encompassed a summary Key Issues / Key Opportunities piece. At each applicable Committee meeting, the responsible PSNI ACC was present, and Members engaged in scrutiny, monitoring and evaluation of each Measure. All sixteen Measures within the Performance Plan 2024-2025 were presented at least once to Members through either the Performance, Partnership or Resources Committee between May 2024 and March 2025. 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.

2024-2025 represents year five of a five-year Policing Plan (2020-2025) and reports mainly on the progress made by PSNI in the gathering of data against the baselines and the reporting of emerging impacts. It also includes an assessment of each measure in both year 5 and over the five years 2020-2025 by applying 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 Northern Ireland Audit Office's (NIAO's) inspection of Continuous Improvement in 2021-2022 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. It is important to note that some of the data contained in this assessment is management information provided by the PSNI and is not official statistics. Therefore this assessment is limited to the data contained within, which may be subject to change.

NORTHERN IRELAND POLICING PLAN 2020-2025 AND PERFORMANCE PLAN 2024/25 ANNUAL ASSESSMENT

OUTCOME 1: WE HAVE A SAFE COMMUNITY

| INDICATOR | MEASURES 2024/25 |
|---|---|
| 1.1 FEWER REPEAT VICTIMS OF CRIME | 1.1 Repeat victimisation rate and report on initiatives and their impact to support repeat victims with a focus on victims of Domestic Abuse, Child Sexual Abuse and Exploitation (CSAE) and Hate Crime in 2024/25. |
| 1.2 FEWER REPEAT OFFENDERS OF CRIME | 1.2.1 Repeat offending rate and report on initiatives and their impact to reduce repeat offenders with a focus on Domestic Abuse in 2024/25. 1.2.2 Through activity which has a minor, moderate and major impact, 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 unsafe/very unsafe in their local area, in their local high street, town centre and in their own home at night. 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. 1.4.2 Demonstrate progress against the Violence Against Women and Girls Strategy and Action Plan. |

OUTCOME 2: WE HAVE CONFIDENCE IN POLICING

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| 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. 2.1.2 Report on the levels (numbers and outcomes) of conduct cases within the police service. 2.1.3 Report on the levels of 999 (emergency) and 101 (priority) call response. |
| 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, community background, ethnic origin, disability, sexual orientation and in respect of recruitment, socioeconomic 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

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|---|--|
| 3.1 POLICE, IN PARTNERSHIP WITH LOCAL COMMUNITIES, INCLUDING PCSPS, IDENTIFY AND DELIVER LOCAL SOLUTIONS TO LOCAL PROBLEMS | 3.1.1 Demonstrate progress against the "Here for You" Public Engagement Strategy and the associated Hallmarks of Neighbourhood Policing. 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. |
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OUTCOME ONE: WE HAVE A SAFE COMMUNITY

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 2024/25.

ASSESSMENT FOR 2024-25

ACHIEVED

It is recognised 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. When the data from 31/03/2024 is compared to the figures from 31/03/2023 there have been reductions in all areas. There has been fewer repeat victims of Domestic Violence and Abuse, CSAE, Hate Crime and Repeat Victimisation overall. Therefore, the Board assess this measure as being achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

When the recent data is compared to the figures from 31/03/2021 there is a mixed picture. There has been a slight decrease in the number and percentage of overall repeat victims. This figure had been significantly higher in recent years but has now reduced to its lowest level since 2021.

There is a similar picture in regard to domestic abuse repeat victims, where the figures and percentage increased from 2021 to 2022, but have since reduced in recent years. The repeat percentage rate is now lower than 2021, however, the number of victims remain higher.

Regarding CSAE the number of victims is at its highest rate, and higher than 2021, however, the repeat victimisation rate has dropped slightly when compared to 2021. Finally, the number of hate crime victims has dropped significantly from the 2021 levels.

The reducing number of overall repeat victims and percentage rate is welcomed, however, there is more to consider in terms of the different categories of victims, some of which have decreased, and some have increased. Furthermore, it is recognised that these categories are often under reported. Therefore, while recognising the ongoing work in this area, the Board assess the Measure as being partially achieved.



MEASURE 1.2.1:

Repeat offending rate and report on initiatives to reduce repeat offenders with a focus on Domestic Abuse in 2024/25.

ASSESSMENT FOR 2024-25

ACHIEVED

When the data from 11/01/2025 is compared to the figures from 31/03/2023, there has been a reduction in the number of repeat offenders, however the percentage rate has increased slightly. Furthermore, when the figures for this time period for repeat offenders of domestic abuse are analysed, it shows a decrease in both the number and rate. While the rate of repeat offenders of all crime has increased slightly, all of the other figures have reduced in this time period. This slight increase in this rate can be attributed to the reduction in crime in this time period. Therefore, at this point in the Policing Plan, the Board assess the Measure as being achieved.

ASSESSMENT FOR 2020-2025

ACHIEVED

When the data is analysed, from March 2021 the number and rate of repeat offenders of all crime has fluctuated. While the number of overall repeat offenders was at its 2nd lowest in 2021, it has increased for several years, before reducing to its lowest figure in 2025. Yet, the rate of overall repeat offenders was at its highest in 2021 and then reduced before increasing again in 2024-25. Despite this fluctuation, it is important to recognise the rate of repeat offenders is based on overall crime, and the reduction in the number of repeat offenders of crime should be welcomed. PSNI advised the figures for repeat offenders of domestic abuse are only available from March 2023. When the figures for repeat offenders of domestic abuse are analysed for this time period, it shows a decrease in both the number and rate. This shows there has been a notable decrease in repeat offending for both all crime and domestic abuse.

Therefore, the Board assess the Measure as being achieved.

MEASURE 1.2.2:

Through activity which has a minor, moderate and major impact, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

When the figures from October 2023 – March 2024 are compared to the figures for April 2024 – March 2024 there is a mixed picture. Total disruptions have increased from 181 to 225, and there have been more minor and moderate disruptions. However there has been a slight decrease in major disruptions from 4 to 3. In terms of risk as a result of disruptions using MoRiLe scores, the P Grading shows a decline in P1 gradings, and an increase in P2, 3 & 4 when both 6-month periods are compared. While recognising overall disruptions have increased, there has not been a decrease in major and P1 graded disruptions, which has the greatest impact on reducing the threat posed by OCGs. Furthermore, there has been a decrease in the number of reports (80 > 66), and an increase in those charged (45 > 51). PSNI state there has been reductions in the figures for all the main crime categories, however, those crimes with a higher severity such as sexual offences are making up a higher proportion of overall crime.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

As stated, PSNI have moved to their new terminology with the classifications having changed to minor, moderate and major. Therefore, only 18 months' worth of data is currently available and the analysis and basis for the longer-term RAG status is based on this 18-month time period.



MEASURE 1.3.1:

Number of people in Northern Ireland who feel 'unsafe/very unsafe' in their local area, in their local high street, town centre and in their own home at night.

ASSESSMENT FOR 2024-25

ACHIEVED

Findings from the NI Safe Community Telephone Survey (NISCTS) (2022-23) show a slight increase in percentage of respondents who continued to be more likely to feel very unsafe while walking alone in their local area after dark (increasing from 6% to 7%). The same survey shows no change in percentage of respondents who feel very unsafe when alone in their home at night (remaining at 1%). Therefore there have been no notable changes to perceptions of safety since the previous survey. However these results show only a small minority of people feel unsafe and the vast majority of people surveyed continue to feel safe.

The Board therefore assesses this Measure to be achieved.

ASSESSMENT FOR 2020-2025

ACHIEVED

The NISCTS 2020-21 baseline figure was 6% for respondents who continued to be more likely to feel very unsafe while walking alone in their local area after dark. The % respondent rate fluctuated little during the life of the plan however most recently in 2022-23 has increased to 7%. Therefore there has been little change in the numbers of people feel very unsafe after dark in this period. In relation to respondents who feel very unsafe when alone in their home at night there was no change, and this remained consistent at 1%. For respondents that feel very unsafe in the community they live in, the NI Policing Plan Survey (NIPPS) from 2022 and 2023 show a slight decrease from 1.1% to 0.5% which is positive. Conversely, in relation to respondents who feel very unsafe in their local town centre, this increased from 1% to 2.5%. However, the Board recognises these percentages of people feeling unsafe are very low and show the majority of people feel safe.

The Board therefore assesses this measure to be achieved.

MEASURE 1.3.2:

Rate of places repeatedly victimised.

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

During the 2024-25 reporting period, PSNI made partial progress in improving places that are repeatedly victimised. In higher-than-average Wards reported crime decreased from 39,653 to 24,704. When last reported, 45 Wards were 'significantly above' the five-year average crime rate per household. This has dropped by 24 Wards and is now 21. In the previous year 9.8% of Wards were 'significantly above' the five-year average crime rate per household. This has also dropped 5.3% points to 4.5%. Overall, average Anti-Social Behaviour (ASB) in above average Wards increased from 7,280 to 10,954. In Wards 'significantly above' the five-year average ASB rate per household went up from 13 to 19. Wards 'significantly above' the five-year average ASB rate per household increased from 2.8% to 4.1%.

The Board therefore assesses this Measure to be partially achieved.

ASSESSMENT FOR 2020-2025

ACHIEVED

In Wards with a significantly higher than average crime rate per household the baseline was 24 (5.2%) in 2020-21. In the three years that followed these figures rose considerably (averaging 42 or 9%). Recent figures (21 or 4.5%) show a substantial decrease to a level below the 2020-21 baseline. The trend has similarities in relation to crime occurring within these Wards. The baseline in 2020-21 was 21.7% which increased considerably over the succeeding three-year period (averaging 32.8%). This year the figure decreased substantially and dropped back to 25.5%.

In relation to ASB, the baseline in 2020/21 was 61 (13.2%) in Wards with a significantly higher than average ASB rate per household. This had decreased significantly in year 2 by almost half (34) (7.4%) with a decreasing trend in years 3 and 4. Data from the recent reporting period indicates some increase to 19 (4.1%) but remains significantly below baseline figures. When it came to antisocial behaviour occurring within these Wards, there has been a year-on-year trend showing a significant decrease from year 1 (38.1%) to year 5 (25%). These reductions are likely the result of decreases in overall crime and ASB in Northern Ireland.

The Board therefore assesses this measure to be achieved.



MEASURE 1.4.1:

Benchmark PSNI crime rates against previous rates and other similar police services.

ASSESSMENT FOR 2024-25

ACHIEVED

In terms of crime rates, Northern Ireland has the lowest crime rate in the UK at 54.6 crimes per 1,000 population (as of March 2024), in comparison to other Most Similar Forces (MSFs). This is a decrease from 58.4 in March 2023. Furthermore, as of 14 August 2024, the crime rate has reduced further to 51.9 crimes per 1,000 of the population, a reduction of 2.7%, when compared to the 2023-24 annual figure. All crime rates by various categories have decreased against the baseline, and the majority of the main crime categories and ASB categories have reduced, with the exception of shoplifting, drugs offences and possession of weapons offences. As the trend in recorded crime is downwards as per the recorded crime rate per 1,000 population it could be argued that the community is safer as they are less likely to be a victim of crime.

The Northern Ireland community is also less likely to be a victim of crime than the population of England and Wales as we have the lowest recorded crime rate per 1,000 population. Therefore, at this point in the Policing Plan, the Board assesses the Measure as being achieved with the PSNI making good progress towards achieving a positive impact by maintaining the low levels of crime and keeping people safe.

ASSESSMENT FOR 2020-2025

ACHIEVED

Recorded crime initially experienced an increase after the 2021 figures, however the figures recorded in 2020-21 are significantly lower due to the impact of COVID restrictions, with the crime rate at 49.8. The crime rate prior to the COVID restrictions was 56.3, and post COVID restrictions this increased to 58.4. However, the crime rate has since reduced to 54.6 in 2023-24, and it has further reduced in the rolling 365-day period as of 13 August 2024 when it was 51.9. It is further stated in the Chief Constable's Accountability Report in March 2025, that in the 12 months from 1 February 2024 to 31 January 2025, the crime rate is 50 police recorded crimes per 1,000 population. This shows the crime rate has been steadily falling since it peaked in 2022-23.

A reverse picture can be seen in regard to the impact of COVID restrictions on ASB rates, as the rate increased to 33.9 in 2020-21, but has been in significant decline since 2021. The ASB rate was 23.7 in the 2023-24 financial year, and this has reduced further in the rolling 365-day period as of 13 August 2024, when it was 23.

In regard to data on specific offences there is a mixed picture. While progress has been made in a number of areas, there has been increased crime rates in others. Current figures of violence against the person, sexual offences and domestic abuse have fluctuated but remain above the 2021 baseline, while burglary has reduced, and robbery has maintained.

In relation to crime rates, Northern Ireland is consistently at the lower end of the range amongst the MSFs and below the England and Wales average for the majority of crime categories. Furthermore, over the past 5 years Northern Ireland has had the lowest crime rate or 2nd lowest crime rate when compared to the MSF.

Therefore, taking this analysis into consideration, the Board assess the Measure as being achieved.



MEASURE 1.4.2:

Demonstrate progress against the Violence Against Women and Girls Strategy and Action Plan.

ASSESSMENT FOR 2024-25

ACHIEVED

PSNI are achieving a positive impact by investing in a number of initiatives to achieve a reduction in crime rates and trends in relation to VAWG. PSNI have provided the Board with figures that show a decrease in the number VAWG offences, overall crime, repeat victims of VAWG offences, and the number of repeat offenders when compared to the previous reporting period.

There has been a slight increase in the percentage rate of repeat offenders of VAWG offences against the previous year. However, there has been a decrease in the majority of VAWG offences when the current 365 is compared to the previous 365. While these reductions are welcomed, there has been a significant rise in terms of the number of recorded VAWG homicides which has increased from 4 to 8 (100%) when the current 365 is compared to the previous 365 which is a concern.

In regard to comparison to most similar police services PSNI did not provide an update in regard to if the trends in VAWG offences had increased or decreased, as they advised there is not sufficient data available to access.

Therefore, taking this analysis into consideration, the Board assess the Measure as achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

This measure has only been included in the Policing Plan for the last 2 years and therefore analysis is restricted to this time period.

There has been reductions from 31/08/2023 to 04/11/2024 in terms of the number VAWG offences, overall crime, repeat victims of VAWG offences. While these figures may be the beginning of a downward trend, due to the limited data it is not possible to make this conclusion at this stage. Furthermore, while these figures are welcomed, as previously noted, it is not possible to compare data with most similar police forces.

PSNI are currently working through their VAWG action plan and are beginning to have a positive impact by investing in a number of initiatives. However, while this work remains ongoing, and only 2 years of appropriate data are available, the Board assess the Measure as partially achieved.



OUTCOME TWO: WE HAVE CONFIDENCE IN POLICING

MEASURE 2.1.1:

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

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

The NISCTS 2022-23 found 5 of 8 measures have seen a further decrease during this period (last period 7 of 8). Public confidence in policing (and police accountability arrangements) decreased marginally from 82% to 81%. Confidence in local policing also decreased marginally from 72% to 70% and respondents agreeing that police have a visible presence decreased from 39% to 37% (last year unchanged).

There is no change in respondents who agree that the local police can be relied on to be there when you need them (63%). These results indicate a reduction in confidence in policing overall and local policing. However the majority of those surveyed still retain high levels of confidence in policing, which is encouraging.

The Board therefore assesses this measure as partially achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

The NIPPS 2023 had shown upward trends in 2/3 category questions. The greatest increase was from respondents who believe the police have a visible or very visible presence in their area and went up from 40% to 44.1%. In the NISCTS, all 8 measures have decreased from the baseline and while there is an overall picture of a downward trend, this assessment recognises the majority of survey respondents have confidence in policing. The Board also recognises the climate of budgetary constraint that has impacted on PSNI's ability to deliver this Measure and will continue to monitor the trend in future surveys.

The Board therefore assesses this measure as partially achieved.

MEASURE 2.1.2:

Report on the levels (numbers and outcomes) of conduct cases within the police service.

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

PSNI are investing in a number of initiatives to achieve an improved confidence in policing. Within this time period, PSNI have provided the Board with figures that show an increase in the reported breaches of the Code of Ethics. The data also shows the number of outcomes for misconduct meetings has increased, and misconduct hearings have reduced slightly. Discipline Branch investigations have decreased, while Anti-Corruption Unit investigations have increased. The Board notes there have been no investigations in relation to whistleblowing.

In terms of the data provided which is specific to the impacts of this measure, PSNI have provided figures that show a decrease in the number of investigations and a reduction in the monthly average number of conduct cases. Furthermore, the number of suspensions are slightly above average and the number of repositioning's are below average.

As the data shows mixed results, the Board assess the Measure as partially achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

When the 2021-22 data is compared to 2023-24, in terms of the data provided which is specific to the impacts of this measure, PSNI have provided figures that show an increase in the number of investigations and a slight reduction in the monthly average number of conduct cases. The number of suspensions are above average, and the number of repositioning's are below average.

This measure is relatively new in the policing plan, and the data provided has only been reported on for 2 years. Therefore, Board assess the Measure as partially achieved.



MEASURE 2.1.3:

Report on the levels of 999 (emergency) and 101 (priority call) response.

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

A current lack of relevant UK data on response times enabling comparisons to be made between PSNI and comparative police services means data needed for this purpose is not yet available. It is therefore not possible to assess how PSNI Emergency/Priority Service Level Agreements (SLA) targets compare with other Police Services across the UK.

Internal PSNI data for 999 Emergency Calls indicates that PSNI attended 82.3% of calls within SLA targets requiring the attendance of calls within 15 minutes. This had increased marginally but was not significantly changed from the same period in 2023 when it was 82.1%. Data for 101 Priority Calls indicates that PSNI attended 71.9% of calls within SLA targets requiring the attendance of ALL calls within 60 minutes. Police response for this SLA had increased by 2.8% points from the same period in 2023 when it was 69.1%, which is positive.

The Board therefore assesses this measure to be partially achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

This measure was added just two years ago and there is not yet sufficient longitudinal data available on which to base broader assessment. We also note an absence but recognise current challenges with obtaining credible national comparative data. Existing data indicates that there was marginal improvement from the previous year, and this was the same trend for 101 Priority Calls that achieved 71.9% attendance of calls within SLA targets to attend calls within 60 minutes.

The Board therefore assesses this measure to be partially achieved.

MEASURE 2.2.1:

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

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

Results from the Victim Satisfaction Survey (VSS) show that in three of four areas, there has been some minor improvements in survey results. It is noted that 'being kept informed' (Q2) remains the consistently lowest satisfaction rate at 56.5%. Also remaining low, the overall satisfaction rate with the service increased slightly from 66.5% to 67%. We note that 1,039 responded to the survey between 1 April to 30 June. The fact that this is the highest response rate (16.6%) to date is encouraging.

PSNI in the latest update, indicate that it is difficult to conclude if overall satisfaction has increased or decreased since the last report. Based on the current evidence available, our assessment is that there has been some marginal improvement.

The Board therefore assesses this Measure as partially achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

Findings from the VSS show that there has been minor trend improvement in 2/4 (50%) question responses while 2/4 (50%) question responses have also dropped slightly. It is difficult to make a conclusive judgment from this data given that changes are marginal and balanced 50/50. Of victims very satisfied/satisfied with the response from the PSNI the NIPPS 2023 found marginal decrease in satisfaction which dropped from 59% to 55%. For service users very satisfied/satisfied with the response from PSNI there was little change (dropping from 69% to 68%).

The Board therefore assesses this measure as partially achieved.

MEASURE 2.3.1:

Improve representativeness of the service across ranks, grades and departments by gender, community background, ethnic origin, disability, sexual orientation and in respect of recruitment, socio-economic background.

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

This assessment takes account of ongoing challenges faced by PSNI as the result budgetary constraints. It is an issue that continues to stifle an opportunity to significantly increase representativeness through the consistent recruitment of officers and staff. The Board supports the Chief Constable in welcoming the budget announcement in November 2024 by the Minister of Justice and recognises the potential for this to have a positive impact on reducing the under representation of Catholics, females, and minority groups/communities in PSNI. We note the submission of a Workforce Recovery Plan by the Chief Constable to recover officer and staff numbers to 7,000 and 2,572 respectively over the next three years.

We also recognise the need for strong strategic focus on outreach and it is reassuring that a Gold Command Structure has been put in place to provide leadership and oversight of this issue. We note the proactivity by officers and staff in reaching out and encouraging people to join their organisation and acknowledge that some progress has been made in representation by some from the LGBTQ+, ethnic minority and disability groups/communities.

Improvements in representation by Catholic officers and staff, female officers, LGBTQ+, ethnic minorities and disabilities are not significant with no significant changes in the data available. However, it has been noted that Catholic officers and female officers are currently at the highest level. This is due to the impact of retirements from PSNI which are mostly Protestant males.

The Board therefore assesses this Measure as partially achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

The number of Catholic officers in PSNI has increased from the baseline 31.8% to 32.9% (31/10/2024) and the number of female officers has also increased from 29.8% to 32.2%. Also, during the plan period, the number of Catholic and female staff has decreased slightly. There have been small increases (from March 2022) across all reported S75 categories in relation to officers and staff except for ethnic minority officers which remains at 0.7%.

This assessment takes account of ongoing budgetary constraints believed to be impacting on representativeness. The implementation of the Chief Constable's Workforce Recovery Plan, recruitment campaigns and commitment to outreach will be robustly monitored during the new Policing Plan.

The Board therefore assesses this Measure as partially achieved.



MEASURE 2.4.1:

Levels of crime outcomes, with a particular focus on Domestic Abuse, to identify areas of concern.

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

When comparing the most recent 365-day rolling period against the previous there has been a marginal increase in charge/summons, and a decrease in out of court outcomes. In terms of the attrition rate, this has increased marginally from 22.5% to 22.8% while the evidential difficulties (victim supports) has decreased. Therefore, there has been no significant improvement from the previous year.

When looking specifically at the 'Domestically Motivated' outcomes figures, when comparing the most recent 365-day rolling period against the previous there has been a decrease in charge/summons, and out of court outcomes have remained static. In terms of the attrition rate, this has increased from 35.4% to 39.9%. Therefore, there has been an overall reduction in outcomes for domestically motivated outcomes. However, when the outcome rates in Northern Ireland are compared to the most similar forces they compare favourably, however, there is some variation in regard to how outcomes are categorised.

Therefore, for this period of the Policing Plan, the Board assess the Measure as partially achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

When comparing the most recent 365-day rolling period against the 5-year average there has been an increase in charge/summons and increase in out of court outcomes. However, the attrition rate has also increased.

When looking specifically at the 'Domestically Motivated' outcomes figures, when comparing the most recent 365-day rolling period against the 5-year average, there has been a decrease in charge/summons, but out of court outcomes have increased. In terms of the attrition rate, this has also increased. While some positives can be seen in terms of the increase in charge/summons and out of court outcomes in all crime, and charge/summons in domestically motivated crimes, there is a worrying increase in the attrition rate.

As mentioned, when the outcome rates in Northern Ireland are compared to the most similar forces they compare favourably, however, there is some variation in regard to how outcomes are categorised.

Therefore, for this period of the Policing Plan, the Board assess the Measure as partially achieved.



OUTCOME 3: WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES

MEASURE 3.1.1:

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

ASSESSMENT FOR 2020-2025

ACHIEVED

The Performance Committee agreed to close off these actions at the meeting on 16 February 2023. The Local Policing Review was therefore replaced in the Policing Plan with a new measure on the Here for You Engagement Strategy and the Hallmarks of Neighbourhood Policing. The Board, therefore, consider that this Measure has been achieved.



MEASURE 3.1.1:

Demonstrate progress against the “Here for You” Public Engagement Strategy and the associated Hallmarks of Neighbourhood Policing.

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

PSNI have provided updates regarding the “Here for You” Public Engagement Strategy and the associated Hallmarks of Neighbourhood Policing’. However, this is the 2nd year this measure has been implemented its now clear that it is difficult to develop baselines for this measure. While the updates provided are useful, these relate mostly to strategies and case studies which only provide qualitative data and do not provide quantitative data. Therefore, it is not possible to provide a quantitative answer to the impacts - has the level of engaged communities improved or deteriorated? Or has the level of supportive communities improved or deteriorated? However, the Board considers PSNI have demonstrated progress against the “Here for You” Strategy and the associated Hallmarks of Neighbourhood Policing. In particular, the Board would consider the engagement work undertaken with the Muslim community following the public disorder in August 2024 as a good example of engagement with a community that resulted in a positive outcome. The Board, therefore, considers this Measure to be partially achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

This is the second year since the introduction of this measure and it is not possible to provide an answer to the identified impacts. PSNI have provided regular updates on progress of the “Here for You” engagement strategy and the Hallmarks of Neighbourhood Policing. However, it is difficult to provide evidence that these strategies are working and the new Policing Plan 2025-2030 will take account of this. The Board, therefore, considers this measure to be partially achieved.

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.

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

PSNI have now completed the fourth Neighbourhood Policing Team (NPT) Self-assessment Survey, providing opportunity to compare the results.

In Year 4 it is difficult to provide comparisons with previous years as only 44 NPTs took part in the survey, compared to more than 70 in previous years. Therefore, the results of this year's survey need to be considered in this context. Overall, most of the survey results show a decrease in comparison to the previous year. However, due to the significant reduction in the number of NPTs who completed this year's survey, a fair and accurate comparison with Year 3 cannot be made. The Board, therefore, assesses this Measure at this time as partially achieved.

ASSESSMENT FOR 2020-2025

PARTIALLY ACHIEVED

PSNI have now completed the fourth Neighbourhood Policing Team (NPT) Self-assessment Survey, providing opportunity to compare the results. Overall, the survey results have been mixed and as noted above, there was a reduced participation in the survey in Year 4. However, the reduction in NPT Officer numbers from 691 in 2021 to 512 cannot be ignored as it will undoubtedly adversely impact PSNI's ability to engage effectively with communities. The Board, therefore, assesses this Measure as partially achieved.



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.

ASSESSMENT FOR 2024-25

PARTIALLY ACHIEVED

In making comparisons between the 2024 and 2023 Community Policing Surveys, it is important to note the difference in respondents to both surveys as the 2024 survey saw an increase of 42% in responses. The 2024 survey has seen a marked reduction in those involved in local issues, with only 25% involved compared to 78% in 2023. The CPS 2024 states 64% thought there had been a mutually satisfactory solution to local issues, compared to 52% in 2023. Therefore, this points to mixed results when comparing the two surveys. The Board also recognises the good examples of partnership working carried out by the PSNI in areas of high deprivation and repeatedly victimised. In particular the Board acknowledges the work carried out under Op Tenuous to address hate incidents in the Ballycraigy estate and regarding the loyalist feud in the West Winds area of Newtownards.


The Board, therefore, considers this Measure to be partially achieved.


ASSESSMENT FOR 2020-2025


PARTIALLY ACHIEVED


The 2023 Policing Plan survey states that 67.9% of respondents thought that PSNI were 'engaged' or 'very engaged' in their communities, compared to 63.7% in 2022. One quarter (25.3%) did not believe they are engaged, which is a similar figure to 2022 (25.5%). The survey also states, '74.6% thought PSNI were supportive or very supportive of communities in the local area. This has increased by 6.2 percentage points from 2022 (68.4%). This shows a general improvement in the 2023 Policing Plan Survey compared to 2022, in relation to engagement with communities. As stated above, when comparing the 2024 Community Policing Survey with the 2023 survey, there are mixed results. The 2024 CPS showed a notable drop in the number of respondents who are involved in local issues. The Board recognises the good examples of partnership working carried out by PSNI in areas of high deprivation and repeatedly victimised within the last 5 years, which may not be reflected in survey results. The Board is also conscious of the impact of the significant reduction in Neighbourhood Officers will have on demonstrating progress against this measure. The Board, therefore, considers this Measure to be partially achieved.


KEY FINDINGS


-  In 2024-25, Year 5 of the 2020-2025 Policing Plan, the Board has assessed 5 measures as achieved and 11 as partially achieved.


-  The Board has also determined that over the lifetime of the Policing Plan 2020-2025, the majority of Measures are partially achieved (12) and 5 Measures were achieved.

-  In relation to the 5 measures assessed as achieved in Year 5, the Board has concluded PSNI has made good progress in reducing the number of repeat victims (1.1.1) and the number of repeat offenders (1.2.1). The Board has also assessed PSNI as having achieved good progress in keeping our communities safe by making people feel safe (1.3.1) and ensuring Northern Ireland is one of the safest places to live in the UK according to crime rates (1.4.1). There has also been progress in tackling Violence against Women and Girls (VAWG) (1.4.2).

-  As of 28 February 2025, the crime rate was 50 crimes per 1,000 of the population, compared to 55 crimes in the previous 12 months. This is the lowest crime level within the last 9 years, apart from the Covid year during 2020-21.

-  When compared to England and Wales, NI continues to be one of the safest places, recording the lowest crime rates amongst its most similar services. Anti-Social Behaviour is also at a record low.

-  PSNI launched its Violence against Women and Girls Action Plan in September 2022. The Board has acknowledged the work undertaken by PSNI to complete the remaining actions within the updated Action Plan. The Board has concluded there has been a reduction in the majority of VAWG offences compared to the previous year, however it is concerned that there has been a 100% increase in VAWG homicides.

-  The Board has concluded that PSNI's performance in Year 5 is encouraging with no measures assessed as not achieved. In particular, the Board acknowledges this has been achieved against a backdrop of a challenging budgetary situation with police officer numbers at an all-time low.

RAG STATUS SUMMARY TABLE

| PERFORMANCE PLAN 2024-25 MEASURE | | 2024/25 | 2020-2025 |
|----------------------------------|---|--------------------|--------------------|
| 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 2024/25. | ACHIEVED | PARTIALLY ACHIEVED |
| 1.2.1 | Repeat offending rate and report on initiatives to reduce repeat offenders with a focus on Domestic Abuse in 2024/25. | ACHIEVED | ACHIEVED |
| 1.2.2 | Through activity which has a minor, moderate and major impact, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity. | PARTIALLY ACHIEVED | PARTIALLY ACHIEVED |
| 1.3.1 | Number of people in Northern Ireland who feel 'unsafe/very unsafe' in their local area, in their local high street, town centre and in their own home at night. | ACHIEVED | ACHIEVED |
| 1.3.2 | Rate of places repeatedly victimised. | PARTIALLY ACHIEVED | ACHIEVED |
| 1.4.1 | Benchmark PSNI crime rates against previous rates and other similar police services. | ACHIEVED | ACHIEVED |
| 1.4.2 | Demonstrate progress against the Violence Against Women and Girls Strategy and Action Plan. | ACHIEVED | PARTIALLY ACHIEVED |
| 2.1.1 | Number of people in Northern Ireland who are confident that PSNI is accessible, visible, responsive and victim focused. | PARTIALLY ACHIEVED | PARTIALLY ACHIEVED |
| 2.1.2 | Report on the levels (numbers and outcomes) of conduct cases within the police service. | PARTIALLY ACHIEVED | PARTIALLY ACHIEVED |
| 2.1.3 | Report on the levels of 999 (emergency) and 101 (priority call) response. | PARTIALLY ACHIEVED | PARTIALLY ACHIEVED |
| 2.2.1 | Number of victims and service users who are satisfied with the service they have received. | PARTIALLY ACHIEVED | PARTIALLY ACHIEVED |
| 2.3.1 | Improve representativeness of the service across ranks, grades and departments by gender, community background, ethnic origin, disability, sexual orientation and in respect of recruitment, socio-economic background. | PARTIALLY ACHIEVED | PARTIALLY ACHIEVED |
| 2.4.1 | Levels of crime outcomes, with a particular focus on Domestic Abuse, to identify areas of concern. | PARTIALLY ACHIEVED | PARTIALLY ACHIEVED |
| 3.1.1 | In collaboration with the community deliver on the commitments outlined in the Local Policing Review. | N/A | ACHIEVED |
| 3.1.1 | Demonstrate progress against the 'Here for You' Public Engagement Strategy and the associated Hallmarks of Neighbourhood Policing. | PARTIALLY ACHIEVED | PARTIALLY 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. | PARTIALLY ACHIEVED | 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 | PARTIALLY ACHIEVED |



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Annual Assessment

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