

NORTHERN IRELAND POLICING BOARD

DRAFT MINUTES OF MEETING OF THE PERFORMANCE COMMITTEE HELD 11th September 2025 at 9:30am

PRESENT:

Mr Gerry Kelly, Chair
Mr Les Allamby, Vice Chair
(2) Mr Patrick Nelson*
Mr Frank McManus
(4) Mr Trevor Clarke
(4) Ms Nuala McAllister
(4) Ms Cheryl Brownlee
Mr Peter Osborne

EX-OFFICIO MEMBER IN ATTENDANCE

Mr Mukesh Sharma

POLICE SERVICE OF (1) ACC Ryan Henderson
NORTHERN IRELAND IN (1) Chief Superintendent Sue –Ann Steen
ATTENDANCE:

POLICE OMBUDSMAN OF(3) CEO Hugh Hume
NORTHERN IRELAND IN (3) Jenifer Lamont
ATTENDANCE: (3) Paul McAlister
(3) Ursula Mezza

OFFICIALS IN
ATTENDANCE: Ms Sinead Simpson NIPB CEO
Mr Adrian McNamee, Director of Performance
Mr John Wadham, Human Rights Advisor,
7 Officials

- (1) Present for Item 6.1 only
- (2) Present up to Item 6.2 only
- (3) Present for Item 6.3 only
- (4) Present up to Item 6.5 only

*Attended via video conferencing

1. APOLOGIES

Apologies were received from Thomas O'Reilly and Cathal Boylan.

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 12th June 2025.

It was **AGREED:-**

That Minutes of the Performance Committee meeting on the 12th June 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 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. Letter issued from Chair to Chief Constable on 19th May 2025. Response received on 2nd July 2025 and included at Item 4.1.

Following discussion it was:-

AGREED

Human Rights Advisor to respond to the letter from IPCO. **(AP1)**

Members were now content to close this action.

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 Covert Human Intelligence Sources (CHIS). Letter issued from Chair to Chief Constable on 19th May 2025. Response received on 2nd July 2025 and included at Item 4.1.

Following discussion it was:-

AGREED

Performance Committee Chair to respond to Chief Constable regarding CHIS correspondence. **(AP2)**

Members were now content to close this action.

The Director provided an update on AP2 from the meeting held on 12 June 2025 - Officials wrote to PSNI on 17th June 2025 requesting an updated report on Priority 1 Recommendations. An Update report is included at Item 6.3 of today's agenda. Members were content to close this action.

The Director provided an update on AP3 from the meeting held on 12 June 2025 that included further information requested from PSNI following the discussion on Domestic Abuse. PSNI were requested to provide:

- A further breakdown on Repeat Victims and Repeat Offenders within the 20+category highlighted in the report card;
- 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;
- Statistics in relation to the use of the TecSAFE initiative; and
- Further 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.

Officials wrote to PSNI on 13th June 2025 requesting this information. PSNI has provided a full response that is included at Item 4.1 today.

Following discussion it was:-

AGREED

Officials to follow up with the PSNI response on Domestic Abuse including a MARAC timetable and TecSAFE update. **(AP3)**

Members were now content to close this action.

5. CHAIRPERSON'S BUSINESS

The Chair confirmed that there were no items of business.

6. ITEMS FOR COMMITTEE BUSINESS

6.1 Policing Plan Indicator 1.4 The Effectiveness in Tackling Hate Crime

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 1.4 The Effectiveness in Tackling Hate Crime.

The Effectiveness in Tackling Hate Crime represents a new Indicator in the Policing Plan for 2025 -2030. Hate Crime had been part of the measure on repeat victimisation in the previous 2020-25 plan, however, this is now a standalone Indicator. Members were also informed of the RAGG Status rating for the new indicator which PSNI assessed as '3' or 'adequate progress'. It was highlighted that the trend in hate motivated crimes, and particular race hate crime, is a major concern.

The Chairperson welcomed PSNI ACC Henderson and Chief Superintendent Steen to the meeting. He invited them to brief Members on the work relating to Indicator 1.4 '*The Effectiveness in Tackling Hate Crime*'.

PSNI began by informing Members that the report card looks at trends over the past year and an update on plans for the year ahead. The PSNI self-assessment for Indicator 1.4 indicates 'adequate progress' but appreciate racially motivated crimes are concerning and challenging. The ACC referred to the previous two recent incidents of racially motivated hate crime. Members were informed this has driven the baseline upwards as expected given the recent extensive hate related disorder. The online environment further exacerbates this as it enables toxicity and therefore levels of hate crime is growing. The PSNI reinforced their victim focussed approach to Members by highlighting the daily work of district commanders with victims on assessing the levels of risk.

The PSNI also provided Members with an update on the current policing of protests and in particular the recent incident at Connswater Shopping Centre.

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

- A Member expressed his view that PSNI communications in relation to hate crime need to take a more targeted approach at the local community and in particular young people;
- A Member asked PSNI to provide some examples of how hate crime differentiates from hate incidents;
- With regards to vigilantism a Member referred to groups from ethnic minorities in England forming their own vigilante groups due to police ineffectiveness;
- A Member expressed his opinion that there is an onus on housing agencies to correctly house ethnic minorities in the right areas;
- A Member queried what strategies/tools PSNI have in place to make an immediate impact on race hate crime;
- A Member referred to victim satisfaction levels and how are the PSNI maintain contact after the incident;
- A Member referred to the use of social media in reporting fake news and inciting a mob mentality. What methods of communication can the PSNI use in combating this and getting out accurate information, for example by using PCSPs;
- A Member commented that in his opinion the PSNI do not promote the good work they do enough and asked about Digital auditors recording outside police stations and the security issues this creates; and
- A Member queried how often does the Race Hate Crime working group meet and when will workstream 3 commence.

The PSNI provided the following responses to Members: -

- In relation to local engagement the PSNI informed Members that they recognise that neighbourhood policing is pivotal in communicating with local communities. However resourcing remains an issue. With regards to specifically targeting young people, the PSNI advised this piece of work lies with Department of Education;
- The PSNI highlighted to Members that first and foremost a hate incident is victim perception. Examples of a hate incident include - name calling or the flying of flags to intimidate. These are just below the threshold of committing a crime and are recorded as a hate crime incident. The PSNI complies with National Incidents and recording standards;
- In relation to addressing the housing element in tackling hate crime the PSNI agreed that to effectively tackle hate crime other agencies must step into this space;
- The PSNI informed Members that they continually review strategies to target hate crime. They informed Members of the new PSNI portal 'My PSNI portal' provides a direct line of contact with the victim in real time so they can keep up to date with their investigation. The hate crime advocacy service also holds monthly meetings to provide updates on victims;
- With regards to social media reporting the PSNI informed Members that social media proves difficult to police due to the volume and the absence of laws to govern it. They also spoke of the reluctance of social media companies to take any responsibility and this limits policing effectiveness in this difficult area;
- The PSNI stated dealing with digital auditors or citizen journalists can be challenging and refreshed PEELER guidance has been issued to officers today on dealing with these situations; and
- The PSNI stated the Race Hate Crime working group meets monthly and Workstream 3 should commence in October/November.

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

Following discussion it was:-

AGREED

Officials to request PEELER guidance from ACC Henderson. **(AP4)**

6.2 Police Ombudsman Annual Statistic Report

The Chairperson welcomed OPONI Chief Executive Hugh Hume and three OPONI officials and invited them to provide the Committee with an overview of their Annual Statistical Report for 2024/25.

An OPONI Official delivered a presentation on the work carried out by OPONI including police officer satisfaction survey, complaint satisfaction with services provided by the Ombudsman and public awareness of the complaints system in Northern Ireland.

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

- A Member queried what strategies OPONI have in place to address the gap in public confidence from findings taken from the survey on public awareness of the complaints system in Northern Ireland;
- A Member sought further information on the decision-making process in determining what investigations to take on;
- A Member queried the statistics on incivility complaints with trends indicating that officers with 1-5 years' experience account for more than half of these complaints. Is this a training issue?

- A Member queried if OPONI had considered reaching out to ethnic minority groups when surveying public awareness; and
- A Member queried why 36 of the 48 policy recommendations remain outstanding with PSNI?
- A Member referred to the list of behaviours and the possibility of incorporating these into the vetting system;
- A Member queried the 27 recommendations older than 12 months and what policies are in place to address outstanding recommendations? and
- A Member queried if OPONI work with external stakeholders.

OPONI provided the following responses to Members: -

- OPONI's communications and engagement strategy is currently under development to raise awareness on the role of the Ombudsman and be more inclusive. Research suggest that the perception of the organisation is legacy based and therefore repositioning of the organisation is needed to align with the breadth of the work they do;
- The decision-making process in determining complaints that warrant an investigation follow strict protocols with various stages. Operational issues that are raised with OPONI could be dealt with internally by PSNI resulting in a timelier outcome and higher levels of satisfaction among staff;
- With regards to incivility complaints highest amongst new police officers OPONI advised they are trying to build a bigger picture around this statistic and suggest it may involve a review of PSNI training practices;
- OPONI informed Members that they have not been proactive in specifically targeting ethnic minorities but agree it is something they should consider to provide a true representation in this area;

- In relation to vetting behaviours OPONI officials informed Members that the vetting process should be a continuous ongoing process. The aim of OPONI's work is to influence PSNI processes and make them more robust; and
- In relation to outstanding recommendations OPONI officials informed Members that they are working with PSNI and PSD to ensure that recommendations are written in the correct way and they are also working on developing better working relations with PSD.

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

6.3 Review of PSNI Priority 1 Recommendations

The Director of Performance reminded Members that at the Audit and Risk Committee meeting on 28th March 2024 Members reviewed the PSNI ARAC papers. The Chair of the ARAC Committee identified that there were a number of outstanding Priority 1 Recommendations relating to PSNI. The ARAC Committee requested that the Performance Committee follow up with PSNI on these 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 an update Report has been provided that provides an update on progress on the current open "High Priority Recommendations".

Following discussions it was:-

NOTED

Members were content with the PSNI Update Report on Outstanding Priority 1 Recommendations.

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 the period June to August 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;
- Meeting the Children's Commissioner;
- Observing the PSNI's Strip Search Panel; and
- Attending the PSNI Service Accountability Panel;

The Human Rights Advisor also highlighted the following issues to Members:

- The recent IPCO letter and meeting with Sir Brian Leveson;
- Issues with TACT v PACE; and
- Children and Young People: Strip Search Panel.

Members engaged with the Human Rights Advisor in relation to the letter from IPCO discussing the issue of the risk of CHIS committing offences outside of their ordinary role particularly in the context of domestic and sexual violence in light of recent 'Beth' case. Members expressed their opinion that it is incumbent on the Board for the Human Rights Advisor to carry out this piece of work.

The Human Rights Advisor also outlined his work plan for September and October 2025.

Following discussions it was:-

NOTED

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

Following discussions it was:-

AGREED

Performance Committee Chair to write to ACC Beck in relation to TACT vs PACE issues. **(AP5)**

6.5 PNSI Update to Five Year Review recommendations

The Human Rights Advisor informed Members that the Human Rights Five Year Review was published on 2nd July 2024. It summarised the PSNI's compliance with human rights over the previous five years.

The PSNI agreed to report to the Board on the recommendations made within the report at a six- and twelve-month stage. The PSNI have now submitted to Members the twelve months report.

Following discussions it was:-

NOTED

Members noted PSNI's 12 Month Update Report on the Five-Year Review Recommendations and the Director of Performance will ask the

new Human Rights Advisor to consider these in more detail in the next Human Rights Annual Report.

6.6 Draft Consultation to DoJ Misconduct

The Director of Performance reminded Members that over the last three years the Board has discussed and identified a number of changes to the current police officer misconduct regulations. The Board published a number of these in its Review of PSNI Professional Standards, Recommendations for Improvement, which was published in November 2022. The Department of Justice and PSNI have also been considering changes in this area.

In May 2024, the Board participated in a process where initial stakeholders were invited to give their views on the issues being considered. During that exercise views were sought on seven proposals, all of which require legislative change. After reviewing the responses, the Department have now launched a formal stakeholder consultation on a total of nineteen proposals for reform, which incorporate the original seven and an additional twelve proposals from the PSNI.

Members were provided with the detail on this formal stakeholder consultation and engaged in discussions on the Board's draft responses to Articles 1 to 7. Members also discussed the new Articles 8-19 proposed by the PSNI. Officials recorded Members views and

Following discussions it was:-

AGREED

Officials would compile a draft response to include Members feedback and circulate to Committee Members by written procedure and request

Members approval to submit a final consultation response due on the 2nd October 2025.

6.7 Thematic Review Update – Community Background Monitoring

The Director of Performance updated Members on the recent developments regarding the Board's proposed thematic research projects and the development of the Policing Research Partnership. Members were provided with an update on current research being undertaken by the Independent Reviewer of JSA and the letter from ACC Jones requesting that the Board does not duplicate the work already being undertaken.

Members engaged in discussions and did not agree with waiting on the Independent Reviewer of JSA to carry out this research. It was stated that the Board needs to proceed with its own independent research in this area that is wider in scope to the work being undertaken by the Independent Reviewer.

A Member requested that when officials are developing a draft Terms of Reference for this research that these four areas be considered:

- What information is important to have equitable confidence;
- Identify the range of powers that need to be included;
- What information needs to be gathered for each and to include age; and
- Who would have the competence to carry out this research?

Following discussions it was:-

AGREED

Officials to prepare a paper for Members on the Draft Terms of Reference for Community Background Monitoring for consideration at the October Performance Committee Meeting. **(AP6)**

7. QUESTIONS FOR THE CHIEF CONSTABLE

7.1 No questions were identified for the Chief Constable.

7.2 Members noted the detailed response from the Chief Constable to a question from the Committee Chairperson. The response outlines information on the role of the dedicated money lending officer and the department they work in.

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 **9th October 2025** at **9:30am**.

Meeting closed at 2.30pm.

PERFORMANCE DIRECTORATE

11th September 2025

Chairperson