

NORTHERN IRELAND POLICING BOARD

**DRAFT MINUTES OF MEETING OF THE PERFORMANCE COMMITTEE HELD
12 June 2025 at 9:30am**

PRESENT:

Mr Gerry Kelly, Chair
Mr Les Allamby, Vice Chair
Mr Patrick Nelson
Mr Thomas O'Reilly
Mr Cathal Boylan
Mr Frank McManus*
Mr Trevor Clarke
Ms Nuala McAllister
Ms Cherly Brownlee
Mr Peter Osborne

**EX-OFFICIO MEMBER
IN ATTENDANCE**

Mr Brendan Mullan

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE:**

(1) ACC Davy Beck
(1) Det Chief Superintendent Zoe McKee

**POLICE SERVICE OF
NORTHERN IRELAND IN
ATTENDANCE:**

(2) ACC Davy Beck
(2) Det Chief Superintendent Zoe McKee
(2) Johnny McBride (PSNI Staff)

**OFFICIALS IN
ATTENDANCE:**

Mr Adrian McNamee, Director of Performance
Mr John Wadham, Human Rights Advisor,
6 Officials

(1) Present for Item 6.1 only
(2) Present for Item 6.2 only

*Attended via video conferencing

1. APOLOGIES

No apologies were received.

The Committee agreed the agenda for the meeting.

The Chair asked Members to advise of any items they wished to raise at Item 9 under “Any Other Business”. No items were raised.

2. CONFLICTS OF INTEREST

No conflicts of interests were declared.

3 MINUTES OF THE PREVIOUS MEETING

The Committee considered the draft minutes of the Performance Committee meeting held on 15th May 2025.

It was **AGREED:-**

That Minutes of the Performance Committee meeting on the 15th May 2025 were agreed.

4. UPDATE ON ACTION LOG

The Director of Performance provided an update on the open actions listed on the Action Log.

The Director provided an update on AP1 from the meeting held on 15 May 2025 – Officials to draft a letter to Department of Health in relation to the DRAM pilot project. A letter was drafted, however following discussions with PSNI, officers advised that the Board pause issuing as significant progress is

now being made. Members can follow up for more information at Item 6.1 on today's agenda.

The Director provided an update on AP2 from the meeting held on 15 May 2025 - Officials to draft a letter from the Chair to Chief Constable in relation to IPCO response. A letter was issued from Chair to Chief Constable on 19th May 2025. Currently awaiting a response from PSNI.

The Director provided an update on AP3 from the meeting held on 15 May 2025 – Officials to draft a letter from the Chair to Chief Constable in relation to CHIS. A letter issued from Chair to Chief Constable on 19th May 2025. Currently awaiting a response from PSNI.

The Director provided an update on AP4 from the meeting held on 15 May 2025 - Officials to finalise the Press Release in relation to Spit and Bite Guards and then issue. A press release issued on 21 May 2025 and is available from the Board's website. Members were content to close this action.

The Director provided an update on AP5 from the meeting held on 15 May 2025 - PSNI to provide further information on HMRC output in relation to Paramilitary Crime Task Force. PSNI has provided a full report which is available at Item 4.1. Members were content to close this action.

The Director provided an update on AP6 from the meeting held on 15 May 2025 – Officials to add Chair's foreword to the Draft Code of Ethics. A Chair's foreword was drafted and circulated to Members for comment. The final draft was tabled at the Board meeting on 5th June and approved to proceed to consultation. Members were content to close this action.

The Director provided an update on AP7 from the meeting held on 15 May 2025 - Officials to draft a response to the DoJ PACE Consultation and bring back to June Committee. This is tabled on today's agenda at Item 6.6.

5. CHAIRPERSON'S BUSINESS

The Chair confirmed that there were no items of business.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 Policing Plan Indicator 1.2 The Effectiveness in Tackling Domestic Abuse

A Board official highlighted the monitoring, oversight and evaluation of PSNI performance by providing an evidence-based briefing and analysis of PSNI's Report Cards for Indicator 1.2 Tackling Domestic Abuse.

Members were provided with statistics on the level of Domestic incidents since the launch of the Domestic and Sexual Abuse Strategy in September 2024. Members were also informed of the RAGG Status rating for the new indicator which PSNI assessed as 'Amber'.

The Chairperson welcomed PSNI ACC Beck and Detective Chief Superintendent McKee to the meeting. He invited them to brief Members on the work relating to Indicator 1.2 '*The Effectiveness in tackling Domestic Abuse*'.

PSNI began by informing Members that its report card covers the past 365 days to April 2025. The PSNI self-assessment for indicator 1.2 indicates adequate progress. This is reflected in the report card which illustrates that 17,929 victim-based offences were recorded. When comparing with overall

crime over the last five years the trend remains consistent. The PSNI provided insight into the significant progress in this area highlighting key initiatives to tackle Domestic Abuse including; continuing work with DOJ on the assessment and development of Domestic Abuse Prevention Notices and Orders; working with key stakeholders to provide support to victims and survivors i.e. Women's aid, Men's advisory project and Victim Support NI; Introduction of new legislation surrounding coercive control, stalking and non-fatal strangulation helping to close gaps in domestic violence therefore, enhancing the level of service for victims and the introduction of a new safeguarding technology TecSAFE providing enhanced service for victims in reporting domestic abuse. The PSNI reinforced the greater need to work on societal issues and attitudes.

The PSNI made reference to statistics on repeat victims and repeat offenders and highlighted the close work between PPB and the PPS on evidence led prosecutions and the importance of where repeat victims have been identified. From 2023 to date 1,462 officers have been trained in evidence led prosecutions with a new technical solution currently being progressed.

The PSNI also provided members with an update on the current policing of disorder in Ballymena.

Members engaged in discussion regarding the following areas with the PSNI officers:

- A Member queried offenders who breach non molestation orders and if this is also a public order offence. How this can be better addressed?
- A Member requested an update on the MARAC and DRAM initiatives;
- A Member sought clarity on the reported decline in cases of domestic abuse by PSNI yet Women's aid report not seeing a decrease in workload;

- A Member queried the reduction in court summons rates and what the ramifications are in relation to victims;
- With regards to the new TecSAFE contract a member queried the economic barriers to this use of technology by victims and asked if PSNI can quantify how many repeat victims use it?
- With regards to Domestic Abuse Protection Notices (DPAN) & Domestic Abuse Protection Orders (DPAO) a Member queried progression in this area;
- A Member referred to the Office of National Statistics publication on domestic abuse 2025 and the breakdown according to sex and queried if PSNI have considered comparing profiles of victims?
- A Member referred to the Office of National Statistics (ONS) publication on domestic abuse 2025 which refers to the Crime Survey of England and Wales 2024 estimation that 2.3 million people aged 16 years and over experienced domestic abuse while only 1.4 million incidents and crimes were recorded by police in the same period and how this compares to NI;

The PSNI provided the following responses to Members: -

- With regards to offenders who violate non molestation orders the PSNI explained that breach of a court order under Home Office counting rules the victim is not regarded as individual but noted as an offence against the person statistic and hence why it falls under public order. At present PSNI have an assigned working group who deal with non-molestation offences however, it is a complex area to police;
- With regards to PSNI reporting a decline in the number of domestic abuse cases being reported the PSNI informed members that this may in part be due to lack of confidence in reporting by the victim. They continue to work closely with community groups one being the justice

centre in Derry where women can report at the centre rather than present at a police station;

- In relation to the reduction in court summon rates the PSNI informed Members that PSNI are seeing a lot of victims opting for an out of court disposal. They also gave examples of domestic abuse involving increase in domestic abuse of parents by siblings. PSNI reiterated the need for a more holistic approach in this area with engagement and support outside of policing;
- The PSNI informed members the contract for TecSAFE has been extended as the benefits to safeguarding victims is evident;
- With regards to Domestic Abuse Protection Notices and Domestic Abuse Protection Orders the PSNI advised Members this is a Department of Justice led initiative. They continue to work with the Department on this pilot and hope to be able to communicate the outworkings of the pilot in due course; and
- In relation to victim profiles the PSNI assured Members that research covers all demographics, all socio-economic groups. They agreed there is under reporting in this area and there may be numerous reasons for this.

The Chairperson thanked the PSNI for their attendance and briefing and they left the meeting.

Following discussion it was: -

AGREED

PSNI to provide the following information:

- PSNI to produce a list of current support services for victims of Domestic Abuse;

- PSNI to provide a further breakdown on Repeat Victims and Repeat Offenders within the 20+category highlighted in the report card;
- PSNI to provide an update on the 2019 CJI inspection which found the quality of investigation files lacked sufficient content and detail (13 of 55 relevant cases, 19%) and how Recommendation 2 has been addressed;
- PSNI to provide statistics in relation to the TecSAFE initiative; and
- PSNI to comment on the Office of National Statistics (ONS) publication on domestic abuse which refers to the Crime Survey of England and Wales 2024 estimation that 2.3 million people aged 16 years and over experienced domestic abuse while 1.4 million incidents and crimes were recorded by police in the same period. **(AP1)**

6.2 HMICFRS Inspection Report – An Inspection of Police Effectiveness and Efficiency 2024/25

The Director of Performance reminded Members that HMICFRS are required by virtue of Section 41(2) of the Police (Northern Ireland) Act 1998 to inspect and report to the Department of Justice (DoJ) on the efficiency and effectiveness of the PSNI at least once each year. The findings from these inspections play a pivotal role in assisting the Board to carry out one of its key statutory functions “to secure that the police and police support staff are effective and efficient”.

The HMICFRS Inspection Report for 2024/25 entitled “The Police Service of Northern Ireland; An Inspection of police effectiveness and efficiency” was recently published on 2 April 2025. The report was tabled at the 8th May

Board Meeting for an opportunity for Members to provide initial feedback on the report.

Following the discussion at the 8th May 2025 Board meeting, the Board Chair wrote to the Chief Constable inviting him to comment on the Report and include an action plan to address the areas for improvement outlined in the report, including the timeframes for completion.

The Report was tabled at the Board meeting on the 8th May 2025 and it was agreed that the Report required further discussion by Members. Therefore, the Report was delegated to both the Performance and Partnership Committees for further consideration. Performance Committee will examine the Managing Offenders and Suspects section of the Report that was assessed by HMICFRS as “Requires Improvement”. The Partnership Committee will examine the Preventing and Deterring Crime section of the Report that HMICFRS assessed as “Adequate” to allow Members to make further comments.

The Chairperson welcomed PSNI to the meeting. He invited them to brief Members on the Chief Constable’s response to the HMICFRS report.

PSNI began by informing Members that the report is viewed as a consultancy piece with a fresh perspective. It highlighted several key area’s which must be addressed to improve the effectiveness and efficiency of the Police Service of Northern Ireland including; funding and resourcing issues, obtaining better outcomes for both victims and communities and the welfare of police officers. PSNI informed Members they are committed to reviewing and renewing processes and structures within the Service to address these areas of concern.

Members engaged in discussion regarding the following areas with the PSNI Assistant Chief Constable Beck and Det Chief Superintendent McKee:

- A Member queried the delay in investigations involving online child abuse images due to a backlog of work asking if resources bids have been made and if bids are unsuccessful how do PSNI plan to tackle with limited resources?
- A Member sought further explanation on offender management ratios within PSNI and what they view as a realistic/feasible ratio;
- A Member queried information sharing about children at risk and why there is a delay in this area;
- A Member asked if the HMICFRS inspection findings is relayed to all officers in the organisation;
- A Member queried PSNI reluctance to provide completion dates on actions; and
- A Member expressed their view that strategic decisions need to be made to look at the structure of the PSNI in its entirety to adequately address areas of risk.

The PSNI provided the following responses to Members: -

- In relation to resourcing issues for managing online child abuse images the PSNI informed Members they have secured an internal bid for 4 additional people in this area. They must continue to review this area for improvement and ensure it is fit for purpose;
- With regards to realistic offender management ratio's the PSNI explained that this is hard to quantify as it is a specialist field with significant training requirements. They informed members an Offender Management Recovery Plan has been developed in response to the inspection findings which is more comprehensive than exclusively addressing the ratio's;

- In relation to information sharing about children at risk the PSNI informed Members that an internal review of current practices is underway in this area. They accept that responsibility sits with management to ensure the appropriate systems are being used;
- The PSNI informed members that findings from the HMICFRS inspection are shared as part of corporate communications piece to ensure that officers and staff are aware of the findings;
- In relation to completion dates the PSNI explained to Members that this is not reluctance but more around being realistic and managing expectations; and
- With regards to strategic decisions being made structurally to address high risk areas, ACC Beck confirmed that these are decided by SET who determine operational priorities.

The Chairperson thanked the PSNI for their attendance and briefing and they left the meeting.

6.3 Review of PSNI Priority 1 Recommendations

The Director of Performance informed Members that last year the ARAC Committee requested that the Performance Committee follow up with PSNI on Priority 1 Recommendations. Performance Committee received a report on these recommendations in June 2024 and this is the Committee's second report.

Officials have followed up with PSNI and Members papers include an update Report on progress on the current open "High Priority Recommendations".

Members considered the update report and made a number of comments including querying whether this was in fact the correct report and also the need to see end dates on recommendations now overdue.

Following discussion it was:-

AGREED:

Officials to write to PSNI to and request a more accurate report that focuses on outstanding priority 1 recommendations only. **(AP2)**

6.4 Human Rights Advisor Report – May 2025

The Human Rights Advisor provided Members with an overview of areas within his current work programme during May 2025 including:

- Finalising the Human Rights Annual Report 2024/25;
- McCullough Review: attending the regular stakeholder group as an observer, and keeping in touch directly with Angus McCullough;
- Code of Ethics Performance Committee sub-group meeting;
- IPCO annual inspection of PSNI, oral report;
- Stop and search PSNI briefing;
- Meeting with PSNI Terrorism Investigation Unit;
- Speaking to lawyers at Departmental Solicitors Office;
- Northern Ireland Human Rights Commission (Windsor Framework and retained EU law); and
- PSNI lawyer ICVs access to custody records.

The Human Rights Advisor also outlined his work plan for June 2025.

Following discussions it was:-

NOTED

Members were content with the Human Rights Advisors Update Report and the remaining schedule of work for June 2025.

6.5 Draft Human Rights Annual Report 2024/25

The Human Rights Advisor informed members that this report is the Northern Ireland Policing Board's 17th Human Rights Annual Report covering 2024/25. This is the 6th report completed by John Wadham, Independent Human Rights Advisor.

The report reviews topics such as Victims, Stop and Search and Use of Force. These, and other areas, have been evaluated in each previous annual report.

During 2024/25 there have been several issues that have come to the fore and the Human Rights Advisor has completed a more in-depth analysis of these areas. These areas have included hate crime including a specific focus on PSNIs treatment of minorities and the PSNI pilot in relation to community background of JSA stop and search.

Hate crime attacks escalated over the summer of 2024 and the PSNI response to this growing issue was discussed by the Board. It is important to ascertain what strategies and policies the PSNI have in place to deal with this increase in hate crime and if they were human rights compliant.

Through many Human Rights reports, the Human Rights Advisor, the Courts and the Independent Reviewer of the Justice and Security Act has made recommendations to the PSNI to gather information on community background. The PSNI launched a pilot project specifically for the area of stop and search to trial a process of gathering this data. This report provides an overview of the importance of collecting this data and analyses the progress of the pilot scheme.

This Report examines twelve important areas of policing in Northern Ireland

and the Human Rights Advisor assessment of the PSNI's current performance in each one. From this analysis the Policing Board has identified 12 recommendations for the PSNI to consider to make improvements to its Human Rights compliance.

Members engaged in a brief discussion and proposed a number of amendments to be made to the report.

Following discussions it was:-

AGREED

Board Members to submit comments and amendments on Draft Human Rights Annual Report by Monday 17th June 2025. Officials will collate and issue a further draft to Members by Friday 20th June 2025 prior to tabling at the July Board meeting. **(AP3)**

6.6 Draft response to DOJ consultation on Article 53 (A) of PACE (NI) order 1898

The Director of Performance informed Members that a draft response to the Department of Justice's (DOJ) Consultation into "The Contents of the List of Qualifying Offences as specified under Article 53A of the Police and Criminal Evidence (NI) Order 1989" is contained within the paper.

Members were reminded that Information on this consultation was shared with Members at the May 2025 Committee meeting where it was agreed Members would submit their comments for consideration in response to this consultation.

Comments have been received from vice chair of the Committee and reviewed by the Human Rights Advisor. These have now been collated into a draft response.

Members considered the proposed draft and agreed it could be submitted as the Board's response to the consultation by 6th August 2025.

Following discussions it was:-

AGREED

Board Officials to submit agreed response to DoJ consultation on Article 53 of PACE (NI). **(AP4)**

6.7 Performance Committee Draft Programme of Work – September 2025 - March 2026

The Director of Performance referred Members to a draft Programme of Work that has been developed based on the Committee's Terms of Reference in order to guide the Performance Committee's work for the period September 2025 to March 2026.

The Committee's items of business have focussed on its areas of responsibility as outlined in Section 5 of the Committee's Terms of Reference in relation to:

- PSNI Governance and General Matters;
- Other Police Performance;
- Human Rights;
- Police Professional Standards; and
- National Crime Agency.

It was highlighted to Members that the Committee's Draft Programme of Work from September 2025 to March 2026 has been drafted to reflect as much as possible the suggestions submitted by Members. Members were also asked to note that the Draft Programme needs to have some flexibility to be able to adapt to evolving issues that emerge from the work of the PSNI.

Members were reminded of a number of areas they identified in their feedback last month that they wished to consider further as a potential strategic/thematic issue for the Performance Committee to consider. These include:

1. VAWG/Gender based violence and Policing;
2. The McCullough Review;
3. Implementation of the Justice Bill;
4. Child Criminal Exploitation;
5. The Monitoring of Community Background in use of police powers;
6. The Use of JSA rather than PACE powers (Stop and Search); and
7. Privacy and Policing.

Members considered the Draft Programme of work for September to March 2026 and discussed the areas identified above. Following consideration Members agreed that the Committee should focus on the Monitoring of Community Background in use of Police Powers for its strategic/thematic issue over the remainder of 2025/26.

7. QUESTIONS FOR THE CHIEF CONSTABLE

7.1 No questions were identified for the Chief Constable.

8. COMMUNICATION ISSUES

No other communication issues were identified.

9. ANY OTHER BUSINESS

No Items of any other business were raised.

10. DATE OF NEXT MEETING

It was agreed that the next Performance Committee meeting would take place on the **11th September 2025** at **9:30am**.

Meeting closed at 1.30pm.

PERFORMANCE DIRECTORATE

11th September 2025

Chairperson