



THE NORTHERN IRELAND
POLICING PLAN
2025-2030

Performance
Monitoring Framework

Policing Plan 2025 to 2030

Performance Monitoring Framework

Introduction

The Policing Plan 2025 to 2030 was developed by the Policing Plan Development Group from May 2024. A 12-week Consultation process was undertaken between September and December 2024 concluding with 52 written responses. The Policing Board approved the Policing Plan document at its meeting in February 2025 and the plan was launched at the Board meeting on 3rd April 2025.

This document focuses on how the Policing Plan 2025 to 2030 will be monitored and evaluated through the Board's structures in order to fulfil its scrutiny and advocacy roles. The following areas are considered below:

- The Performance Indicators;
- Reporting to the Board; and
- The role of Surveys.

Performance Indicators

During the development of the Policing Plan 2025 to 2030, 16 Indicators have been identified to be scrutinised for PSNI's performance against identified baselines, measures and impacts. These Indicators have been identified under the three Outcomes of Victims, Community and Workforce.

In order to monitor the PSNI performance in relation to each of these indicators it is proposed that each Indicator is assigned to a Board Committee for scrutiny and that each Indicator would appear at a Board Committee at least **once** a year for scrutiny and assessment.

It is proposed to assign the Indicators to Committees as follows:

INDICATORS	Committee
OUTCOME 1: The PSNI is Victim Focused	
1.1 The Effectiveness in Tackling Violence Against Women and Girls	Performance
1.2 The Effectiveness in Tackling Domestic Abuse	Performance
1.3 The Effectiveness in Tackling Child Criminal Exploitation	Performance
1.4 The Effectiveness in Tackling Hate Crime	Performance
1.5 Providing a High Quality Service to Victims	Performance
1.6 Delivery of Effective Outcomes for Recorded Crimes	Performance
OUTCOME 2: We Have Safe and Engaged Communities with Confidence in Policing	
2.1 Level of Public Confidence in Policing	Partnership
2.2 The Effectiveness of Working in Partnership with local communities and community organisations, PCSPs and Statutory Agencies to Provide Solutions to Local Problems	Partnership
2.3 People Feel Safe in their Community	Partnership
2.4 The Effectiveness in Tackling the Threat posed by Terrorism, Paramilitaries and Serious and Organised Crime Groups	Performance
2.5 The Effectiveness in Tackling Repeat Offending	Partnership
2.6 The Effectiveness of Working in Partnership to Reduce Road Deaths and Serious Injury on our Roads	Partnership
2.7 Working in Partnership to effectively Tackle Cyber Crime	Performance
OUTCOME 3: The PSNI has a Representative, Valued and Enabled Workforce	
3.1 Representativeness of the Police Service	Resources
3.2 Standards of Professionalism and Conduct	Performance
3.3 Making Best Use of Resources	Resources

Board and PSNI officials will develop a timetable for each of these Indicators coming into a Committee over the next twelve months based on Board agendas and the availability of data to inform the indicator.

Reporting to the Board

In addition to reporting to Committees, the Chief Constable will develop a Policing Plan Report/Dashboard and report to the Board on four occasions during the financial year.

This Policing Plan report shall consist of:

- Indicator title;
- Indicator Impact;
- Progress on delivering this Impact (short statement);
- RAG status of Indicator.

These reports will come to the Board in October, December, February and May each year. The May report will be the annual report for the April to March period of the preceding year and, if agreed, this will be the information used for both the PSNI and NIPB annual report and accounts. In the October, December and February reports the Chief Constable will be asked to focus on one of the three Outcomes or specific indicator in the report.

A four scale RAG status will be used for the assessment of the Indicators as follows:

Score	Performance Benchmark
4	Good progress towards outcomes
3	Adequate progress towards outcomes
2	Limited progress towards outcomes
1	Not achieving progress towards outcomes

The Role of Surveys

The Policing Plan uses the results of a number of surveys to provide evidence of the PSNI delivering against applicable Indicators. A description of each survey is outlined below:

- **The Northern Ireland Policing Plan Survey:** This survey is produced by the Policing Board and will be published in Years 1, 3 and 5 of the 2025-2030 Policing Plan. It will be published as official statistics in June 2025, 2027 and 2029. This survey is a key to providing information on confidence, safe community and community engagement and will be used to inform PSNI performance in the following Policing Plan Indicators: 1.5, 2.1, 2.2 and 2.3.
- **Community Policing Survey:** This survey is produced by the Board and will be published in Years 2 and 4 of the 2025-2030 Policing Plan. It will be published in December 2026 and 2028 and is primarily used to inform the measures in Indicator 2.2 - The Effectiveness of Working in Partnership with local communities and community organisations, PCSPs and Statutory Agencies to Provide Solutions to Local Problems.
- **NI Safe Community Telephone Survey:** This survey is produced annually by the Department of Justice and launched as official statistics every April. It will be used to inform the measures for Indicators 2.1, 2.2 and 2.3.
- **PSNI Neighbourhood Policing Team (NPT) survey:** This survey is produced annually by the PSNI but is not published externally. Its results will be available to be reported to the Partnership Committee each February as part of Indicator 2.2 - The Effectiveness of Working in Partnership with local communities and community organisations, PCSPs and Statutory Agencies to Provide Solutions to Local Problems.
- **PSNI Victim Text Satisfaction Survey:** This survey is produced on an ongoing basis by the PSNI and is available on PSNI's website. Its results are available to be reported annually to the Partnership Committee as part of the measures for Indicator 1.5 Providing a High Quality Service to Victims.

Conclusion

In summary, the Board will hold the Chief Constable to account for the delivery of the Policing Plan through:

- Reviewing each Indicator at least once at Committee over the course of the year; and
- The Chief Constable to report to the Board at the end of year in public meeting on the delivery of the Policing Plan and on three other occasions during the year on specific themes or Outcomes.

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