



## Public Authority Statutory Equality and Good Relations Duties

### Annual Progress Report

<ul style="list-style-type: none"> <li>Section 75 of the NI Act 1998 and Equality Scheme</li> </ul>	Name: Telephone: Email:
<ul style="list-style-type: none"> <li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li> </ul>	<b>As above</b> Name: As above Telephone: As above Email: As above
Documents published relating to our Equality Scheme can be found at:	<a href="http://www.nipolicingboard.org.uk">www.nipolicingboard.org.uk</a> Click or tap here to enter text.
<b>Signature:</b>	

Contact details:

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 2024 and March 2025

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

- 1** In 2024-25, 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 political and nine 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 Board developed and agreed a new **Policing Plan 2025-2030** and a new **Corporate Plan 2025-2030**.

The new *Policing Plan 2025-2030* and *Annual Performance Plan* can be accessed [here](#):

The new *Corporate Plan 2025-2030* and *Annual Business Plan* can be accessed [here](#):

During this reporting period, the following Section 75 screening exercises were completed across a range of the Board's work areas, with all screening documents published on the Board's website:

- Policing Plan 2025-2030;
- Corporate Plan 2025-2030;
- NIPB Budget 2025-2026
- NIPB Business Plan 2025-2026;
- Annual Performance Plan 2025-2026
- Update of SMP Conflicts of Interest Policy

- Pension Forfeiture Procedure

In line with its statutory duties, the Board appointed during this reporting period a *Deputy Chief Constable* (DCC) and four *Assistant Chief Constables* (ACCs) for the PSNI. Further details on the Board's commitment to equality in these recruitment processes are provided in the People and Organisational Development Branch section below.

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.

## **1. PARTNERSHIP DIRECTORATE**

The Partnership Directorate has three branches: Partnership; Engagement and Communications. The following summary provides an overview of progress by each of the Partnership branches.

### **PARTNERSHIP BRANCH**

#### **PCSP Appointment Process**

The applications for the 2023 Appointment Process for Independent Members launched in September 2023 and was completed during this reporting period. In line with 2023-24 reporting, six regional events and bespoke Section 75 activities were held to include a session with representatives from the disability sector. A total of 256 applications were received and monitoring information was received from all applicants. Section 75 information was analysed to identify any underrepresented groups. The analysis showed that most groupings were represented against the population, however, ethnic minority candidates only accounted for 3%, against a population figure of 6%. These figures were provided to the Partnership Committee, and underrepresented groups will be a continued area of focus in advance of the publicity and engagement stage of the next reconstitution process anticipated in 2027.

Formal reconstitution took place as scheduled on 1 June 2024 and all names of appointees were published on the Board's website as required.

## **ENGAGEMENT BRANCH**

### **Volunteering**

Throughout the reporting period, Officials continually monitored processes linked to Volunteering roles for both the Independent Custody Visitors (ICV) and the Independent Community Observers (ICO) Schemes.

### **Volunteers Schemes**

During this reporting period, the Board approved a rolling recruitment process for the ICO Scheme, similar to the one previously approved for the ICV Scheme. This change sought to make the schemes more open and accessible to all potential candidates including Section 75 categories. Monitoring forms were incorporated within the application forms for both schemes. This information is recorded and logged for all applicants. The recruitment process also includes the ability for applicants to be considered under the Guaranteed Interview Scheme (GIS). During this period no requests under GIS were received. The Board also monitored representativeness of the scheme across all Section 75 categories. The scheme continues to have good representation across the Section 75 categories.

Over this reporting period, the Board conducted targeted engagement with the Ethnic Minority community through Belfast Mela, the PSNI Reference, Engagement and Listening Events and the dissemination of promotional leaflets and documentation which has resulted in the Board recruiting their first volunteer from the Ethnic Minority Community on the ICV Scheme.

### **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.

During this reporting period, the Board hosted a number of stands at a variety of events including the Balmoral Show 2024, Belfast PRIDE and at the Belfast Mela festival. These engagement opportunities were to raise awareness of the rolling ICV volunteer recruitment campaign and to encourage applications from the wider community including Section 75 groups.

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

#### **Events**

Within this reporting period, Board Member and Board Officials attended seven REaL events with representatives from the following communities:

- Disability Groups (April 2024);
- Ethnic Minority Community (August & November 2024);
- LGBTQIA+ Community (November 2024);
- CNR Community (November 2024);
- PUL Community (February 2024 & March 2025).

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 opportunity to promote and encourage applications from these communities for the Independent Custody Visitors (ICV) Scheme.

### **Youth and Policing Partnership Forum**

The Youth and Policing Partnership Forum officially launched during this period. This forum is led and designed by young people and is delivered in partnership with PSNI, NICCY, OPONI and the Board. Further events are scheduled throughout 2025.

### **COMMUNICATIONS BRANCH**

During the reporting period, the Board's Communications Branch continued to publish all key documentation with accessibility functionality, allowing those who use adaptive technologies to access information produced by the Board. Documents continue to be published with information on how to request alternative formats. This also applies to volunteer application packs and funding

application packs, meaning as many people and groups as possible receive an equal opportunity to apply.

The Human Rights Review of Policing and Children and Young People and the Policing Plan 2025-2030, were published in this accessible format as well as easy read versions.

Images posted to social media are published, where possible, with alt text. Videos used for promotional purposes, such as for the Policing Plan 2025-2030 Consultation, are produced using both audio and written information to ensure equality of access. These videos are also created in an easy read style, aimed at those who may have a lower reading age either due to age or educational attainment. Videos and graphics which use imagery of people aim to ensure that disabilities, age, and race are represented equally.

Board meetings in public are available via livestream as well as in person, which allows people with disabilities which impact mobility, travel etc to have full access to these sessions.

## **2. PERFORMANCE DIRECTORATE**

The Performance Directorate has two branches - Human Rights and Professional Standards Branch and Performance Monitoring Branch. The following is a summary of each of the Branch's progress to better promote equality of opportunity and good relations; and the outcomes and improvements achieved during the reporting period.

### **HUMAN RIGHTS AND PROFESSIONAL STANDARDS BRANCH**

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

During this reporting period, the Human Rights Advisor and Board Officials monitored recommendations arising from the Human Rights Advisor's Five-Year Report, the use of Spit and Bite guards on children, Children and Young People and Policing, JSA and Privacy reports. The Human Rights Advisor

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consulted with representatives, a range of staff association groups and individuals within the PSNI. These included:

- 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;
- Children's Youth, Support and Charities;
- JSA Independent reviewer.

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

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

### **Human Rights Annual Report 2024/25**

The Human Rights Annual Report 2024-25 has been approved by the Board and will be published in September 2025, with a launch arranged in October 2025. The report considers the following areas: Hate Crime, Community

Background, Victims, Stop and Search, Arrest and Custody, Use of Force, Training and Policy, Complaints and Discipline, Biometric Retention, National Security, Covert Surveillance and Use of External Forces.

The Annual Report contains ten recommendations which will continue to be monitored, and the Advisor will report on progress in the next Human Rights Annual Report scheduled to be published in 2026.

### **Children and Young People and Policing**

The Board published a Review in December 2024 considering Children and Young People and Policing which contained 16 recommendations which continue to be monitored. The Human Rights Advisor previously examined the issue of strip searching in custody and produced the Human Rights Review Children and Young People: Strip Searching in Police Custody. This report had an impact on effecting change in the way PSNI now carry out this process within custody suites. The Human Rights Advisor also examined how the PSNI engage with children and young people in general and identified areas where PSNI could make improvements. This report focused on the main areas where children and young people encounter the PSNI and where there is the greatest potential for impact on their human rights. It examined the PSNI's use of force and particularly focused on the areas of stop and search, arrest, custody and spit and bite guards where children and young people are involved. It continues to examine the areas where children and young people are likely to be victims and examines the current issues with paramilitarism, child sexual exploitation, child criminal exploitation and the use of the national referral mechanism in Northern Ireland. The report also highlights the current issues with privacy and surveillance and the difficulties experienced by young people, particularly in relation to their mobile phones and social media. Other issues that the report considers are human trafficking, hate crime and young people in care. Therefore, this report covers important issues for children and young people at present.

As part of conducting this research, the Human Rights Advisor met with children and young people directly and engaged with those key organisations

that advocate on behalf of children and young people to listen to their needs and concerns and to help identify areas for improvement. It is hoped that this document captures the essence of those conversations so that improvements can be made that have a positive impact for children and young people.

### **Privacy in Policing**

The area of privacy and policing is very fast moving and since the research for the report was carried out (early 2023) there have been new developments and, therefore, the Human Rights Advisor and staff in the Performance Directorate have been following up that original research to ensure that they are up to speed on the latest developments.

### **Next Steps**

The Privacy and Policing Report had six recommendations which were divided into five categories, those that:

- Require a wider discussion about privacy and policing with PSNI and others [2, 6(b) & 6(e)];
- Require detailed consideration by PSNI, followed by a report to the Performance Committee in June 2025 [3, 6(a) & 6(f)];
- Suggest different governance arrangements or processes within PSNI and are for PSNI to consider in the longer term, followed by a report to the Performance Committee [4, 5 & 6(d)];
- Are already being progressed already (contained in the Justice Bill) [6(e)]; and
- May need to be reconsidered [1 & 6(c)].

Taking the above into consideration a seminar will be arranged before the end of the year to discuss the above and how the Board can progress.

### **Code of Ethics**

The original Code of Ethics was published in 2003 with the last major review carried out in 2008. PSNI reviewed the current Code of Ethics and provided the

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Board with a draft annotated version in November 2024. The Performance Committee's revised draft Code of Ethics was submitted to PSNI on 20<sup>th</sup> March 2025 for consideration and the Deputy Chief Constable attended April's Committee meeting to discuss the proposed amendments. At April's Committee meeting it was agreed that the PSNI would submit a further draft of the Code of Ethics with their proposed amendments, and this will be reviewed by a Working Group, set up of Members of the Committee, before being brought back to May's Performance Committee.

The PSNI considered all the comments provided by Members and provided their proposed amendments on 28<sup>th</sup> April 2025. The working group met on 1<sup>st</sup> May 2025 and considered all the comments provided by PSNI.

The Board and PSNI are content with the draft Code of Ethics, and legislation requires that the Board carry out a Key Stakeholder consultation. Under Section 5 set out in statute (section 52, Police (Northern Ireland) Act 2000) the Board shall consult with the following:

- a) the Police Association;
- b) the Department of Justice;
- c) the Police Ombudsman for Northern Ireland;
- d) the Northern Ireland Human Rights Commission;
- e) the Equality Commission for Northern Ireland; and
- f) any other person or body appearing to the Board to have an interest in the matter.

It was also agreed that the Codes would go out to public consultation. This has been arranged to begin from 18 August 2025 until 10 November 2025.

Board Officials will be meeting with all above key stakeholders over the course of the consultation period.

It is envisaged that the new revised Codes of Ethics will be published in 2026.

## **PERFORMANCE MONITORING BRANCH**

### **Policing Plan monitoring of Section 75 categories**

The Performance Committee received an update from the PSNI on 13 June 2024 regarding Policing Plan Measure 1.1.1 repeat victims. This included PSNI's performance in dealing with hate crimes against Section 75 groups including sexual orientation, ethnic minorities and transgender people.

The Resources Committee received an update from the PSNI on 27 June 2024 and 23 January 2025 regarding Policing Plan Measure 2.3.1 to improve Representativeness of the PSNI amongst key Section 75 groups. Members were briefed on the latest data showing in service composition of police officers and staff as follows: Catholics; females; ethnic minorities; those with a disability and the LGBTQ+ community. Due to budget constraints, there has been no recent external recruitment, however the Committee was briefed on plans to launch a new Officer recruitment campaign in January 2025.

Performance Committee received an update from the PSNI on 12 December 2024 on the Policing Plan indicator 1.4.2 Violence against women and girls. Members were briefed on the PSNI progress against the actions in the VAWG strategy and action plan and in tackling gender-based violence.

### **Policing Plan 2025-2030 development**

The Board invited members of the public, Policing and Community Safety Partnerships (PCSPs), and other interested stakeholders from the public, voluntary and community sectors to three public consultation engagement events.

Over 70 people attended these events. Further engagement took place at existing meetings, for example the PSNI's Reference, Engagement and Listening (REaL) events for the ethnic minority and LGBTQIA communities and the Board's Human Rights Review of Children and Young People and Policing. All the events were aimed at providing attendees with the opportunity to discuss the proposed Policing Plan and invite their opinion and feedback on the draft outcomes and indicators.

The Policing Plan 2025-2030 was subsequently finalised and published by the Board in June 2025.

### **3. RESOURCES DIRECTORATE**

The following is a summary of each of the Branches in the Resources Directorate and what they achieved to better promote equality of opportunity and good relations during this reporting period.

#### **PEOPLE AND ORGANISATIONAL DEVELOPMENT BRANCH**

During the reporting period the Board appointed a Deputy Chief Constable and four Assistant Chief Constables, all of whom were appointed in December 2024. The Board ensured that all panels were representative in terms of gender and community background and panel members received appropriate training in effective assessment and selection practices, relevant legislation and assessor competencies. An independent Selection & Assessment Advisor, the Director of Headstogether Consulting Ltd ensured that the principles of equality and diversity had been adhered to. The following equality statement was also included in the advertising for the positions *“The Board and PSNI are committed to being representative of the communities we serve and welcome all applicants interested in a career in policing. Applications are particularly welcome from the Roman Catholic community, women and members of Black and Minority Ethnic Groups, as they are currently under-represented at senior levels in the PSNI. Appointment to this key role will be based solely on the key principles of merit”*.

Internally, the Board also ran an Administrative Officer competition, applying the same rigorous standards of equality and representation. The advertisement for this post included the following statement:

*“The Northern Ireland Policing Board is committed to equality of opportunity in employment and welcomes applications from all suitably qualified candidates irrespective of religious belief, gender, disability, age, race, political opinion, marital status, sexual orientation or whether or not they have dependents.*

*The Northern Ireland Policing Board is an Equal Opportunities Employer”.*

Seventy-five applicants from this competition declared that they had a disability. Five were shortlisted and two were appointed.

On 23 January 2025, the Board’s Resources Committee received an update from the PSNI on work relating to Equality, Diversity, and Inclusion (EDI). The PSNI provided details of extra appointments for EDI, their EDI objectives for the year and the development of a new Race and Ethnicity Action Plan.

### **STRATEGIC PLANNING AND GOVERNANCE BRANCH (SP&G)**

During the reporting period, the Board’s new Corporate Plan 2025 – 2030 was developed and agreed. In line with the Board’s Equality Scheme (Section 3), this process incorporated a 12-week consultation period where the views on the policy were widely sought with a variety of methods being made available in terms of facilitating responses to the consultation. Equality screening was carried out during the policy development process and the draft Equality Screening document was published to accompany the draft Corporate Plan 2025-30 for the duration of the consultation period. Following the conclusion of the consultation and the consideration of all consultation responses at the April 2025 Board meeting (10 consultation responses were received), the Corporate Plan 2025-30 was agreed by the Board and issued to the MoJ for approval as required by the Board’s MSFM.

### **FINANCE BRANCH**

Finance Branch manages the budgeting process for the NIPB with a view to supporting the work undertaken in other areas of the . This process includes a formal submission to the Department of Justice who provide the annual budget to the NIPB. During the reporting period, the Finance Branch as part of the submission to the Department of Justice prepared a budget equality screening document highlighting the impact of the allocated budget on equality in relation to the Boards operations. This submission contributes to the overall screening exercise the Department of Justice completes on its departmental budget.

#### **4.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 reporting year Board Officials have proactively been engaging with PSNI colleagues on an IHR working group to ensure that the process is working as efficiently as possible for serving officers. This coupled with streamlining of particular processes and equality screening of policies and procedures will continue to ensure that any adverse impact on Section 75 categories is minimised.

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. The Board has recently employed two new doctors to include a female doctor, which will provide further choice for applicants. In addition, the Board offers at home and/or paper based medical assessments to applicants to meet their needs.

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

Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2024-25 (*or append the plan with progress/examples identified*).

NIPB'S Equality Action Plan monitoring document for 2024-2025 is attached to this Annual Progress Report. The Action Plan details NIPB's progress toward each Section 75 category. It is organised into sections – the Board's Performance Indicator, the Plan of Action, the Branch involved in the action and how we have progressed the actions in each quarter.

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**3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2024-25 reporting period? *(tick one box only)*

Yes

No (go to Q.4)

Not applicable (go to Q.4)

Please provide any details and examples:

Click or tap here to enter text.

**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:

Click or tap here to enter text.

**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):*

Click or tap here to enter text.

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

Click or tap here to enter text.

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

Click or tap here to enter text.

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

Click or tap here to enter text.

Other (*please specify and give details*):

Click or tap here to enter text.

## **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 2024-25 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:

Click or tap here to enter text.

**5** Were the Section 75 statutory duties integrated within performance plans during the 2024-25 reporting period? (*tick one box only*)

Yes, organisation wide

Yes, some departments/jobs

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- 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:

Click or tap here to enter text.

**6** In the 2024-25 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
- No, these are already mainstreamed through the organisation's corporate plan
- No, the organisation's planning cycle does not coincide with this 2024-25 report
- Not applicable

Please provide any details and examples:

Section 75 statutory duties have been incorporated into the Board's annual business plan 2025-2026 which can be found [here](#). PSNI's performance in relation to this action was monitored regularly as part of the Resources Committee's Programme of Work.

**Equality action plans/measures**

**7** Within the 2024-25 reporting period, please indicate the **number** of:

Actions completed: All actions have been completed - 24

Click or tap here to enter text.

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Actions ongoing:

Click or tap here to enter text.

Actions to commence:

Click or tap here to enter text.

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

Some 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.

- 8** Please give details of changes or amendments made to the equality action plan/measures during the 2024-25 reporting period (*points not identified in an appended plan*):

Please see attached equality plan for 2024-25.

- 9** In reviewing progress on the equality action plan/action measures during the 2024-25 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

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Sometimes

Never

- 11** Please provide any **details and examples of good practice** in consultation during the 2024-25 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:

In respect of the public consultations on the Draft Corporate Plan 2025-2030 and Draft Policing Plan 2025-2030, the consultation document was subject to screening throughout the development process in line with the commitments in the Board's Equality Scheme (Section 4) and the screening documents were published alongside the draft policy documents throughout the consultation period.

- 12** In the 2024-25 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

Face to face meetings

Focus groups

Written documents with the opportunity to comment in writing

Questionnaires

Information by email with an opportunity to opt in/out of the consultation

Internet discussions

Telephone consultations

Other *(please specify)*: Click or tap here to enter text.

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:

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Consultation documents for the draft Corporate Plan 2025-2030 and the draft Policing Plan 2025-2030 were made available via a number of avenues. A target approach to the 12-week consultations were adopted using the Board's website, social media, and ezines etc. as the primary vehicles for seeking consultation responses. Consultation documents were also issued individually to those partner agencies and stakeholders for whom this consultation had particular relevance (in line with Section 3.3 of the Equality Scheme).

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2024-25 reporting period? *(tick one box only)*

Yes

No

Not applicable

Please provide any details and examples:

Click or tap here to enter text.

- 14** Was the consultation list reviewed during the 2024-25 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)**

All NIPB's equality screening documents are published on our website at:-

<https://www.nipolicingboard.org.uk>, under Equality.

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

7

**16** Please provide the **number of assessments** that were consulted upon during 2024-25:

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

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

0 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 Policing Plan 2025-2030 and the Corporate Plan 2025-2030 were consulted on during the reporting period. The consultations were issued with a screening document, however, no EQIAs were necessary.

**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

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Please provide any details and examples:

Click or tap here to enter text.

**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 2024-25 reporting period? *(tick one box only)*

Yes

No

Not applicable

Please provide any details and examples:

Click or tap here to enter text.

**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 2024-25 reporting period? *(tick one box only)*

Yes

No, already taken place

No, scheduled to take place at a later date

Not applicable

Please provide any details:

Click or tap here to enter text.

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

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Yes

No

Not applicable

Please provide any details and examples:

Click or tap here to enter text.

- 22** Please provide any details or examples of where the monitoring of policies, during the 2024-25 reporting period, has shown changes to differential/adverse impacts previously assessed:

Not applicable

- 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:

Monitoring arrangements are built into our equality action plans. Three monthly progress updates are provided to our Chief Executive for inclusion in a report for the Policing Board meeting.

**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 2024-25, and the extent to which they met the training objectives in the Equality Scheme.

All staff are required to complete Introduction to Diversity and Inclusion and Equality and Diversity Essentials every 3 years as part of their statutory and mandatory training. In order to comply with the Board's Equality Scheme, some staff also participated in ECNI webinars and attended online equality courses. The Board also has a dedicated section on the Intranet for staff where relevant resources are included (e.g. Summary of the Equality Scheme, Screening/Evidence and Information Data).

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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 answer above

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

- 26** Please list **any examples** of where monitoring during 2024-25, across all functions, has resulted in action and improvement in relation to **access to information and services**:

- An audit was completed on the site's compliance with WCAG. Work continues on consolidating and re-organising the site and its content to make it more functional and accessible.
- 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.
- The Board also uses alt text on social media imagery and within publications.

### **Complaints (Model Equality Scheme Chapter 8)**

## PART A

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2024-25?

Insert number here: 1

The Police Pensions & Injury on Duty Directorate addressed a complaint from an individual which was then escalated to the Equality Commission. The complaint related to the updated Equality Screening of the Selected Medical Practitioner (SMPs) Conflict of Interest Policy. As the Policy amendment related to providing clarity on the definition of 'medical assessment' which would apply to the assessment of all serving and ex officers, it was deemed not to impact any particular Section 75 category and was screened out. A response was provided to the Equality Commission in May 2025.

### Section 3: Looking Forward

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

2028

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

During the next reporting period, we will change some actions in our Equality and Disability Action Plans, to correspond with our new Policing Plan 2025-2030 and Corporate Plan 2025-2030.

PART A

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

Click or tap here to enter text.

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**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:**

<b>9</b>	<b>0</b>	<b>1</b>
Fully achieved	Partially achieved	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>	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Regional <sup>iv</sup>	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Local <sup>v</sup>	(Action 8) The Board will record and monitor the number of offers made and accepted by candidates with a disability, and advise on the proactive steps taken to promote awareness of our commitment to offer an interview to people with a disability that meet the minimum requirements of the role	Four applications were received for ICVs under the rolling recruitment campaign. Monitoring forms were captured and completed. No applicants declared a disability. In relation to the PCSP appointment process, just over 22% of appointed	Recruitment of staff, ICVs, PCSPs inclusive and representative of the community.

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		<p>candidates stated that they had a disability which is just under the population figure. Monitoring forms were completed by applicants for the Administrative Officer (AO) competition 75 applicants declared as having a disability.</p>	
	<p>(Action 2) The Board to proactively engage with disability organisations requesting they circulate job opportunities within the Board to their service users and where possible explore placement, work experience or job shadowing opportunities that enable disabled people to acquire skills and experience that will equip them to apply for public life positions.</p>	<p>The advertisement for the AO competition was shared with EFDNI for publishing on their website. As a result, 75 applicants declared as having a disability, 5 were shortlisted and 2 were appointed.</p>	<p>Two applicants with disabilities were appointed as Administrative Officers.</p>
	<p>(Action 9) Record and monitor the Section 75 information of all those who are offered and accept an interview under the Guaranteed Interview Scheme.</p>	<p>Monitoring forms are incorporated within the application form for the ICV Scheme. This information is recorded and logged for all applicants who are offered and accept an interview.</p> <p>Monitoring forms were captured and completed by</p>	<p>One applicant requested and was processed within the GIS scheme, therefore the outcome of inclusivity was achieved.</p>

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		<p>all applicants who applied to the scheme in the period. No requests under GIS were requested.</p> <p>Monitoring Forms were also provided for the PCSP appointment process and information captured for monitoring purposes. 1 applicant requested and was processed in line with the GIS Scheme.</p>	
	<p>(Action 10) We will ensure our new premises and facilities at James House are compliant with current disability legislation. Where local adjustments at a branch level can be implemented to further enhance the experience of our service users, we will seek to accommodate these where possible.</p>	<p>Premises and facilities at James House are compliant with current disability legislation. No feedback from service users.</p>	<p>The Board's accommodation appears to meet the needs of all its service users.</p>

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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	(Action 7) The provision of training for volunteers which encompasses disability elements, e.g. Disability Awareness, Hidden Disability Awareness, Equality, and Mental Health	Induction training for newly appointed ICVs was held in March 2024. The Annual Volunteer Conference was held in November 2024. This event included a training and information session on completing CV2 Forms. Induction training for newly appointed ICVs was held in December 2024.	Volunteers participating in the Volunteer Schemes are properly trained and the appropriate structures are in place to enable them to engage with those they deal with through the scheme.
2		Click or tap here to enter text.	Click or tap here to enter text.
	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

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	(Action 4) Review of images used in Board communications and social	Imagery produced for Deputy Chief Constable Competition was representative within boundaries of	Promotion of positive attitudes through social media use.

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	media posts to ensure, where applicable, they are representative of people in the community, including those with a disability.	imagery offered under contract. Imagery used in PCSP material incorporated people from multiple ethnicities and age groups. Videos produced to promote the publication of the Human Rights Review of Policing and Children and Young people included imagery of people from multiple ethnicities and age groups.	
2	(Action 5) Include subtitles/closed captions on the NIPB social media videos	At the same time as the publication of the Human Rights Review of Policing and Children and Young People, the Board also published an easy read version suitable for young people and those with disabilities and supporting animations. We also continue to use alt text where possible in social media postings. PDFs continue to be made accessible where possible also. Subtitling was used for videos in connection with the publication of the Policing Plan 2025-2030.	The Board promotes a positive attitude towards disability.
	(Action 6) Progress recommendations from the Annual Website Accessibility Audit	The Communications Branch began working on the redesign of text/layout on Board website. This is an ongoing process as it ensures users have current information.	The Board will communicate effectively with customers using assistive technology.

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

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	Encourage others Action Measures	Outputs	Outcome / Impact
1	(Action 3) Consider and explore becoming a disability confident employer and attaining accreditation	The Board registered to become a disability confident employer.	A culture of positivity and acceptance of disability within the workforce.
2		Click or tap here to enter text.	Click or tap here to enter text.
	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

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	(Action 3) Consider and explore becoming a "disability confident" employer and attaining accreditation.	The Board registered to become a disability confident employer (Level 1).	By becoming a disability confident employer, the Board is creating a culture of positivity and acceptance of disability within the workforce.
2	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

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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1	Click or tap here to enter text.			
2	Click or tap here to enter text.			
	Click or tap here to enter text.			

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

	Action Measures not met	Reasons
1	(Action 1) Staff to complete the disability awareness, including hidden disabilities, training offered as a result of our engagement with Leonard Cheshire. Staff and member training will also incorporate awareness raising of the DDA, the social model of disability, barriers faced by disabled people and disability etiquette and appropriate language.	Discussions are ongoing with Leonard Cheshire and EFDNI to arrange delivery of disability awareness training. Training scheduled for the next reporting period.
2	Click or tap here to enter text.	Click or tap here to enter text.
	Click or tap here to enter text.	Click or tap here to enter text.

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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

Use of questionnaires, action plan reviews and feedback systems.

(b) Quantitative

Screening processes

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?

No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
2	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
3	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
4	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

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5	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
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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?

No revisions planned

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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.