

NORTHERN IRELAND POLICING BOARD

AUDIT OF INEQUALITIES

December 2022

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GLOSSARY

- “The Board”* This refers to the 19 Member Board whose membership includes political and independent Members.
- “NIPB”* This refers to the Organisation which is a Non-Departmental Public Body of the Department of Justice.

1. INTRODUCTION

- 1.1 The Equality Commission for Northern Ireland (ECNI) recommends designated public authorities undertake an Audit of Inequalities on a five-yearly basis. The purpose of an Audit is to identify potential inequalities across all nine Section 75 categories that are relevant to a public authority's functions within Northern Ireland, based on research and evidence.
- 1.2 It is recommended by the Equality Commission those public authorities use the information gathered through research to develop and implement an evidence-based Action Plan. This Action Plan should cover issues that the public authority has the potential to influence and address over time, through its functional responsibility. The Action Plan is also intended to be a basis for monitoring performance on equality actions and measures and to aid annual progress reporting to the Equality Commission.
- 1.3 This Audit of Inequalities is intended to provide a strategic picture of inequalities and to take stock of those social and economic inequalities that provide the context of the Board's activities, and in particular, consideration of how the Board might intervene through policies, programmes, and services to reduce inequalities. It is a review and evaluation of existing reliable and verifiable data, both qualitative and quantitative, for each of the Section 75 equality and good relations categories.

2. THE NORTHERN IRELAND POLICING BOARD

- 2.1 The Northern Ireland Policing Board (NIPB) was established as an executive Non-Departmental Public Body (NDPB) of the Northern Ireland Office (NIO) on 4 November 2001 by the *Police (NI) Act 2000*, as amended by the *Police (NI) Act 2003*.
- 2.2 On 12 April 2010, justice functions in Northern Ireland were devolved to the Northern Ireland Assembly (NIA) and the Department of Justice (DoJ) came into existence as a new Northern Ireland Department. From this date, NIPB became an executive NDPB of the DoJ.

2.3 The NIPB takes its powers from the Police (NI) Act 2000 and 2003 and our main statutory duties are to:

- a) Secure and effective, efficient and representative police service and hold the Chief Constable accountable for service delivery.
- b) Monitor the work of the police against outcomes set by the Board.
- c) Appoint (and dismiss if necessary), the Chief Constable, Deputy Chief Constable, Chief Operating Officer, Assistant Chief Constables and Assistant Chief Officers.
- d) Consult with people on how their area is policed.
- e) Support the work of PCSPs in making communities safer.
- f) Monitor how the PSNI meets its responsibilities under the Human Rights Act 1998.
- g) Discharge the Board's duties as police pension scheme manager further to a suite of police pension regulations to include in addition, managing and administering its responsibilities for the injury benefit scheme.
- h) Set outcomes for police performance and inform the public about what they can expect from their police service.
- i) Approve budgets and ensure the PSNI and the Board deliver against continuous improvement commitments, and,
- j) Adjudicate complaints and oversee disciplinary proceedings against senior officers.

2.4 The role of Board staff is to:

- a) Support the Board is carrying out its role and in fulfilling its statutory functions.
- b) Advise the Board on the development of strategies and policies and in the decision-making process.
- c) Implement the strategies, policies and decisions of the Board.
- d) Represent the Board at meetings of officials involving other bodies or groups.
- e) Develop and maintain effective corporate governance arrangements.

3. EQUALITY SCHEME AND COMMITMENTS

- 3.1** Section 75 of the Northern Ireland Act 1998 Act requires NIPB as a public authority to comply with two statutory duties. The first duty is the Equality of Opportunity duty, which requires public authorities in carrying out their functions relating to Northern Ireland to have due regard to the need to promote equality of opportunity between nine equality categories: persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; men and women generally; persons with a disability and persons without; and persons with dependants and persons without.
- 3.2** The second duty, the Good Relations duty, requires that public authorities in carrying out their functions relating to Northern Ireland have regard to the desirability of promoting good relations between persons of different: religious belief; political opinion; and racial group.
- 3.3** NIPB's Equality Scheme contains a commitment to conduct an Audit of Inequalities that would inform the development of an Equality Action Plan. The Action Plan is then included as an Annex to NIPB's Equality Scheme. As such, both documents are publicly consulted upon together during their draft stages.
- 3.4** NIPB's current Equality Scheme 2019-23, Audit of Inequalities 2019-23, and Equality and Disability Action Plans were approved by the ECNI in February 2018 and will come to an end in March 2023, with a successive Equality Scheme and Action Plan due to come into place in April 2023.
- 3.5** Consultation on our updated Equality Scheme, Equality and Disability Action Plans and the Audit of Inequalities will take place concurrently in the draft stages during late 2022/early 2023 in order that development of the updated suite of Equality related policies can be considered and agreed by the Board ahead of April 2023.

4. METHODOLOGY

- 4.1** A four-stage approach was taken to developing this Audit of Inequalities and Equality and Disability Action Plans as follows:

Stage 1 - Review of NIPB Equality Scheme

The NIPB Equality Scheme was approved by ECNI on 25 July 2012 and revised in February 2018. A draft Equality Scheme 2023-25 for NIPB has been drafted and will be publicly consulted upon. It will be submitted to NIPB's Resources Committee and Board for consideration prior to the public consultation. Following the conclusion of the public Consultation and consideration of the feedback received, the draft Equality Scheme and draft Equality and Disability Action Plans will be further considered by the Resources Committee and Board prior to the Equality Scheme being submitted to the ECNI for approval.

Stage 2 - Review of information/data

In conducting this Audit of Inequalities, NIPB has examined an extensive range of information sources relevant to the Board's functions, both external ('research and engagement with stakeholders, etc.) and internal (user feedback, statistical information, complaints, etc.), and it is informed by a wide range of research and evidence and includes:

- i. Census 2021 results (where available)
- ii. Census 2011 results
- iii. Northern Ireland Safe Community Survey: Perceptions of Policing and Justice Survey
- iv. Northern Ireland Safe Community Perceptions of Crime Surveys
- v. Joseph Rowntree Foundation Research
- vi. Rainbow Project Research
- vii. PSNI Statistics and
- viii. Commissioner for Older People for Northern Ireland research

While analysis is conducted of each individual S.75 category, it should be noted that people may fall into multiple categories at the same time.

Stage 3 - Review of Previous Audits and Action Plans

A review of previous audits and action plans produced by NIPB, other local authorities and other statutory bodies was carried out to inform this updated Audit. The inequalities identified have been used to prepare the draft Equality and Disability Action Plans for 2023-2025

Stage 4 - Consultation and Engagement

The Board's Senior Management Team have considered the draft Audit and the Board has also had the opportunity to consider and approve this draft

Audit of Inequalities to be issued for consultation. The draft will be further reviewed on foot of the responses received throughout the consultation period.

- 4.2** It is intended that both new Action Plans will be monitored, and the results of this monitoring will be included in NIPB's Annual Equality Progress Report, which is submitted to ECNI. Responsibility for monitoring and reviewing the Equality and Disability Action Plans will rest with the relevant Equality Leads within NIPB.

5. ASSESSMENT OF DATA AND POTENTIAL INEQUALITIES

5.1 Section 75 category – Political Opinion

Summary of Quantitative and Qualitative Research

5.1.1 Internal Data

NIPB staff

No data has been collected for NIPB staff.

Board Members

19 Members are appointed to the Board of which 10 are Political appointees appointed under the D'Hondt System. In September 2022, the Political appointees to the Board included the following representation of the 5 main Political parties in Northern Ireland DUP 3, Sinn Fein 3, Alliance 2, UUP 1, and SDLP 1.

5.1.2 Potential Inequalities Identified

No inequalities have been identified at the time of compiling this Report.

5.2 Section 75 Category Martial Status

Summary of Quantitative and Qualitative Research

5.2.1 External Data

2011 Census

At the time of completing this Audit of Inequalities, the 2021 Census data about the population's marital status had not been published and so the 2011 Census data is relied upon.

According to the 2011 Census, 36% of the usual resident population of Northern Ireland are single, 48% are married, 0.1% are in civil partnerships, 4% are separated, 5% are divorced and 7% are widowed.

Complaints Against the Police

The Police Ombudsman's Equality Monitoring Report Survey of complainants to the Police Ombudsman's Office, 2021/22¹ stated that during the period most complaints were received from single people (36% of complaints received) followed by those in a civil partnership or married (32% of complaints received).

Domestic Violence and Marital Status

The Experience of Domestic Violence: Findings from the 2011/12 to 2015/16 Northern Ireland Crime Surveys Research and Statistical Bulletin² published in 2017 identified that marital status appeared to play a role in the likelihood of an adult suffering domestic abuse; results indicated that those living as a couple or, more specifically, married, typically display lower prevalence rates than those who were not. Further, women who were single parents displayed prevalence rates for domestic abuse.

The Impact of Covid-19

The Northern Ireland Policing Board's Report on the Thematic Review of the Policing Response to Covid-19³ stated that domestic abuse support organisations observed increases in domestic violence due to the pandemic which had forced coexistence, economic stress, and fears about the virus. The Report further noted that increased isolation could create an escalation in abuse, where those who were living with an abusive partner or family member, may be less likely to ask for help, and fewer visitors to households could mean that evidence of physical abuse could have gone unnoticed.

¹ Equality Monitoring Report: Survey of complainants to the Police Ombudsman's Office, 2021/22 <https://www.policeombudsman.org/PONI/files/42/4211a91a-43c7-47e7-a91e-2c673ad0bdc0.pdf>

² Experience of Domestic Violence: Findings from the 2011/12 to 2015/16 Northern Ireland Crime Surveys Research and Statistical Bulletin (2017) <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/experience-of-domestic-violence-findings-201112-201516-northern-ireland-crime-surveys.pdf>

³ Report on the Thematic Review of the Policing Response to Covid-19 (2020) <https://www.nipolicingboard.org.uk/files/nipolicingboard/publications/report-on-the-thematic-review-of-the-policing-responser-to-covid-19.PDF>

PSNI Statistics of Domestic Abuse

In May 2020, the PSNI published an exceptional release⁴ presenting weekly management information on domestic abuse calls received by PSNI since the Covid-19 lockdown measures were introduced on 23 March 2020. These statistics demonstrated an increase in the number of domestic abuse calls received by the PSNI; between March 2019 and February 2020 the weekly average of domestic abuse calls was 570. During the lockdown period, the number of weekly calls increased to 727 (observed in early June 2020) when the same period in 2019 was 576 weekly calls.

The PSNI Quarterly Statistical Bulletin “Domestic Abuse Incidents and Crimes Recorded by the Police in Northern Ireland”⁵ reported that in the 12-month period from 1 July 2021 to 30 June 2022, there were 33,186 domestic abuse incidents in Northern Ireland, an increase of 7% (2,026 incidents) on the previous 12 months. The number of domestic abuse crimes also increased to 22,142, an increase of 13% (2,519 incidents) on the previous 12 months and the highest 12-month period recorded since the data series began in 2004-05.

A third of all domestic abuse offenders are repeat offenders. Repeat offenders can also be repeat victims. According to the PSNI of the 3000 repeat offenders identified in 2021-22 reporting period 48% were also victims during the period and 27% of repeat offenders and also repeat victims⁶.

5.2.2 Internal Data

NIPB staff

No data has been collected for NIPB staff.

5.2.3 Potential Inequalities Identified

⁴ Domestic Abuse Calls Received by Police in Northern Ireland, Weekly management information on domestic abuse calls received by PSNI since COVID-19 lockdown measures introduced on 23 March 2020 (2020). <https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/domestic-abuse-statistics/COVID-19/domestic-abuse-calls-to-30.06.20.pdf>

⁵ PSNI Quarterly Statistical Bulletin “Domestic Abuse Incidents and Crimes Recorded by the Police in Northern Ireland” (2022) https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/domestic-abuse-statistics/2022-23/q1/domestic-abuse-bulletin-jun_-22.pdf

⁶ Annual Assessment of the Northern Ireland Policing Plan 2020-25 and Annual Performance Plan 2021-22 (2022) <https://www.nipolicingboard.org.uk/files/nipolicingboard/publications/annual-assessment-policing-plan-2020-25-and-annual-performance-plan-202021.pdf> page 17

Domestic abuse incidents and crimes have increased, and single women may be more likely to suffer domestic abuse in comparison to married people. Further, repeat offenders may also be repeat victims of domestic violence and abuse. As NIPB monitors and scrutinises the PSNI's performance in tackling domestic abuse incidents and crimes, this potential inequality (what groups of people are more vulnerable to this type of crime) is important to be aware of.

In addition, the Covid-19 pandemic had an impact on domestic abuse in the home, and the number of incidents and crimes have increased which again is relevant as NIPB monitors and scrutinises the PSNI's performance in tackling domestic abuse and crimes.

5.3 Section 75 category – Dependents

Summary of Quantitative and Qualitative Research

5.3.1 External Data

2011 Census

The 2021 Census information on households with dependents had not been released at the time of collating this audit of inequalities and so the 2011 Census data is referred to below.

In the 2011 Census⁷, 47% of lone parents with dependents were not in employment, 22% of lone parents were in full-time employment, and 31% of lone parents were in part-time employment.

2021 Census

The 2021 Census reported on unpaid carers in Northern Ireland and 12%⁸ of the Northern Ireland population aged 5 years or more provided some form of unpaid care. The overall number of people providing unpaid care has not changed markedly from Census 2011 (12.7% of the population reported providing unpaid care in the 2011 Census⁹) to Census 2021.

Caring Responsibilities

⁷ 2011 Census Table KS107NI (Lone Parent Households with Dependent Children)

⁸ 2021 Census Main statistics for Northern Ireland Statistical Bulletin Health, Disability and Unpaid Care <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-2-statistical-bulletin-health-disability-and-unpaid-care.pdf> (page 34)

⁹ 2021 Census Main statistics for Northern Ireland Statistical Bulletin Health, Disability and Unpaid Care (page 34)

According to the Northern Ireland 2020 Childcare Survey¹⁰ conducted by Employers for Children, the average cost of a full-time childcare place in Northern Ireland is £169 per week (£181 per week for a day nursery or £165 per week for a childminder). County Armagh had the highest average cost of a full-time childcare place – £174 per week, whilst County Fermanagh experienced the lowest average full-time childcare costs of £150 per week. During the initial months of the Covid-19 pandemic, from April to August 2020, three quarters of parents surveyed stated that they were not able to access any childcare for some or all of the period.

The Family Resources Survey: Northern Ireland 2019-20¹¹ found that in 2019/20, 7% of the population (including children) in Northern Ireland were informal carers, and this included 9% of working age adults. 33% of adult informal carers were full-time employees who balanced their caring responsibilities with paid work - three quarters of adult carers were in full-time employment and one quarter of adult carers were in part-time employment.

The Quarterly Labour Force Survey Tables - May 2021¹² estimated that Lone Parents made up 14.1% of all households. The NISRA publication, Women in Northern Ireland 2020¹³ identified 76% of women with dependent children were economically active, compared with 92% of men with dependent children. In addition, the economic activity rate for women with pre-school age children (74%) was substantially lower than for men with pre-school age children (93%).

According to the Equality Commission's Key Inequalities in Employment¹⁴ women experience a lower employment rate and a higher economic inactivity rate when they have dependents. Lone parents with dependents and carers also experience barriers to employment.

The Impact of Covid-19

¹⁰ Northern Ireland 2020 Childcare Survey: C:\Users\2345243\Downloads\northern-ireland-childcare-survey-2020-full-report.pdf

¹¹ The Family Resources Survey: Northern Ireland 2019-20: <https://www.communities-ni.gov.uk/system/files/publications/communities/frs-201920.pdf>

¹² Women In Northern Ireland (2020)
https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/Women%20in%20NI%202020_0.pdf

¹⁴ Key Inequalities in Employment (2018)
<https://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/Employment-KeyInequalities-SummaryStatement.pdf>

As reported within the Northern Ireland 2020 Childcare Survey conducted by Employers for Children, childcare was impacted by Covid-19, 57% of the parents surveyed had to balance working alongside childcare responsibilities and this increased to 61% of mothers and 82% of single parents. The Survey concluded that the Covid-19 pandemic had increased the strain on a childcare sector that was already struggling.

The Women's Resource and Development Agency released a statement on the gendered impact of Covid 19¹⁵ which highlighted the particular impact of Covid-19 on women with dependents and it stated *"Some women will also face stark choices between their work and care commitments as part of the situation.... women are more likely to be forced to leave work to care for children.... Crucially, economic support is required for parents and carers who are isolating due to a family member showing symptoms or are looking after a child or relative with COVID-19, especially for single parents, the vast majority of whom are women."*

Dependents and Policing

According to the Police Federation of Northern Ireland 2021 Workforce Survey, 28% of those surveyed stated that they had been forced to take time off from their work to care for dependents who had been unwell or isolating as a result of Covid-19. 4% of those surveyed reported that they had to work from home because they were considered 'high risk', with a further 3% working from home as a family member was considered in the 'high risk' category.

The Police Ombudsman's Equality Monitoring Report Survey of Complainants to the Police Ombudsman's Office, 2021/22¹⁶ reported that of those surveyed 56% did not have dependents while 44% did have dependents.

5.3.2 Internal Data

NIPB staff

No data has been collected for NIPB staff

5.3.3 Potential Inequalities Identified

¹⁵ Gendered Impact of Covid-19 (2020) <https://wrda.net/2020/03/26/statement-by-the-womens-policy-group-on-the-gendered-impact-of-covid-19/>

¹⁶ Police Ombudsman Equality Monitoring Report 2021-22
<https://www.policeombudsman.org/PONI/files/42/4211a91a-43c7-47e7-a91e-2c673ad0bdc0.pdf>

Childcare costs are increasing, and families are struggling to access and afford childcare; these existing challenges were amplified by Covid-19. Specifically, the data collected indicates the more significant impact on women who are more likely to be care givers in comparison to men. Women who are carers are less likely than men to be in employment because of their caring responsibilities. This is important as NIPB is an employer that may be able to make flexible and/or hybrid working models available to staff to assist with addressing this inequality.

As a result of Covid-19, there was also an impact on police officers who had to take time off work to care for dependents or because they had to isolate because family members were considered 'high risk'. NIPB monitors and scrutinises the PSNI's implementation of their statutory section 75 responsibilities, and so NIPB need to be cognisant of the impact this potential inequality may have on officers and staff working within the Service and the PSNI's equality, diversity and inclusion policies.

5.4 Section 75 category – Ethnicity

Summary of Quantitative and Qualitative Research

5.4.1 External Data

2021 Census

According to the 2021 Census¹⁷, 97% of the usually resident population of NI were White with the remaining 3% belonging to Black Minority Ethnic (BME) background

Policing and Ethnic Minorities

According to the PSNI's Workforce Composition Statistics published in August 2022¹⁸, less than 1% (0.61%) of both police officers and (0.71%) police staff identified as an ethnic minority.

Data Collection and Ethnic Minorities

While the 2021 Census information is referred to above, research by the Joseph Rowntree Foundation¹⁹ discussed the absence of robust, reliable

¹⁷ 2021 Census <https://www.nisra.gov.uk/publications/census-2021-main-statistics-ethnicity-tables> (Table MS B01 Ethnic Group)

¹⁸ PSNI Force Composition Statistics (2022) <https://www.psni.police.uk/inside-psni/Statistics/workforce-composition-statistics/>

¹⁹ Joseph Rowntree Foundation (2013): Poverty and Ethnicity in Northern Ireland <http://www.jrf.org.uk/sites/files/jrf/poverty-ethnicity-northern-ireland-full.pdf> page 9

statistical or administrative analysis around BME within Northern Ireland. The same research also highlighted that *'any impact on outcomes for people of ethnic minority backgrounds is unclear as data is required to demonstrate the policy effectiveness'*.²⁰

Prejudice in Northern Ireland

The Northern Ireland Racial Equality Indicators Report: 2014 – 2019²¹ reported that in 2019, 66% of respondents thought it important that public bodies take into account the needs of ethnic communities. Further, by 2019 the proportion of respondents reporting they were prejudiced against people from minority ethnic communities had increased to 29% (in 2014 this was 24% and in 2018, 20%).

Complaints Against the Police

The Police Ombudsman's Equality Monitoring Report Survey of complainants to the Police Ombudsman's Office, 2021/22²² stated that 4% of respondents (who made complaints against the police) reported their race to be either Bangladeshi, Black African, Chinese, Indian, Irish Travelling Community, mixed ethnic group, Pakistani or Other.

Hate Crime

The Independent Review²³ of hate crime legislation in Northern Ireland, undertaken by Justice Marrinan in 2020 on behalf of the Department of Justice, noted that there was approximately a 1 in 31²⁴ chance of being the victim of a reported racial hate incident compared to an approximately 1 in 1777²⁵ chance of being a victim of a reported sectarian hate incident. The Independent Review noted that hate crime was increasing across Northern Ireland and recommended a holistic approach to addressing the issue including preventative strategies and improvements in the criminal justice system and the review recommends that all education sectors and public and private employers address the problem of hate crime.

The Independent Review also noted that hate crime is under reported in Northern Ireland and throughout the rest of the UK, and that more effective hate crime laws would instil new levels of confidence among victims and

²⁰ Joseph Rowntree Foundation (2013): Ibid, page 22

²¹ Northern Ireland Racial Equality Indicators Report: 2014 – 2019 https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/racial-equality-indicators-2014-2019-report_0.pdf

²² Police Ombudsman Equality Monitoring Report 2021-22 ibid page 7

²³ Final Report into Hate Crime legislation in Northern Ireland Independent Review: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/hate-crime-review.pdf>

²⁴ Final Report into Hate Crime Legislation in Northern Ireland Independent Review ibid page 6

²⁵ Final Report into Hate Crime Legislation in Northern Ireland Independent Review ibid page 7

marginalised communities, and encourage them to come forward and better trust the police and criminal justice system.

The PSNI's Hate Crime Statistical Bulletin²⁶ recorded that in the 12 months between 1 July 2021 to 30 June 2022 there were 155 more racist incidents and 56 more racist crimes recorded when compared to the previous 12 months.

In terms of repeat offenders, the highest number of repeat victims continued to be subject to racist, sectarian and homophobic abuse; racist repeat victimisation in particular had increased in 2021-22 and was similar to the overall increase in reported racist abuse.²⁷

Hate Crime Strand	<u>1 July 2020 to 30 June 2021 Incidents</u>	<u>1 July 2021 to 30 June 2022 Incidents</u>	<u>Incidents Change</u>	<u>1 July 2020 to 30 June 2021 Crimes</u>	<u>1 July 2021 to 30 June 2022 Crimes</u>	<u>Crimes Change</u>
Racist	1,144	1,299	155	839	895	56

5.4.2 Internal Data

NIPB staff

All NIPB permanent staff have declared their ethnicity as White, except 5% of permanent staff who did not complete the applicable section of the form. This data is not collected for secondees or temporary members of staff.

PSNI 2021 Student Officer Recruitment Campaign

At the September 2021 Resources Committee, Members received a briefing from the PSNI on the 2021 Student Officer Recruitment Campaign Equality Analysis. Of the total number of applications received 2% were from black or ethnic minority groups (BME) and this was the same as the 2020 Student Officer Recruitment Campaign. Following the conclusion of the Recruitment Process and of those deemed appointable and on the Merit List, 2% identified as BME. This represented an increase from the 2020 Student Officer Campaign when 0.8% of those deemed appointable identified as BME, and it was also the highest ever percentage from BME.

5.4.3 Potential Inequalities Identified

The majority of NIPB staff identify as White.

²⁶ PSNI's Hate Crime Statistical Bulletin (2022) https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2022-23/q1/hate-motivations-bulletin-jun_-22.pdf table 5

²⁷ Annual Assessment of the Northern Ireland Policing Plan 2020-25 and Annual Performance Plan 2021-22 (2022) page 14

Prejudice against those from ethnic minorities is increasing according to the Northern Ireland Racial Equality Indicators Report: 2014 – 2019.

The number of hate crimes and incidents against ethnic minorities has also increased across Northern Ireland, and those belonging to an ethnic group may face barriers when accessing the criminal justice system particularly if English is not their first language. NIPB monitors and scrutinises the PSNI's performance in tackling hate crimes and it is important that NIPB is aware of any inequalities in this area.

The number of people from ethnic minority backgrounds applying to be PSNI student officers and being successful through the recruitment process is also low in comparison to the number of BME people within the population which again is directly relevant to NIPB as it measures and scrutinises the PSNI's SNI's implementation of their statutory section 75 responsibilities.

5.5 Section 75 category – Sexual Orientation

Summary of Quantitative and Qualitative Research

5.5.1 External Data

2021 Census

The 2011 Census did not collect data on sexual orientation and the at the time of collating this Audit of Inequalities the 2021 Census information on sexual orientation had not been released and so data from the Continuous Household Survey is relied upon. The 2019-20 Continuous Household Survey²⁸ found that 97% of adults aged 16 years and over were Heterosexual, 0.9% were Gay/ Lesbian, 0.6% were Bisexual, 0.8% were Other and 0.6% replied Didn't Know/Refused.

Rainbow Project Research

According to the Rainbow Project research²⁹, 39% of Gay, Lesbian and Bisexual people change their behaviour to avoid others knowing they are not Heterosexual. In addition, over half of Gay, Lesbian and Bisexual people believe that the PSNI is professional, helpful and there for their protection, 21% of Gay, Lesbian and Bisexual people believe that the police are homophobic, 17% believe that they are transphobic.

²⁸ 2019-20 Continuous Household Survey <https://www.nisra.gov.uk/publications/chs-results> - Individual Demographics Sexual Identity

²⁹ Rainbow Project: Through Our Eyes, Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland (2009) https://www.rainbow-project.org/wp-content/uploads/2021/03/through_our_eyes.pdf

This research also considered Gay, Lesbian and Bisexual people's views on fear of crime and 11% of those surveyed stated that they were "more worried" about being a victim of crime than being seriously ill, and 39% being "worried" about being a victim of crime.

The Rainbow Project has also conducted research about Gay, Lesbian and Bisexual people in the workplace³⁰ and found that 25% respondents from the public sector conceal their sexual orientation in the workplace, 26% Gay, Lesbian and Bisexual people working in the public sector believe that their sexual orientation would have a negative impact on their chances of progressing in work.

33% of respondents across all workplace sectors would not, or do not know if they would, feel comfortable approaching management for support if they were the victim of homophobic bullying at work.

PSNI Statistics

The PSNI's Hate Crime Statistical Bulletin for the period³¹ recorded that in the 12 months between 1 July 2021 to 30 June 2022 there was an increase in the number of homophobic incidents and an increase in the number of homophobic crimes recorded when compared to the previous 12 months.

Hate Crime Strand	1 July 2020 to 30 June 2021 Incidents	1 July 2021 to 30 June 2022 Incidents	Incidents Change	1 July 2020 to 30 June 2021 Crimes	1 July 2021 to 30 June 2022 Crimes	Crimes Change
Homophobic	383	465	82	264	331	67

5.5.2 Internal Data

NIPB Staff

No data has been collected for NIPB staff.

PSNI 2021 Student Officer Recruitment Campaign

As previously discussed, at the September 2022 Resources Committee meeting, Members received a briefing from the PSNI on the 2021 Student Officer Recruitment Campaign Equality Analysis.

Of the total number of applications received 8% of applicants identified as Gay, Lesbian or Bisexual. Following the conclusion of the Recruitment

³⁰ Rainbow Project: Through Our Eyes, Experiences of Lesbian, Gay and Bisexual People in the Workplace (2011) https://www.rainbow-project.org/wp-content/uploads/2021/03/TOE_mcd.pdf

³¹ PSNI's Hate Crime Statistical Bulletin (2022) table 3

Process and of those deemed appointable and on the Merit List, 8% of candidates identified as Gay, Lesbian or Bisexual.

5.5.3 Potential Inequalities Identified

While there has been an increase in the number of reported homophobic incidents and crimes against Gay, Lesbian and Bisexual people, any incident or crime may also be underreported and so any statistics may not a true reflection of the issue. As NIPB monitors and scrutinises the PSNI performance in this area, it may need to be mindful of this inequality.

With reference to the workplace, the Rainbow Project's research referred to above has indicated that a Gay, Lesbian and Bisexual people may conceal their sexual orientation in the workplace and may not seek support within the workplace. As an employer, NIPB needs to ensure that its provides support to employees and managers so that they are equipped to support employees.

5.6 Section 75 category – Age

Summary of Quantitative and Qualitative Research

5.6.1 External Data

2021 Census

According to the 2021 Census, of those aged between 0 to 64 years old, 50% are women and 50% are men. Of those aged 65 and over 54% are women and 46% are men.

In further analysis of the age of the usual resident population of Northern Ireland, 19% of the population are aged between 0 and 14 years, 64% are aged between 15 years and 64 years, and 17% are aged over 65 years old.

Younger People in Northern Ireland

The 2019-20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice³² found that of those surveyed, 69% of those aged between 16 years and 29 years, and 68% of those aged between 30 years and 59 years believed that the police do a very or fairly good job for Northern Ireland.

³² 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice: <https://www.justice-ni.gov.uk/publications/r-s-bulletin-perceptions-policing-and-justice-findings-201920-northern-ireland-safe-community-survey> Excel tables -table 1.1

Further, 54% of those aged between 16 years and 29 years, and 72% of those aged between 30 years and 59 years believed that the Northern Ireland Policing Board was independent of the police.

91% of those aged between 16 years and 29 years, and 81% of those aged between 30 years and 59 years believed that the Northern Ireland Policing Board help the police do a good job.

PSNI Statistics on Use of Force

The PSNI Bi-annual Statistical Bulletin "Use of Force by the Police in Northern Ireland" for the period 1 April 2021 to 31 March 2022 recorded that men aged between 25 and 34 years had more incidents of Force used against them (4,113 incidents of use of Force). Men aged between 18 and 24³³ years had 2,663 incidents of Force recorded (more than one use of Force may be recorded for the same individual)³⁴. Further, 42% of the incidents where spit and bite guards were deployed were against those aged between 25 and 34 years and 26% of incidents involved those aged between 18 and 24 years, with 7% of incidents involving those aged between 13 and 17 years³⁵.

PSNI's Use of Spit and Bite Guards

PSNI's Equality Impact Assessment (EQIA) of the decision to rollout spit and bite guards for permanent use noted that during 2020 (when PSNI were temporarily using spit and bite guards in response to the Covid-19 pandemic) in Northern Ireland 65% of all use of spit and bite guards involved people aged between 18 and 34 years old.³⁶

PSNI Statistics on Stop and Search

PSNI Statistics on Stop and Search for the period 1 July 2021 to 30 June 2022³⁷ indicate that males aged between 18 and 25 years old, are most likely to be stopped and searched.

³³ The age brackets (18 to 24 years and 25 to 34 years) are standardised age brackets used in PSNI Official Statistics

³⁴ PSNI Biannual Statistical Bulletin "Use of Force by the Police in Northern Ireland"
<https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/statistics-on-police-use-of-force/2022/march/psni-use-of-force-statistical-report-1-apr-2021---31-mar-2022.pdf> (figure 13)

³⁵ PSNI Biannual Statistical Bulletin "Use of Force by the Police in Northern Ireland" table 9

³⁶ PSNI Equality Impact Assessment Spit and Bite Guards
<https://www.psni.police.uk/globalassets/inside-the-psni/our-policies-and-procedures/equality-diversity-good-relations/documents/stage-1-4-report-draft-amendments-v5-final-003-002-002.pdf> page 37

³⁷ Use of Stop and Search Powers by the Police in Northern Ireland
https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/stop-and-search-statistics/2022_23/q1/psni-stop-and-search-report-q1-2022_2023.pdf (page 7)

Age Group	Persons stopped and searched/questioned			
	Male	Female	Unknown/Other	Total
12 and under	44	11	0	55
13 to 17	1808	392	4	2,204
18 to 25	7106	1315	8	8429
26 to 35	4584	695	4	5283
36 to 45	2370	267	2	2639
46 to 55	1053	93	1	1147
56 to 65	352	34	0	386
Over 65	102	5	0	107
Not specified	1	0	5	6
Total	17,420	2812	24	20,256

Older People in Northern Ireland

The 2019-20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice³⁸ found that of those surveyed, 74% of those aged 60 years and above believed that the police do a very or fairly good job for Northern Ireland, 76% of those aged 60 years and above believed that the Northern Ireland Policing Board was independent of the police and 81% of those aged 60 years and above believed that the Northern Ireland Policing Board help the police do a good job.

The Commissioner for Older People 2019 Report³⁹ considers crime within Northern Ireland from an older person's perspective. This Report noted that the reality that an older person is less likely to be a victim of crime is not reflected in how fearful older people can feel.⁴⁰ The Report considered the findings from the 2016-17 Northern Ireland Perceptions of Crime Survey which found that almost one in six adults aged between 65 and 74 years in Northern Ireland reported high levels of concern about being a victim of crime in their own home, and this was particularly the case with burglary, with almost one in ten adults aged 60 and over believing that they would be a victim of burglary within 12 months.

³⁸ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice: ibid table 1.1

³⁹ The Experience of Older People in Northern Ireland (2019)
<https://www.copni.org/media/1540/206567-online-a4-crime-report-56p.pdf>

⁴⁰ The Experience of Older People in Northern Ireland (2019) ibid page 9

The 2019-20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice⁴¹ reported on confidence in the police and police accountability arrangements in Northern Ireland among older people, and found that among survey respondents, of those aged 60 years and over 76% believed that the Northern Ireland Policing Board was independent from the PSNI and 81% believed that the Northern Ireland Policing Board did a good job.

On review of the 2019-20 Northern Ireland Safe Community Perceptions of Crime Survey⁴² 12% of those aged between 65 and 74 years old and 10% of those aged 75 years and older say they have a high level of worry about burglary. 12% of those aged between 65 and 74 years old and 9% of those aged 75 years and older say they are very worried about violent crime.

PSNI total reported crime for those aged 65 years and over has demonstrated a small decrease between 2019-20 and 2020-21.

Northern Ireland Policing Plan Survey

In May 2022, NIPB published the results of the Northern Ireland Policing Plan Survey. This Survey found that of those surveyed, when asked about their confidence in the PSNI's ability to protect and serve⁴³, those aged 65+ 36% gave a score of 9-10 and 38% gave a score of 7-8. Of those aged between 35 and 64 years, 28% gave a score of 9-10 and 37% gave a score of 7-8.

When asked about their awareness of Policing and Community and Safety Partnerships (PCSPs)⁴⁴, of those surveyed and aged 65+, 37% said they were aware of them and 63% said they were not aware of PCSPs. Of those surveyed and aged between 35 and 64, 49% were aware of PCSPs and 51% were not aware of PCSPs. Of those surveyed and aged between 25 and 34, 33% were aware of PCSPs and 67% were not aware of PCSPs.

	2007/08	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
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⁴¹ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice: Data Tables
ibid table 1.1

⁴² 2019/20 Northern Ireland Safe Community Survey: Perceptions of Crime <https://www.justice-ni.gov.uk/publications/perceptions-crime-findings-201920-northern-ireland-safe-community-survey>
Data tables table 5.1

⁴³ Northern Ireland Policing Plan Survey May 2022
https://www.nipolicingboard.org.uk/files/nipolicingboard/2022-05/policing-plan-survey-tagged_1.pdf
table 4.6

⁴⁴ Northern Ireland Policing Plan Survey May 2022 ibid table 5.1

Total police recorded crime - aged 65+	4346	4685	4870	4575	4656	4616	4782	4811	5010	4579	4555	4361	4578	3969
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5.6.2 Internal Data

NIPB Staff

54% of all NIPB staff are aged above 45 years old, 18% are aged between 36 and 45 years old, 21 % are aged between 26 and 35 years old, 4% are aged between 18 and 25 years old and 3 % of staff have not declared their age.

5.6.3 Potential Inequalities Identified

The majority of NIPB staff are aged older than 45 years.

Younger people, particularly males aged 30 and under have more incidents of Force used against them by the police and this includes spit and bite guards. Younger people are also more likely to be stopped and searched by police and this is relevant to NIPB's role in scrutinising the performance of the PSNI and how it uses Force against people and Stop and Search powers.

Older people have a high level of worry about crime and violent crime which is again relevant as the NIPB monitors the performance of the PSNI and also jointly (with the Department of Justice) funds PCSPs who work to make the Northern Ireland community safer.

The data also indicates that the majority of people across all ages do not have knowledge of PCSPs, and as joint funder of PCSPs this is an inequality that NIPB may need to cogniscant of.

5.7 Section 75 category – Religious Belief

Summary of Quantitative and Qualitative Research

5.7.1 External Data

2021 Census

According to the 2021 Census, 46% of the usual resident population in Northern Ireland was Catholic or brought up Catholic and 44% were Protestant or brought up Protestant. 2% said they were Another Religion and 9% said they were No Religion.

PSNI Officers and Staff

PSNI's Workforce Composition Statistics⁴⁵ indicate that 66% of police officers are Protestant, 32% are Catholic and 1% are not determined. 78% of police staff are Protestant, 20% are Catholic and 2% are not determined

Perceptions of Policing and Justice

The 2019-20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice⁴⁶ found that of those surveyed, 65% of Catholics and 75% of Protestants believed that the police do a very or fairly good job for Northern Ireland. 72% of Catholics and 87% of Protestants surveyed believed that the police treated Catholics and Protestants equally. Furthermore, 67% of Catholics and 74% of Protestants surveyed believed that the Northern Ireland Policing Board were independent of the police, and 84% of Catholics and 81% of Protestants surveyed believed that the Northern Ireland Policing Board help the police do a good job.

Perceptions of Crime

The 2019-20 Northern Ireland Safe Community: Perceptions of Crime Survey⁴⁷ surveyed respondents on their perceptions of anti-social behaviour. Of those surveyed 35% of Catholics and 29% of Protestants believed that people using or dealing drugs was a very or fairly big problem. 12% of Catholic and 11% of Protestants believed that vandalism, graffiti or other deliberate damage to property was a very or fairly big problem (compared to 12% of all adults). The same survey⁴⁸ also asked respondents about their worry of crime and their personal safety. Of those surveyed 15% of Catholics and 11% of Protestants had a high level of worry about burglary (this compared to 12% of all adults), 14% of Catholics and 12% of Protestants had a high level of worry about violent crime (this compared to 12% of all adults).

Northern Ireland Policing Plan Survey

The Northern Ireland Policing Plan Survey found that of those surveyed, when asked about their satisfaction with the job the PSNI do⁴⁹, 29% of Protestants surveyed gave a score of 9-10 and 48% of Protestants

⁴⁵ PSNI Force Composition Statistics (2022)

⁴⁶ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice: Excel Tables *ibid* table 1.1

⁴⁷ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Crime (table 4.1).

⁴⁸ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Crime table 5.1

⁴⁹ Northern Ireland Policing Plan Survey May 2022 *ibid* 4.1

surveyed scored 7-8. 23% of Catholics surveyed scored 9-10 and 46% of Catholics surveyed scored 7-8.

When asked about PCSP awareness, 38% of Catholics surveyed had an awareness of PCSPs and 62% of Catholics surveyed did not have an awareness of PCSPs. 43% of Protestants surveyed were aware of PCSPs and 57% of Protestants surveyed did not have an awareness of PCSPs.

The Survey also found that those from a Protestant background (38%, compared to 29% from a Catholic background) were more likely to have low satisfaction with the role of PCSPs in supporting confidence in policing.

5.7.2 Internal Data

NIPB staff

48% of NIPB staff are Protestant, 48% are Catholic and 3% of staff have not declared their religious belief.

PSNI 2021 Student Officer Recruitment Campaign

As previously discussed, at the September 2022 Resources Committee, Members received a briefing from the PSNI on the 2021 Student Officer Recruitment Campaign Equality Analysis.

Of the total number of applications received 30% of applicants identified as Catholic. This was a marginal decrease from the 2020 Student Officer Recruitment Campaign when 31% of applicants identified as Catholic. Following the conclusion of the Recruitment Process and of those deemed appointable and on the Merit List, 23.2% of candidates identified as Catholic.

5.7.3 Potential Inequalities Identified

The number of Catholics applying to join the PSNI has marginally decreased since the 2020 student officer recruitment campaign, and the number of Catholics already working as a police officer is lower than the number of Catholics in the working population. NIPB scrutinises the actions taken by the PSNI to make the Service more representative of the community it serves.

Further, external surveys undertaken show that Catholics may be less likely to think that the police do a good job or that the police treat Catholics and

Protestants equally and again this may be relevant at the Board monitors how the PSNI engages with stakeholders and the community it serves.

5.8 Section 75 category – Disabilities

Summary of Quantitative and Qualitative Research

5.8.1 External Data 2021 Census

According to the 2021 Census⁵⁰, 12% of the those usually resident in Northern Ireland had a long term health problem or disability who day to day activities “were limited a lot”, 13% of people’s day to day activities were “limited a little” because of a long-term health problem or disability. 35% of people had one or more long-term health conditions.

Perceptions of Policing and Justice

The 2019-20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice⁵¹ surveyed respondents on policing and policing accountability arrangements in Northern Ireland. Of those surveyed, with a long-standing illness or disability 68% were of the opinion that the police do a very or fairly good job for Northern Ireland, 74% were of the opinion that the Northern Ireland Policing Board was independent of the police, and 77% were of the opinion that the Northern Ireland Policing Board help the police do a good job. Further the survey⁵² also asked respondents about their confidence in local policing. Of those surveyed with a long-standing illness or disability, 52% were of the opinion that the police may be relied upon to be there when you need them, 52% thought that the police dealt with things that mattered to the community, and 23% thought that the police had a visible presence in the area.

Perceptions of Crime

The 2019-20 Northern Ireland Safe Community Perceptions of Crime Survey⁵³ surveyed respondents on their perceptions of anti-social behaviour. Of those surveyed with a long-standing illness or disability, 35% believed that people using or dealing drugs was a very or fairly big problem (compared to 31% of all adults), and 14% believed that vandalism, graffiti or other deliberate damage to property was a very or fairly big problem

⁵⁰ 2021 Census Main statistics for Northern Ireland Statistical Bulletin Health, Disability and Unpaid Care (Table 7, page 20)

⁵¹ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice (table 1.1)

⁵² 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice (table 3.1)

⁵³ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Crime (table 4.1)

(compared to 12% of all adults). The same survey⁵⁴ also asked respondents about their worry of crime and their personal safety. Of those surveyed with a long-standing illness or disability, 17% had a high level of worry about burglary (this compared to 12% of all adults), 14% had a high level of worry about violent crime (this compared to 12% of all adults), and 8% were very worried about crime overall (this compared to 6% of all adults).

Perceptions of fear of crime on quality of life was also surveyed⁵⁵ and of those surveyed with a long-standing illness or disability, 27% said it had a moderate effect on their quality of life (this compared to 24% of all adults), and 8% said it had a great effect on their quality of life (this compared to 5% of all adults).

Procurement within the Voluntary, Community and Social Enterprise sectors

The Department of Culture, Media and Sports independent research by Perspective Economics⁵⁶ found that approximately 5% of voluntary, community or special enterprises (VCSE) engage in government contracting each year. The Report also considered the barriers impacting VCSE participation in public procurement which included that the definition and understanding of the sector can result in reduced practical engagement and understanding of the sector contract payment timelines, receiving payment on time and managing cashflow on public contracts can be challenging for VCSEs, and awareness of opportunities and access to information regarding current and upcoming tenders was frequently cited by VCSEs as a key barrier⁵⁷.

The Report also considered the proportion of contracts' awarded value to VCSEs and non VCSEs per region and in Northern Ireland, between 2016

⁵⁴ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Crime (table 5.1)

⁵⁵ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Crime (table 6.1)

⁵⁶ Department of Culture, Media and Sport "The role of Voluntary, Community, and Social Enterprise (VCSE) organisations in public procurement" August 2022

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1100749/The_role_of_Voluntary_Community_and_Social_Enterprises_in_public_procurement.pdf

⁵⁷ Department of Culture, Media and Sport "The role of Voluntary, Community, and Social Enterprise (VCSE) organisations in public procurement" August 2022 *ibid* page 4

and 2020 10% of contracts were awarded to VCSEs and 90% of contracts were awarded to non VCSEs⁵⁸

5.8.2 Internal Data

NIPB Staff

All NIPB permanent staff have declared that they do not have a disability. 38% of permanent staff did not complete the applicable section of the form and this data is not collected for secondees or temporary staff members.

PSNI Officers and Staff

At the October 2021 Resources Committee, the Committee reviewed the PSNI's HR Dashboard which offers analysis on the composition of PSNI staff and officers. This analysis noted that 6% of police officers have self-declared that they have a disability. In relation to police staff, 10% have self-declared that they have a disability.

PSNI 2021 Student Officer Recruitment Campaign

As previously discussed, at the September 2022 Resources Committee, Members received a briefing from the PSNI on the 2021 Student Officer Recruitment Campaign Equality Analysis.

Of the total number of applications received 2.8% of applicants declared that they had a disability. Following the conclusion of the Recruitment Process and of those deemed appointable and on the Merit List, 2.7% of candidates had a disability.

5.8.3 Potential Inequalities Identified

According to the 2011 Census just over 20% of the population have a long term health problem or disability that impacts their day to day activities.

The number of people with disabilities applying to and being deemed appointable to the PSNI is low in comparison to the whole population that identifies as having a disability which is relevant to NIPB as it monitors the Representativeness of the Service.

⁵⁸ Department of Culture, Media and Sport "The role of Voluntary, Community, and Social Enterprise (VCSE) organisations in public procurement" August 2022 ibid page 96

Further the number of people who think the people are doing a good job or can be relied upon is low, and people with disabilities are more fearful of crime in comparison to the those without disabilities.

The number of VCSE's engaged in public procurement is low (5%) as there are many barriers facing VCSEs and as a public sector entity NIPB may wish to consider how it engages with VCSE's through the public procurement process.

5.9 Section 75 category – Gender

Summary of Quantitative and Qualitative Research

5.9.1 External Data

2021 Census

According to the 2021 Census the usual resident population was Northern Ireland was 1,903,100. 51% of people are female and 49% are male.

PSNI Workforce Composition

According to the PSNI's Workforce Composition Statistics⁵⁹, 31% of police officers are female and 69% are male. 57% of police staff are female and 43% are male.

According to a PSNI 2022 Freedom of Information Request⁶⁰, 88 officers currently work part-time, of which 86 are female officers.

PSNI Statistics on Use of Force

The PSNI's published statistics indicate that when Force was used 82% of incidents involved men, whereas women were involved in 18% of incidents⁶¹.

PSNI 2020 Student Officer Recruitment Campaign

As previously discussed, at the September 2022 Resources Committee, Members received a briefing from the PSNI on the 2021 Student Officer Recruitment Campaign Equality Analysis. Of the total number of applications received, 40% were from female applicants. Following the

⁵⁹ PSNI Force Composition Statistics (2022) <https://www.psnipolice.uk/inside-psni/Statistics/workforce-composition-statistics/>

⁶⁰ <https://www.psnipolice.uk/globalassets/advice--information/our-publications/disclosure-logs/2022/human-resources/00926--part-time-police-officers.pdf>

⁶¹ PSNI Biannual Statistical Bulletin "Use of Force by the Police in Northern Ireland" (table 8)

conclusion of the recruitment campaign and of those deemed appointable as student officers 39% were female.

Police Reported Crime in Northern Ireland

The PSNI's Trends in Police Recorded Crime in Northern Ireland⁶² has indicated that violence against females is increasing; in 2007-08, female victims under 18 represented 38% of all victims under 18 and but in 2020-21, female victims under 18 represented 49%. With regards to online crime⁶³, where victim gender was available, females represented 62% while male victims represented 38%. Females were most likely to be victims of harassment (85% of females) within an online element.

Transgender

In 2018, the Northern Ireland Life and Times Survey⁶⁴ surveyed people for the first time about attitudes towards trans people. This survey found that 72% described themselves as not prejudice at all while 21% said that they had some level of prejudice.

PSNI's Hate Crime statistics have also demonstrated that crimes against Trans people have increased.

Hate Crime Strand	<u>1 July 2020 to 30 June 2021 Incidents</u>	<u>1 July 2021 to 30 June 2022 Incidents</u>	<u>Incidents Change</u>	<u>1 July 2020 to 30 June 2021 Crimes</u>	<u>1 July 2021 to 30 June 2022 Crimes</u>	<u>Crimes Change</u>
Transphobic	71	75	4	34	41	7

Perceptions of Paramilitarism

The 2019-20 Perceptions of Paramilitarism in Northern Ireland: Findings from the Northern Ireland Life & Times Survey 2017 to 2020⁶⁵, between 2018 and 2020, a greater proportion of females (2018: 67%, 2019: 65%, 2020: 66%) strongly agreed or agreed that they were confident reporting crime to PSNI compared to males (2018: 65%, 2019: 65%, 2020: 60%). In 2020, the proportion of males that strongly agreed or agreed that they were

⁶² Trends in Police Recorded Crime in Northern Ireland 1998/99 to 2020/21:

<https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/police-recorded-crime-statistics/documents/police-recorded-crime-in-northern-ireland-1998-99-to-2020-21.pdf> page 32

⁶³ Trends in Police Recorded Crime in Northern Ireland 1998/99 to 2020/21: ibid page 26

⁶⁴ 2018 Northern Ireland Life and Time Survey <http://qpol.qub.ac.uk/attitudes-to-transgender-people-in-northern-ireland-the-importance-of-survey-data/>

⁶⁵ 2019-20 Perceptions of Paramilitarism in Northern Ireland: Findings from the Northern Ireland Life & Times Survey 2017 to 2020:

<https://www.justiceni.gov.uk/sites/default/files/publications/justice/perceptions%20of%20paramilitarism%20-%20findings%20from%20the%20nilt%20-%202017%20to%202020.pdf> (page 19)

confident reporting crime to PSNI was 60%, whereas the proportion of females was 66%.

Perceptions of Policing and Justice

The 2019-20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice⁶⁶ found that of those surveyed, 69% of men and 72% of women believed that the police do a very or fairly good job for Northern Ireland (compared to 70% of all adults), 76% of men and 68% of women believed that the Northern Ireland Policing Board is independent of the police, and 80% of men and 84% of women believe that the Northern Ireland Policing Board help the police to do a good job.

The survey⁶⁷ also found that 53% of men and 57% of women believed the police can be relied upon to be there when you need them, 85% of men and 87% of women believed that the police would treat you with respect if you were in contact with them, and 26% of men and 29% of women believed that the police have a visible presence in the area.

Perceptions of Crime

The 2019-20 Northern Ireland Safe Community Perceptions of Crime Survey⁶⁸ surveyed respondents on their perceptions of anti-social behaviour. Of those surveyed, 28% of men and 34% of women believed that people using or dealing drugs was a very or fairly big problem.

The survey also asked people about their worry⁶⁹ about crime and their personal safety. 10% of men and 15% of women surveyed had a high level of worry about burglary. 7% of men and 16% of women had a high level of worry about violent crime.

The Northern Ireland Executive's Strategy to End Violence Against Women and Girls

The Northern Ireland Executive has directed that a Strategy to End Violence Against Women and Girls be developed, and while work is ongoing across Departments to develop this at the time of collating this Audit of Inequalities a Strategy had not been published. A public consultation close on 21 March 2022 and responses were being collated.

⁶⁶ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice: ibid table 1.1

⁶⁷ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice: ibid table 3.1

⁶⁸ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Crime (table 4.1)

⁶⁹ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Crime (table 5.1)

PSNI's Violence Against Women and Girls Strategy

PSNI have developed their own Strategy to end violence against women and girls and it was launched on 27 September 2022 and this Strategy mutually supports the Executive's Strategy to End Violence Against Women and Girls as well as the Department of Justice's and Department of Health's seven year strategy on Domestic and Sexual Abuse

Gender Pay Gap

The gender wage gap is the difference between median earnings of men and women relative to median earnings of men, and according to the Fawcett Society it "*reflects inequalities and discrimination in the labour market that mostly affect women*"⁷⁰ According to the Office of National Statistics (ONS) the Gender Pay Gap has been declining; in April 2021 for full time employees the gender pay gap in was 8%, 7% in April 2020 and 9% in April 2019 however ONS cautioned that the impact of Covid-19 made the interpretation of earnings difficult and the recent ONS statistics published in April 2021 included over 3.3 million people who were furloughed.⁷¹

A 2022 Briefing prepared for the House of Commons⁷² noted that there may be many reasons for the Gender Pay Gap including age – there is a substantial pay gap for those aged over 40 years, (ii) occupation, (iii) region, and (iv) public and private industries.

Since 2017-18, public and private sector employers with 250 or more employees have been required annually to publish data on the Gender Pay Gap within their organisations, and in 2020, 78% of reporting employers stated median hourly pay was higher for men than for women in their organisation, while 14% of employers stated median hourly pay was higher for women. 8% said median hourly pay was the same for women as for men.⁷³

5.9.2 Internal Data

⁷⁰ The Fawcett Society https://www.fawcettsociety.org.uk/close-gender-pay-gap?gclid=EAlaIQobChMIsKekuNbc-glVUO7tCh3vAQfvEAAYASAAEgLT7Y_D_BwE

⁷¹ Office of National Statistics

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>

⁷² House of Commons Library "The Gender Pay Gap"

<https://researchbriefings.files.parliament.uk/documents/SN07068/SN07068.pdf>

⁷³ House of Commons Library "The Gender Pay Gap" *ibid* page 7

NIPB Staff

32% of all NIPB Staff are male and 68% of all staff are female.

5.9.3 Potential Inequalities Identified

Violence against women and girls has increased and both the Northern Ireland Executive and PSNI have prepared Strategies to address this inequality (the Northern Ireland Executive's Strategy has not yet been published at the time of collating this Audit of Inequalities). NIPB will monitor and scrutinise the PSNI's implementation of this Strategy.

Data published indicates that there is a gender pay gap and men may earn more than women.

Women have a high level of worry about crime and NIPB may wish to monitor how the PSNI engage with women about this issue.

Hate crimes against Transgender people have also increased and approximately 20% of people describe themselves as having prejudice against Transgender people. Again, as NIPB monitors the PSNI's performance in dealing with hate crimes it is important to be aware of this increase in hate crimes against Transgender people so that NIPB can monitor the PSNI's performance in this area.

There are more frequent incidents of Force recorded against males which is relevant as NIPB monitors how the PSNI uses Force.

6. CONCLUSION

- 6.1** This Audit of Inequalities has detailed a limited evidence-based overview of the inequalities that exist that are relevant to the Northern Ireland Policing Board's statutory responsibilities and functions.
- 6.2** The Board's Equality & Disability Action Plans have been developed to include Actions designed to address the inequalities identified in this Audit. Following consultation and consideration of the feedback received, the Board will progress delivery against these agreed Actions in the period between 2023-25.



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DOCUMENT TITLE

Northern Ireland Policing Board
Audit of Inequalities December 2022

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