



## **Public Authority Statutory Equality and Good Relations Duties Annual Progress Report**

### **Contact:**

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Documents published relating to our Equality Scheme can be found at:

[Publications | Northern Ireland Policing Board – www.nipolicingboard.org.uk](#)

### **Signature:**

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**This report has been prepared using a template circulated by the Equality Commission.**

**It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.**

**This report reflects progress made between April 2022 and March 2023**

## **PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme**

### **Section 1: Equality and good relations outcomes, impacts and good practice**

- 1 In 2022-23, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

*Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.*

The Northern Ireland Policing Board (NIPB) is an independent public body made up of ten (10) political and nine (9) Independent Members established to ensure for all the people of Northern Ireland an effective, efficient, impartial, representative, and accountable police service which will secure the confidence of the whole community, by reducing crime and the fear of crime. Members of the Board are bound by a Code of Conduct and operate under agreed Standing Orders. The Board has a range of legislative duties to meet. Through meetings of the Policing Board and the work of its committees, it holds the Chief Constable to account for the delivery of the policing service.

During this reporting period, the Policing Plan 2020-2025, the Performance Plan 2023-2024, the Corporate Plan 2023-2025 and the Business Plan 2023-24 were in place. For further information, they can be found at [www.nipolicingboard.org.uk](http://www.nipolicingboard.org.uk).

To ensure compliance with statutory requirements, the following also took place during this period:

- The draft Equality Scheme, Audit of Inequalities, and Equality and Disability Action Plans, were discussed by SMT and approved for consultation by the Board;
- The Equality Scheme, the Audit of Inequalities, the Equality and Disability Action Plans were published on the NIPB website;
- Policy Screening documents were reviewed (please see below);

- Public consultations were held on the Equality Scheme and Corporate Plan.

During this reporting period the following Section 75 screening exercises took place across a range of the Board's work areas. All the screening documents have been included on the Board's website:

- NIPB Corporate Plan 23-25;
- NIPB Business Plan 23-25;
- NIPB Annual Budget 23-24;
- NIPB Equality Scheme 23-25;
- The PCSP Reconstitution process;
- Records and Information Management Policy;
- Records Management Policy Statement.

The Policing Board has four directorates – Partnership, Performance, Resources and Police Pensions and Injury Benefits. The following outlines each Directorate's adherence to statutory requirements concerning equality, good relations duties, and the fulfilment of equality scheme commitments.

## **PARTNERSHIP DIRECTORATE**

### **Volunteer & PCSP Recruitment**

Throughout the reporting period, Officials continually monitored processes linked to recruitment to volunteering roles (for both the Independent Community Observers (ICO) and the Independent Custody Visitors (ICV) Schemes) and for ad hoc appointments to PCSP Independent Member roles across Council areas. Where appropriate, effective outreach was implemented to ensure appropriate and wide-reaching promotion of PCSPs. The ad hoc appointments of PCSP Members were taken from a reserve list which was previously generated from the latest recruitment process. Outreach activity for the 2023/24 PCSP recruitment process is expected to commence in quarter 1 of

2023 and will continue up to the opening of applications which is planned for 1 September 2023. A series of regional engagement events and bespoke S75 engagement is planned to ensure the broadest reach with two PSNI Reference, Engagement and Listening (REaL) events, organised by the PSNI during February and March 2023 utilised for promotion of the forthcoming PCSP recruitment process (update on the Engagement Strategy below refers). Equality screening for the PCSP recruitment campaign commenced in quarter 4 of 2022 and is expected to be finalised, approved, and published in quarter 1, 2023. Officials continued to promote recruitment opportunities at events and conferences such as Queen's University Freshers week, Belfast PRIDE and the Belfast MELA festival.

### **Police Property Fund (PPF)**

As part of the actions from the Equality Screening of the PPF, Officials used a number of outreach mechanisms to advertise funding opportunities to ensure applications would be encouraged from a wide range of interest groups. All programme documentation was also available in a range of formats. Equality screening of the process resulted in no requirement for a full EQIA as the application process is open to all, and effective outreach ensured it had a high degree of visibility. The Communication's team worked hard to ensure that the Fund was promoted across all media platforms including the Board's and PSNI's Social media accounts. Two calls for the Small Grants Scheme were launched resulting in a broad and representative range of projects funded, including those working with young people, older people, people with disabilities and those from ethnic minorities.

### **Engagement Strategy**

Members ensured that outreach with key stakeholder groups was diverse, representative, and inclusive as a reflection of the Board's Engagement Strategy objectives. In this period, the Board hosted a number of stands at a variety of events including the Balmoral Show 2022, Belfast PRIDE and at the

Belfast MELA festival. These engagement opportunities were to raise awareness of the upcoming ICV volunteer recruitment campaign and to encourage applications from the wider community including these Section 75 groups.

Furthermore, Board Members and officials attended the LGBT Policing Conference on 29th July 2022. This event was hosted by PSNI and involved bring together PSNI Officers and Staff across the UK and Ireland to explore best practice and knowledge sharing around thematic issues affecting the LGBTQIA+ community.

### **Engagement with PSNI Reference, Engagement & Listening (REaL) Events**

Board Member and Board Officials attended two REaL events in this period, the first was held LGBTQIA+ Community (February 2023) and second was with the PUL Community (March 2023). These engagement events allowed the Board to directly engage with these communities around the issues affecting them, with regards to policing. In addition, these events provided opportunities to promote and encourage applications from these communities for the Policing and Community Safety Partnerships (PCSPs) and the Independent Custody Visitors (ICV) Scheme. Further events are scheduled throughout 2023 with the CNR and BME communities.

### **Representativeness on Internal Panels.**

As part of the Board's work there are numerous instances where the formation of Panels (recruitment (staff or Senior Officer), Police Appeals Tribunals, procurement, Independent Volunteer Schemes etc) are required to discharge our functions. The Director with responsibility for the work area ensures that representativeness is achieved when forming panels to undertake these specific areas of the Board's work.

### **Communications**

A range of communications activity is undertaken to support the Board's work. The needs of specific audiences are taken into account and positive imagery is

used when and where appropriate to reflect S75 groupings. In addition the following measures have been taken:

- An NIPB website upgrade has ensured the information published complies with accessibility requirements, and the website meets required accessibility standards;
- All key Board publications and e-zines are now published in a PDF format which is accessible to screen readers. Provision of a web ready PDF to include fast web optimization; accessibility and tagging of key words for internet search compatibility; spoken text reader software compatibility;
- Alternate formats of documents are made available on request;
- Use of alt text in online media;
- The Board continues to make its Accessibility Statement available on the website. This statement provides information on the accessibility of the website, advises on the different formats information can be made available in, how to request these and how to report any accessibility problems.

## **PERFORMANCE DIRECTORATE**

The Performance directorate has two branches: Performance Monitoring Branch and Human Rights and Professional Standards Branch.

### **Performance Monitoring Branch**

1. **Policing Plan Survey 2023.** The Board carried out a major telephone survey during 2022/23 in relation to confidence in policing. Over 2,500 individuals were interviewed as part of the fieldwork. Board officials continually reviewed the participants to ensure that all S75 categories were represented as part of this survey and that all communities were represented and their views on policing were taken into consideration.
2. **Community Policing Survey 2023.** The Board undertook an online survey of the experiences of individuals in relation to community policing.

The aims of the survey were to discover views on key neighbourhood issues, local involvement, and resolution to issues. The survey ran from 3 April to 30 June 2023 using NI Direct and with an option for a paper version for those who did not have access to the internet. The survey was promoted through Board, PCSP and publicity events. The research focused on individuals' experience of policing in their community. A total of 269 responses were received. Respondents were, in most instances, individuals, members of neighbourhood/community groups or charitable organisations. There were smaller numbers of respondents from schools, sports clubs, youth groups and local businesses. Owing to the online nature of the survey, and that questions were kept to a minimum, there were no S75 questions asked. The survey was therefore used as a general guide and to inform further research.

3. **Monitoring of PSNI Representativeness.** The Board has a legislative requirement to monitor representativeness within the PSNI and it is one of nine Indicators in the 2020 – 2025 NI Policing Plan. PSNI reported to the Resources Committee of the Board on the effectiveness of measures taken to ensure representativeness within PSNI on 2 occasions within the reporting period, September 2022 & December 2022. In addition, in September the Resources Committee received a briefing and statistical analysis of the monitoring information provided by those making applications to join the PSNI in the 2021 Student Officer Recruitment Campaign. Key performance indicators were reviewed in terms of Gender, Community Background, Disability, Sexual Orientation and Ethnic Minority. Despite the challenging external recruitment market in Northern Ireland, the equality representation of the 2021 Student Officer recruitment campaign was broadly similar to the previous recruitment campaign in 2020. 40.1% of applicants were female (compared to 40.3%) and 30% were from the Catholic community (compared to 30.8%).

In addition, the Policing Plan Review Working Group (PPRWG) agreed alternative wording to move beyond gender/community background to acknowledge the need to have regard to other relevant Section 75 groups referred to in Measure 2.3.1. The PPRWG agreed to include ethnic origin, disability, and sexual orientation to the wording of this Measure in order for the PSNI to provide meaningful data to show progress in improving the representativeness of these groups within the PSNI.

## **Human Rights and Professional Standards Branch**

### **Human Rights of Police Officer and Staff**

During 2022/23, the Human Rights Advisor and Board officials undertook a thematic review considering the human rights of police officers,<sup>1</sup> published in December 2022. In drafting the Report, the Human Rights Advisor consulted with representatives of a range of staff association groups and individuals within the PSNI. These are:

- The Police Federation for Northern Ireland (PFNI);
- The Police Officer Disability Network;
- The Northern Ireland Public Service Alliance (NIPSA);
- The Christian Police Association;
- Lesbian, Gay, Bisexual and Transgender (LGBT)+ Staff Association;
- The Women's Police Association;
- The Ethnic Minority Police Association;
- The Catholic Guild of Police Officers.

The following areas were examined:

- The Right to Life/Protection from Harm;
- Prohibition of Ill-Treatment;
- Right to Fair Trial, Due Process/Minimise Delay;
- The Right to Privacy;

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<sup>1</sup> [Review of the Human Rights of Police Officers and Staff \(nipolicingboard.org.uk\)](https://nipolicingboard.org.uk/review-of-the-human-rights-of-police-officers-and-staff)



- Freedom of Expression/Association; and
- Freedom from Discrimination.

This report considers police officers and includes designated staff working in policing who have particular powers and duties conferred on them by the Chief Constable as defined by Section 30 of the Police (Northern Ireland) Act 2003 (legislation.gov.uk). Nine recommendations were made requesting action on the following areas;

- Updating the PSNI People Strategy to include reference to the human rights of officers/staff;
- PSNI should consult the staff associations directly to produce a plan to address the allegations set out regarding officer wellbeing, sectarianism, and racially motivated violence;
- Legislation regarding assaults on protecting emergency staff;
- Take steps to change the culture to ensure that officers and staff in all the diverse and minority groups employed by the PSNI are not subject to any discriminatory actions or treatment by other officers and staff; and recognise that eliminating misogyny needs to be tackled urgently to protect female officers and staff and to build trust of women and girls in Northern Ireland who needs its help and support; and
- Address concerns regarding discrimination, privacy and freedom of expression and protection of whistleblowers.

The Board and Advisor continue to monitor the implementation of these recommendations.

### **Human Rights Annual Report 2022/23**

The Human Rights Annual Report 2022/23<sup>2</sup> published in January 2023 considers the following areas: Training and PSNI Human Rights Awareness; Policy; Operations; Use of Force; National Security and Covert Policing; Vulnerable Victims of Crime; and lastly Treatment of Suspects. The Human Rights Advisor has made nine formal recommendations where it has been

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<sup>2</sup> [Human Rights Annual Report 2021/22 \(nipolicingboard.org.uk\)](https://nipolicingboard.org.uk/human-rights-annual-report-2021-22)

identified that PSNI action is necessary, and two recommendations will be progressed by the Board across these areas.

The Advisor noted that during previous years statistics have been published which raise some questions about fairness in policing of the two main communities of Northern Ireland. In December 2021 the Detail obtained Freedom of Information responses from the PSNI which suggested that over the last five years twice as many people who self-identify as coming from the Catholic community as come from the Protestant community were arrested and twice as many Catholics were subsequently charged after arrest: 'From the start of 2016 until the end of 2020, over 57,000 Catholics were recorded as being arrested with almost 27,000 charged. By contrast, nearly 31,000 Protestants were recorded as being arrested with under 15,000 charged. It is understood that these figures are derived from a standard question asked by PSNI custody staff of all those arrested and taken into custody. It is also understood that a significant number of those asked declined to answer this question. There may be a number of different reasons for this disparity, including the possibility that people from the Catholic community are more willing to answer questions about their religious background.

This issue was further noted when the PSNI undertook an Equality Impact Assessment in relation to the introduction of Spit and Bite Guards in May 2021. The Human Rights Advisor made the following recommendation –

*“Given the history of the PSNI dealing with the difficult issue of policing all communities throughout Northern Ireland, the PSNI should engage an independent equality expert to assist with its analysis of the information and development of an action plan. In the meantime, the PSNI should collect, collate, and compare the community background statistics of those arrested and charged with the figures of those subsequently prosecuted.”*

This continues to be monitored and the Advisor will report on progress in the next Human Rights Annual Report scheduled to be published in early 2024.

## **Use of Force**

The Board published a further report in January 2023 considering the PSNI's Use of Force<sup>3</sup> containing ten recommendations. The report considers a range of rights and specifically for the purposes of this progress report, the right to freedom from discrimination (Article 14). The report considers the impact of use of force, specifically, the use of CED (Taser) on subjects, especially on vulnerable people with mental health issues and children and young people, making specific recommendations in relation to these groups. While CEDs are not lethal devices, they are potentially lethal devices and being subjected to a CED discharge is painful and can, like other forms of police force, have serious psychological impacts on individuals. Regarding discrimination, the Human Rights Advisor reiterates his recommendation made in a previous Annual Report, set out above, relating to community background. Implementation of the recommendations continued to be monitored and progress will be reported on in future Annual Reports.

## **Strip Search of Children and Young People in Police Custody**

The Human Rights Advisor considered this contentious and emotive issue during early 2023, reporting and publishing the report<sup>4</sup> in June 2023 containing ten recommendations. In drafting the report, the Advisor engaged with a range of organisations representing young people, including the NI Commissioner for Children and Young People's Office. In considering the report, a range of statistics and custody records were assessed and, although the sample was small, disproportionality indicated by the community background once again raised questions about possible indirect discrimination. However, the global disproportionality figures in relation to those arrested and charged may be the driver for these figures. To that end the following specific recommendation was made:

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<sup>3</sup> [Human Rights Review of PSNI's Use Of Force \(nipolicingboard.org.uk\)](https://nipolicingboard.org.uk)

<sup>4</sup> [Human Rights Review | Children and Young People: Strip Searching in Police Custody \(nipolicingboard.org.uk\)](https://nipolicingboard.org.uk)

*“The PSNI should publish annual figures on the strip searching of children, disaggregated by section 75 grounds, including a categorisation of the reasons for and outcome of the search.”*

The implementation of all ten recommendations will continue to be monitored.

## **CORPORATE SERVICES DIRECTORATE**

The Corporate Services Directorate has four branches – People and Organisational Development, Strategic Planning and Governance, Finance and Emerging Priorities.

### **People and Organisational Development Branch**

**Engagement with Employers for Disability NI (EFDNI)** – Employers for Disability NI is a network of employers, drawn from the public, private and voluntary sectors who work together to promote training and employment opportunities and accessibility for people with disabilities as employees and customers. Board officials engaged with EFDNI regarding their Disability Awareness Training sessions. Through continued engagement with EFDNI and fully utilising the services & resources they provide we hope to ensure we remain an inclusive working environment where our employees understand and are part of our inclusive and supportive ethos.

### **Strategic Planning and Governance Branch (SP&G)**

1. **Board Draft Corporate Plan 2023-2025 and Annual Business Plan 2023-24** – During the reporting period, the Board’s new draft Corporate Plan 2023-2025 and Annual Business Plan 2023-2024 were developed. This process incorporated a 12-week consultation period following which the final plans were brought to the Board for agreement. The plans remain in draft format as they require ministerial approval which cannot be given in the absence of the Assembly.

2. **Development of new Equality Scheme and Equality and Disability Action Plans 2023-2025** – During the reporting period, the Board's new Equality Scheme and Equality and Disability Action Plans were developed. This process incorporated a 12-week consultation period following which the final plans were brought to the Board for agreement.
3. **Board Member reasonable adjustments** – Where possible Board Officials continued to make Committee agendas available in braille to our visually impaired Board Member. This Member also has an OrCam reading device provided by the Board to increase their accessibility to Board papers and other shared information.
4. **Staff Training** – In October 2022 the Equality Commission [EC] delivered training to senior managers in the NIPB focussing on embedding s.75 & equality duties within organisation and the responsibility of senior leaders in doing this. During the reporting period a number of staff attended EC webinars on Equality Screening.

#### **POLICY SCREENING**

During the development process the draft Corporate Plan, draft Equality Scheme, and related Equality and Disability action plans were screened in line with the commitments in the Board's Equality Scheme.

#### **Emerging Priorities Branch**

It was anticipated that NIPB would move to new premises in the first half of the 2022/23 year, however, due to unforeseen construction delays the Board's move was delayed until March 2023 therefore the policy documents with regard to move and associated screening will be finalised in the 2023/24 year.

#### **Finance Branch**

Finance Branch manages the budgeting process for the NIPB with a view to supporting the work undertaken in other areas of NIPB. During the reporting

period, the Finance Branch prepared a budget equality screening document highlighting equality issues due to reduced budget allocation.

### **POLICE PENSIONS AND INJURY BENEFITS DIRECTORATE**

An important service provided by the Board is the management and administration of the Injury on Duty (IOD) and Ill Health Retirement (IHR) application processes for both serving and former officers. Throughout this year Board Officials have continued to be cognisant of the options available to attendees at Waterside Tower for medical assessment in order to minimise any adverse impact on s.75 categories.

While information is available on the Board's website about the application and medical assessment processes, hard copy information is also circulated to applicants and/or their representatives at various stages throughout the process. The Board offers the option of having representatives either act on an individual's behalf during the application process and/or attend at the medical assessments for comfort purposes if required. Key information about the application and medical assessment process is also routinely shared with stakeholders to include Police Federation of Northern Ireland and PSNI and the legal representatives of applicants.

The Board endeavours to strike a balance between applicants needs during the application and/or medical assessment processing while maintaining confidentiality of all officers personal information. The Board offers a choice of doctors to undertake medical assessments depending on an applicant's availability, and medical assessments are completed in specially adapted rooms, accessed by a lift and the Board has a wheelchair available for any users who may require it. In addition, the Board offers at home and/or paper based medical assessments to applicants to meet their needs.

## PART A

## PART A

- 2** Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2022-23 (*or append the plan with progress/examples identified*).

NIPB's Equality Action Plan monitoring document for 2022-2023 is attached to this Annual Progress Report. The Action Plan details our progress toward each objective. It is organised into sections - the Board's approach to the objective, the plan of action, the branch involved in the action and how we have progressed the actions in each quarter.



PART A

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2022-23 reporting period? *(tick one box only)*

☐ Yes                      ☒ No (go to Q.4)                      ☐ Not applicable (go to Q.4)

Please provide any details and examples:

- 3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

- 3b** What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

☐ As a result of the organisation's screening of a policy *(please give details):*

☐ As a result of what was identified through the EQIA and consultation exercise *(please give details):*

☐ As a result of analysis from monitoring the impact *(please give details):*

☐ As a result of changes to access to information and services *(please specify and give details):*

☐ Other *(please specify and give details):*

## Section 2: Progress on Equality Scheme commitments and action plans/measures

### Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

- 4 Were the Section 75 statutory duties integrated within job descriptions during the 2022-23 reporting period? *(tick one box only)*
- ☐ Yes, organisation wide
  - ☒ Yes, some departments/jobs
  - ☐ No, this is not an Equality Scheme commitment
  - ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
  - ☐ Not applicable

Please provide any details and examples:

Most of the Board staff are employed under Northern Ireland Civil Service (NICS) terms and conditions which uses the NICS framework as the performance management tool. The framework requires adherence to Equality, Diversity and Good Relations Duties.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2022-23 reporting period? *(tick one box only)*
- ☐ Yes, organisation wide
  - ☒ Yes, some departments/jobs
  - ☐ No, this is not an Equality Scheme commitment
  - ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
  - ☐ Not applicable

Please provide any details and examples:

Yes, refer to Question 4 above.

- 6 In the 2022-23 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*
- ☐ Yes, through the work to prepare or develop the new corporate plan
  - ☒ Yes, through organisation wide annual business planning
  - ☐ Yes, in some departments/jobs

## PART A

- ☐ No, these are already mainstreamed through the organisation's ongoing corporate plan
- ☐ No, the organisation's planning cycle does not coincide with this 2022-23 report
- ☐ Not applicable

Please provide any details and examples:

Yes, the Board agreed its draft Annual Business Plan for 2023/24 to include the action to *Monitor the effectiveness of measures taken to ensure that membership of the PSNI is representative of the community and monitor the impact on representativeness of measures taken to rationalise resources across PSNI in light of limited ongoing recruitment*. PSNI's performance in relation to this action will be monitored regularly as part of the NIPB Resources Committee's Programme of Work. The Board's Annual Business Plan can be found at the following link:

[Draft Corporate Plan 2023-2025 | Northern Ireland Policing Board \(nipoliceboard.org.uk\)](https://nipoliceboard.org.uk/Draft-Corporate-Plan-2023-2025)

### Equality action plans/measures

7 Within the 2022-23 reporting period, please indicate the **number** of:

Actions completed:

29

Actions ongoing:

5

Actions to commence:

1

Please provide any details and examples (*in addition to question 2*):

The majority of the Board's actions are long-term and ongoing, rather than fixed for a one-year term. For the reporting period, actions can be considered completed and the majority of these will be carried over to future annual reporting cycles. Full details of those actions considered completed are included in Q2.

Below are the ongoing actions in bold, and the reasons for their continuation:

- **Ensure that the principles of merit, fairness and openness inform the appointment of PSNI Chief Officers and Senior Staff equivalents** – no PSNI Chief Officer and Senior Staff recruitment competitions have taken place during this reporting period (3 actions);
- **Ensure that for senior officer/civilian appointments the composition of the recruitment panels is balanced** – no senior officer/civilian recruitment competitions have taken place during this reporting period;
- **Monitor Equality Screening mitigation measures to ensure adherence. Notwithstanding ad hoc appointments which have taken place in 2021, the equality screening exercise took place at the time of the initial PSCP independent member Recruitment campaign in 2019** – equality screening is being drafted in line with any amendments to the code of practice regarding groups to reach. It is likely to be finalised and published during quarter 1 2023.

PART A

- 8 Please give details of changes or amendments made to the equality action plan/measures during the 2022-23 reporting period (*points not identified in an appended plan*):

N/A

- 9 In reviewing progress on the equality action plan/action measures during the 2022-23 reporting period, the following have been identified: (*tick all that apply*)

- ☒ Continuing action(s), to progress the next stage addressing the known inequality
- ☐ Action(s) to address the known inequality in a different way
- ☐ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☐ Measures to address a prioritised inequality have been completed

**Arrangements for consulting (Model Equality Scheme Chapter 3)**

- 10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: (*tick one box only*)

- ☒ All the time                      ☐ Sometimes                      ☐ Never

- 11 Please provide any **details and examples of good practice** in consultation during the 2022-23 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

As outlined above, two public consultations were completed this year on the draft Corporate Plan and Equality Scheme by the Strategic Planning and Governance Branch. These consultation documents were subject to screening throughout the development process and were screened in line with the commitments in the Board's Equality Scheme.

- 12 In the 2022-23 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: (*tick all that apply*)

- ☐ Face to face meetings

PART A

- ☐ Focus groups
- ☐ Written documents with the opportunity to comment in writing
- ☐ Questionnaires
- ☒ Information/notification by email with an opportunity to opt in/out of the consultation
- ☐ Internet discussions
- ☐ Telephone consultations
- ☒ Other (*please specify*):

Consultation documents for the draft Corporate Plan and Equality Scheme consultations were made available via a number of avenues. A targeted approach to the 12-week consultation was adopted using the Board's website, social media, and e-zines etc as the primary vehicles for seeking consultation responses. Consultation documents were also issued individually to those partner agencies and stakeholders for whom each of these consultations had particular relevance.

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

Returns were received primarily via the Board's website in relation to the Corporate Plan and Equality Scheme consultations. In some cases, individual responses were also received from stakeholders who received an individual consultation invitation.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2022-23 reporting period? (*tick one box only*)

☐ Yes      ☒ No      ☐ Not applicable

Please provide any details and examples:

- 14** Was the consultation list reviewed during the 2022-23 reporting period? (*tick one box only*)

☒ Yes      ☐ No      ☐ Not applicable – no commitment to review

**Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)**

[Publications | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://nipolicingboard.org.uk)

- 15** Please provide the **number** of policies screened during the year (*as recorded in screening reports*):

7
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- 16** Please provide the **number of assessments** that were consulted upon during 2022-23:

2

Policy consultations conducted with **screening** assessment presented.

Policy consultations conducted **with an equality impact assessment (EQIA)** presented.

Consultations for an **EQIA** alone.

- 17** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

The Board's new Corporate Plan 2023-25 and Equality Scheme were consulted on during the reporting period. Each consultation was issued with a screening document however no EQIA was necessary on either of these consultation documents.

- 18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? (*tick one box only*)

☐ Yes                      ☐ No concerns were raised                      ☒ No                      ☐ Not applicable

Please provide any details and examples:

**Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)**

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2022-23 reporting period? (*tick one box only*)

☐ Yes                      ☐ No                      ☒ Not applicable

Please provide any details and examples:

**Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)**

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2022-23 reporting period? *(tick one box only)*

<input type="checkbox"/> Yes	<input type="checkbox"/> No, already taken place
<input checked="" type="checkbox"/> No, scheduled to take place at a later date	<input type="checkbox"/> Not applicable

Please provide any details:

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Not applicable
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Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2022-23 reporting period, has shown changes to differential/adverse impacts previously assessed:

None

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

None

**Staff Training (Model Equality Scheme Chapter 5)**

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2022-23, and the extent to which they met the training objectives in the Equality Scheme.

Focused training on embedding s.75 equality duties within organisation was provided by the ECNI for NIPB senior management and those other staff members directly engaged in taking forward the implementation of our equality scheme commitments. Some staff also attended webinars provided by the ECNI in relation to screening.

Our Equality Scheme remains available to all staff via our internal Intranet and the Board's website at [Equality Scheme | Northern Ireland Policing Board](https://nipolicingboard.org.uk/EqualityScheme) ([nipolicingboard.org.uk](https://nipolicingboard.org.uk))

The Board's Intranet has a dedicated Equality Matters section for staff where relevant resources (including on Screening/Evidence and Information Data and the Board Equality Scheme) are included.

All new staff are provided with the Board's Equality Diversity & Inclusion policy and the Dignity at Work policy during induction.

- 25 Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

Please refer to the response above.

#### **Public Access to Information and Services (Model Equality Scheme Chapter 6)**

- 26 Please list **any examples** of where monitoring during 2022-23, across all functions, has resulted in action and improvement in relation **to access to information and services**:

- In January 2023 following a Drupal upgrade, which relates to content management software, an audit was completed on the site's compliance and a smaller audit was conducted in February 2023 to assess whether structural fixes to the site met the guidelines;
- All key Board publications continue to be published in a screen-reader-accessible format;
- Planning processes for engagement events continue to consider access for those with disabilities;
- Alternate formats of documents will continue to be made available on request;



- The Board continues to make its Accessibility Statement available on the website via the link <https://www.nipolicingboard.org.uk/accessibility-statement>. This statement provides information on the accessibility of the website, advises on the different format's information can be made available in, how to request these and how to report any accessibility problems;
- Accessibility improvements continue to be made to the Board's website, including improving readability and lowering the "reading age" where possible. Content and pages are being consolidated to make navigation simpler and information more accessible;
- The Board also uses alt text on social media imagery and within publications.

### Complaints (Model Equality Scheme Chapter 8)

- 27 How many complaints **in relation to the Equality Scheme** have been received during 2022-23?

Insert number here:

None

Please provide any details of each complaint raised and outcome:

### Section 3: Looking Forward

- 28 Please indicate when the Equality Scheme is due for review:

April 2025

- 29 Are there areas of the Equality Scheme arrangements (/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

Staff to undergo disability awareness, including hidden disabilities training. It is also anticipated that staff and Members of the Board attend awareness training of the Disability Discrimination Act.

- 30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next reporting period? *(please tick any that apply)*

☐ Employment

☒ Goods, facilities and services

PART A

- ☐ Legislative changes
- ☐ Organisational changes/ new functions
- ☒ Nothing specific, more of the same
- ☐ Other (please state):

PART B

**PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans**

**1. Number of action measures** for this **reporting period** that have been:

**11**

Fully achieved

**2**

Partially achieved

**4**

Not achieved

**2. Please outline below details on all actions that have been fully achieved** in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
National <sup>iii</sup>			
Regional <sup>iv</sup>			
Local <sup>v</sup>	Ensure the process for the appointment to the Volunteer Scheme has the appropriate structures in place to encourage participation by disabled people in public life by collecting applicants monitoring information to inform future recruitment campaigns and report to the Partnership	ICV recruitment campaign completed during this reporting period. Summary report was completed and presented to the Partnership Committee at the February 2023 meeting. The report included representative analysis of all	Collected applicants monitoring information to inform future recruitment of disabled people.

PART B

	Committee with a post-campaign paper.	volunteers against each of the S75 categories.	
	Ensure the process for the appointment to the Volunteer Scheme has the appropriate structures in place to encourage participation by disabled people in public life by monitoring the number of GIS offers accepted.	15 applications were received for this recruitment campaign (which included GIS). No requests for GIS received.	Monitored the number of GIS offers accepted to ensure participation by disabled people in public life.
	Ensure the process for the appointment to the Volunteer Scheme has the appropriate structures in place to provide reasonable adjustments to volunteers with a disability, for example, the Personal Emergency Evacuation Plan (PEEP).	Board officials involved in the recruitment campaign ensured that reasonable adjustments were made for people applying who have a disability. However, no reasonable adjustments were requested or necessary for this recruitment campaign. In order to complete secretariat function within the team, a digital recorder was provided to existing ICVs.	Ensured that reasonable adjustments were made for people applying who had a disability in order to ensure increased participation and inclusivity.
	Ensure the process for the appointment to the Volunteer Scheme has the appropriate structures in place to monitor the composition of volunteers to ensure a true reflection	Monitoring forms were captured and completed by all 15 applicants. Summary report was presented to the Partnership Committee at the February 2023 meeting. This report included representative	Ensured that the composition of volunteers was a true reflection of society, including people with a disability, by monitoring forms and presenting to the Partnership Committee.

PART B

	of society, including people with a disability.	analysis of all volunteers against each of the S75 categories including disability.	
	Ensure the process for the appointment to the Volunteer Scheme has the appropriate structures in place to deliver training and evaluation of training, including volunteers, disability mindfulness when carrying out their role.	An evaluation workshop was delivered with ICOs. All training provided to ICVs was mindful of disability awareness. The ICV training programme for 2023 includes provision for Disability Training. This is expected to be delivered June/July 2023	Ensured that training and evaluation of training was mindful of disability awareness.
	In the design of any new accommodation for NIPB the needs of disabled people will be fully considered.	Board officials met with James House (new accommodation) contractors and subcontractors on a regular basis to ensure that reasonable provision was made to enable access to, and use of, the dwelling and its facilities for those with disability requirements. This included reviewing property thresholds, entrance door and internal door clear opening widths and passenger lift arrangements with the contractors. Provision of power assisted doors specific	NIPB moved into new premises in March 2023 and the needs of disabled people were fully considered in compliance with current disability legislation.

PART B

		<p>for disabilities were introduced as well as corridors to facilitate those building users who require a Personal Emergency Evacuation Plan. The Board relocated to James House in March 2023. Furniture layouts were considered to ensure ease of access to all areas including meeting, office, and kitchen facilities. Evacuation chairs were fitted for those users requiring a Personal Evacuation Plan. Building/directional and all room signage to be in Braille.</p>	
	<p>We will have implemented a process to monitor and promote access to events/engagement opportunities/Selected Medical Practitioner (SMP) and Independent Medical Referee (IMR) appointments and Police Appeals Tribunals. We will ensure that all are open and accessible to all.</p>	<p>During this reporting period, NIPB held an ICV Annual Conference and three regional events. On all occasions, corporate guidelines were complied with regarding communication, and venues selected were open and accessible to all. Feedback from attendees at the events indicated satisfaction from all attendees in respect of meeting relevant personal needs. All attendees to SMPs and IMRs and to Police</p>	<p>All events, engagement opportunities/SMP and IMR appointments and Police Tribunals Appeals Tribunals were open and accessible to all.</p>

PART B

		Appeals Tribunals were facilitated in respect of any reasonable adjustments required.	
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	<b>Ensure a sufficient number of staff are trained in Mental Health first Aid programme.</b>	One member of staff completed accredited Mental Health First Aider training with St John's Ambulance and a further three members of staff have registered to complete in early 2023. Three members of staff are now accredited as a mental health first aiders.	Raised awareness of mental health within the Organisation and ways to support staff experiencing mental health challenges.

PART B

2	<b>To progress the appointment of a graduate through the Leonard Cheshire GradEmployNI programme.</b>	A graduate placement student was placed within the Human Rights and Professional Standards Branch of the Policing Board in April for 12 weeks.	Increased diversity and inclusion within the workforce. Enhanced understanding and accommodation of disabilities in the workplace.

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1			
2			

2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Ensure Board Members and Staff have the opportunity to attend relevant events to increase knowledge and	Board Members and staff kept up to date with relevant events regarding disability equality legislation.	NIPB staff and board members have a more positive attitude towards disabled people.



PART B

	awareness of disability equality legislation		
2	Ensure GIS and reasonable adjustments where applicable, are offered in all NIPB staff and Chief Officer recruitment campaigns	Board Members and Staff in line with NICS recruitment policies and guidance provided GIS and reasonable adjustments where applicable.	NIPB staff and board members have a more positive attitude towards disabled people.

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
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PART B

1	We will deliver a training programme to Board members and staff on disability equality legislation and disability awareness which will be refreshed on an annual basis this training will include barriers faced by disabled people.	The People & OD manager-initiated contact with Employers for Disability NI (EFDNI) to source disability awareness training for Board staff.	Positive attitude towards disabled people	While we have achieved some action in relation to this Action Measure as staff availed of CAL online training on this subject, not all staff members and Board Members have been trained, due to other competing priorities.
2	To seek to avail of the Disability Awareness training offered as a result of our engagement with Leonard Cheshire.	The People & OD manager initiated contact with Employers for Disability NI (EFDNI) to source disability awareness training for Board staff.	Positive attitude towards disabled people and increased understanding of disability issues.	Initiated contact with EFDNI and training will take place in the next reporting period.

4. Please outline what action measures **have not been achieved** and the reasons why.

PART B

	Action Measures not met	Reasons
1	Ensure the process for recruiting for the appointment to the Policing Community and Safety Partnerships (PCSPs) has the appropriate structures to encourage participation by disabled people in public life. The performance to be monitored through analysis of applicants with disabilities in terms of the number that apply, are shortlisted, are interviewed and are appointed.	No application process occurred during this reporting period.
2	Ensure the process for recruiting individuals for PCSPs includes a Guaranteed Interview Scheme.	Same as above, no application process took place during this reporting period.
3	Ensure the process for recruiting for the appointment to the PCSPs has the appropriate structures to encourage participation by disabled people in public life by offering bespoke and tailored pre-recruitment events as appropriate to meet the needs of those with disabilities.	Due to a delay in receiving a final code of practice from the DOJ, Engagement events have been delayed and are planned for Quarter 1 and Quarter 2 of 2023. Bespoke events will be offered to all section 75 groupings.
4	Ensure the process for recruiting for the appointment to the PCSPs has the appropriate structures to encourage participation by disabled people in public life by ensuring facilitation of all special interview arrangements, including access and communication barriers	No application process occurred during this reporting period.

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

(b) Quantitative

## PART B

With regard to the Action noted above “We will have ensured the process for the appointment to the Volunteer Scheme has the appropriate structures in place to encourage participation by disabled people in public life”, monitoring information was captured as part of the exercise. A summary report was completed and presented to the Partnership Committee at the February 2023 meeting. This report included representative analysis of all volunteers against each of the S75 categories.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

N/A

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			

PART B

5			
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7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

A new disability action plan was agreed by the Board in April 2023 for the period 2023-2025.

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<sup>i</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

<sup>ii</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

<sup>iii</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

<sup>iv</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

<sup>v</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.