



Police Service
of Northern Ireland

Accountability Report

Presented at Policing Board Meeting:
2 April 2026



**we care
we listen
we act**

Contents

Chief Constable's Foreword	03
Abuse of Position for Sexual Purposes, Misogyny and Organisational Standards	06
Good News and Key Updates	12

Chief Constable's Foreword



My Accountability Report this month focuses on the findings of the recent Police Ombudsman report examining abuse of position for sexual purposes, alongside the wider issues of misogyny within policing and femicide in Northern Ireland. These are serious matters that go to the heart of public and stakeholder confidence and the standards rightly expected of the PSNI.

Abuse of position for sexual purposes is wholly unacceptable. It is a serious breach of trust and a clear abuse of authority. Where it occurs, it causes significant harm to victims and undermines confidence and the legitimacy of policing. I acknowledge the findings of the Ombudsman's report and the learning it provides. While it identifies serious individual misconduct, it also recognises the work undertaken to strengthen professional standards, improve vetting and misconduct processes and ensure that learning from past failures is acted upon.

I am determined to shine a light on and better understand the true extent of sexism and misogyny within the PSNI and wider society. It is essential that policing in Northern Ireland is regarded as both an exemplar in addressing Violence Against Women and Girls and has a workforce where any inappropriate conduct is not tolerated.

In the wake of the murder of Sarah Everard, the Service undertook a comprehensive review of historical cases relating to 134 officers over a ten year period. This work, known as Operation RORIC, resulted in 183 recommendations, identifying gaps in investigative practice and safeguarding and driving significant improvements in how such cases are managed. These recommendations have now been implemented, strengthening investigative standards, governance and victim centred practice.

I also commissioned an independent review, led by Rachel Langdale KC, examining our operational response to Violence Against Women and Girls and the culture that underpins that response. I am grateful to Rachel for her work and the learning it provides. I accept the findings and recommendations in full and as a Service we will ensure that clear and measurable action is taken to address them.

In addition, our Workforce Inclusion Survey has provided important insight into the experiences of our officers and staff, including issues relating to inappropriate behaviour and discrimination. I am determined to create an environment where people feel able to speak up, confident that their concerns will be taken seriously and

addressed appropriately. This is fundamental to building trust within the organisation and strengthening our Team PSNI culture.

Building on this work, we have reinforced our policy and guidance in relation to abuse of position for sexual purposes and are clear that such behaviour will not be tolerated. Through our Statement of Action on Conduct and Standards, enhanced supervisory guidance and strengthened reporting mechanisms, we are improving our ability to prevent, identify and respond to this behaviour. We have also engaged with the Board to support ongoing work to update the Code of Ethics, strengthening ethical policing, legitimacy and public confidence.

In 2024, I chaired eleven special case hearings to consider alleged misconduct of officers, nine of which resulted in dismissal without notice, one final written warning and one reduction in rank. One of these hearings related to an inappropriate sexual relationship with a person the officer met on duty. He was dismissed without notice. In 2025, I oversaw a further eleven special case hearings, all resulting in dismissal without notice. Of these cases, six involved elements of misogyny. Four related to inappropriate messaging, one involved domestic abuse and one followed a criminal conviction for two counts of sexual assault on a colleague. So far in 2026, I have overseen two special case hearings where both officers were dismissed without notice. One related to gross indecency and the other related to domestic abuse.

We will continue to work closely with the Police Ombudsman and other partners to ensure robust prevention, early identification and decisive action. Where standards fall short, we will act.

Recent tragic events have also served as a stark reminder of the wider societal context in which we operate. The murder of Amy Doherty has deeply affected communities across Northern Ireland. The loss felt by her family and friends is unimaginable. Violence Against Women and Girls remains a profound societal issue, and policing has a critical role to play in prevention, protection and bringing offenders to justice. Northern Ireland

Statistics and Research Agency indicate that Northern Ireland sits around the middle of European countries in ranking of deaths per capita, but this still places us toward the higher end among comparable UK forces and with even one death being one too many, PSNI remain committed to continuing improvement in this area. Addressing misogyny and challenging harmful behaviours must remain a shared responsibility across society.

The Service continues to operate in a challenging financial and operating environment. As reported last month, following confirmation of additional in-year funding, we are now aiming for a break even position on both resource and capital. It is too early to report provisional outturn figures, but these will be reported to the Board shortly. Subsequent to the Proposed Draft Budget published in January, PSNI has been issued with an indicative allocation by the Department of Justice for resource spending from 2026/27 to 2028/29 and for capital in 2026/27. Our Strategic Management Board has considered a Draft Resource Plan which identifies projected resource pressures of £65m next year, rising to £118m by 2028/29. Similarly, the indicative capital allocation for 2026/27 is £52m, significantly below our assessed requirement of £70.5m. These figures present a stark picture of the financial challenges facing the organisation.

We continue to experience increasingly complex demand, reflecting both the scale and nature of the challenges facing modern policing. This is evident not only in front line policing, but can also be found in the growing volume and complexity of information requests. During 2025, we received over 2,100 Freedom of Information requests and almost 2,300 Subject Access Requests. Each request requires detailed assessment, retrieval and review of information, often involving significant manual effort across multiple departments. A relatively small number of applicants account for a

disproportionate volume of these requests, with over 10% submitted by just 1% of requestors. While we remain fully committed to meeting our legal obligations and supporting transparency, this level of demand places a significant burden on the organisation, requiring officers and staff to divert time from frontline policing and investigative duties. Taken alongside our financial position, this illustrates the increasing pressure on our operating environment and the need to balance transparency, accountability and the effective deployment of resources to protect the public. As an example, one Freedom of Information request related to the number of Christmas cards I had sent and to whom.

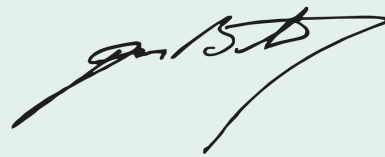
Despite these pressures, officers and staff continue to deliver for victims, protect communities and tackle harm across Northern Ireland. While this report rightly focuses on serious issues of misconduct, it is important to recognise that the overwhelming majority serve with integrity, dedication and professionalism.

Across the past month, this has been continually demonstrated through fantastic police work, including the disruption of organised crime groups involved in the supply of controlled drugs, the seizure of firearms and criminal assets linked to paramilitaries, and the arrest and prosecution of individuals involved in serious violence. It is also reflected in the actions of officers who have intervened to save life, including responding to individuals in crisis and providing emergency care at critical incidents. Our continued focus on road safety education and enforcement also reflects our commitment to reducing harm and protecting life across our communities.

Ultimately, the issues highlighted in this report go to the heart of public trust in policing. They require us to reflect not only on individual behaviour, but on the culture, standards and leadership that shape our organisation. They also demand sustained action to ensure that standards are upheld and misconduct is addressed decisively. This requires strong leadership, a culture that supports challenge and accountability, and a workforce that is confident

to speak up. Through this, we will continue to build and maintain confidence and deliver the professional policing service that our communities expect.

There is a clear need for strengthened advocacy around PSNI recruitment campaigns. Stephen Nolan from the BBC's series 'Peelers: The PSNI – For Real' is due to air in April and will offer a high profile insight in to every day policing in Northern Ireland with the reality of the challenges front line officers face daily. With our new campaign due to launch in the Autumn this is a real opportunity to strengthen our messaging around the positive impact that policing has within local communities.



Jon Boutcher QPM
Chief Constable
Police Service of Northern Ireland

Abuse of Position for Sexual Purposes, Misogyny and Organisational Standards



Abuse of position for sexual purposes represents one of the most serious breaches of trust that can occur within policing. It causes profound harm to victims, damages public confidence in those entrusted with keeping communities safe from harm and undermines the legitimacy of the Police Service.

As a Service, we are unequivocal in our position: any abuse of policing powers or position for sexual gain is wholly unacceptable and will not be tolerated. It represents a fundamental violation of the ethical standards expected of police officers and staff and is incompatible with the values upon which policing is founded.

The recent report by the Police Ombudsman for Northern Ireland provides important insight into the nature of this misconduct and its impact. While the number of officers involved is small relative to the size of our workforce, the harm caused to victims and the damage to public confidence are immeasurable.

This is not simply an issue of individual misconduct or criminality. It is a matter of public trust, safeguarding and organisational integrity. It requires a response that is preventative, transparent and uncompromising in its standards.

Understanding Abuse of Position for Sexual Purposes

The Police Ombudsman analysed 42 cases of alleged Abuse of Position for Sexual Purposes (APSP) between January 2018 and December 2024, with further cases received during 2025. APSP now accounts for approximately 30 per cent of the Ombudsman's most serious Category A complaints.

The analysis identifies consistent and concerning behavioural patterns.

Abuse frequently begins following legitimate policing contact, where officers encounter members of the public who may already be vulnerable or in need of support. In almost one third of cases, officers made contact with victims on the same day as the initial police interaction. In approximately two thirds of cases, behaviour escalated gradually over time through personal messaging, social media or direct contact.

This escalation often involved the progressive blurring of professional boundaries, moving from legitimate engagement to inappropriate familiarity and, ultimately, exploitation.

The report also highlights the vulnerability of victims. All identified victims were women, each with at least one recognised vulnerability, with an average of 5.6 vulnerabilities per victim. These included mental health challenges, prior victimisation, domestic abuse and other safeguarding concerns.

Taken together, these findings demonstrate that abuse of position for sexual purposes is both a safeguarding issue and a serious breach of professional standards. It is behaviour and criminality that exploits vulnerability and undermines the very purpose of policing.

Ongoing Police Ombudsman Investigation

The Police Ombudsman is currently conducting a significant investigation into allegations of serious sexual offending by a former police officer. This investigation is welcome and we will provide every assistance

necessary to ensure that the work is as comprehensive and effective as possible.

The behaviour alleged is a deeply troubling example of the abuse of policing powers. While the matters under investigation are non-recent and relate to an individual who left policing many years ago, we recognise the seriousness of the issues and the importance of establishing the full facts.

This investigation also reinforces the importance of early identification and intervention. It is clear that, in some cases, earlier opportunities to identify and act on risk may not have been fully realised. That learning is central to how we continue to strengthen our processes and systems.

We will continue to cooperate fully with the Ombudsman and will ensure that any learning arising from this investigation is identified, understood and acted upon in full.

Prevention, Early Identification and Standards Framework

Preventing APSP requires more than reactive investigation. It requires a clear, consistent and system wide approach to setting standards, identifying risk early and acting decisively where concerns arise.

We have therefore strengthened our organisational response across a number of key areas, ensuring that prevention, early identification and accountability are embedded throughout the Service.

Standards and Expectations: The Statement of Action and Intent on Conduct and Standards (August 2024) clearly sets out our zero tolerance approach to abuse of position for sexual gain, harassment, domestic abuse and discriminatory behaviour. This is supported by clear policy and guidance in the form of a Service Instruction, which explicitly prohibits sexual or emotional relationships with members of the public encountered in the course of duty and reinforces the requirement to maintain professional boundaries at all times.

To further reinforce these standards, officers from Professional Standards Department (PSD) deliver a structured programme of prevention and engagement activity. This includes inputs to the Fundamentals of Management Programme for newly promoted first line managers, ensuring that expectations regarding professional standards, ethical behaviour and boundaries are clearly understood. This is complemented by delivery within the Foundation Training Programme, embedding these standards from the outset of an officer's career. This engagement continues throughout an officer's service, with PSD officers providing regular guidance and training across Districts and Departments, focusing on appropriate behaviours and the prevention of sexual misconduct.

Supervision and Early Identification: We have strengthened supervisory capability through structured guidance and briefing materials. These set out clear indicators of concerning behaviour, including inappropriate personal communication, boundary-crossing conduct and patterns of contact following operational engagement. Supervisors are supported to intervene early and to escalate concerns appropriately.

Leadership development is a key element of prevention. Recognising the pivotal role of first line managers in shaping organisational culture, standards and performance, the Chief Constable attends the Fundamentals of Management Programme for newly promoted managers to reinforce that, through day-to-day leadership, they set expectations, influence team morale and professional behaviour, and embed a culture of integrity, accountability and professionalism across the PSNI.

Reporting, Transparency and Accountability: We have strengthened internal reporting mechanisms, including confidential and anonymous reporting routes and reinforced expectations that concerns must be raised and acted upon. Increased referrals to the Police Ombudsman demonstrate our

commitment to transparency and independent scrutiny.

Since 2022, when Operation RORIC commenced, there has been a marked increase in confidence to report concerns anonymously, with anonymous reporting increasing by 150%. This growth is a positive indicator that officers, staff and members of the public are increasingly willing to raise concerns through protected reporting channels. The introduction of the Integrity Matters App in June 2023 has further strengthened accessibility, enabling reporting via mobile devices and desktop platforms, supported by active promotion and engagement activity across the organisation.

Competency and Values Framework and Recruitment and Promotion Processes:

Internal promotion, selection and recruitment processes assess candidates against the College of Policing Competency and Values Framework (CVF), including honesty, integrity and ethical decision making, supported by scenario based assessment. This forms part of a broader integrity framework, including strengthened anti-corruption measures, updated ethics guidance and ongoing integrity monitoring within the workforce. Where behaviours are identified during recruitment processes that are inconsistent with the CVF, including conduct that raises concerns regarding integrity, respect or professionalism, these are formally assessed and inform final decision making. Individuals who do not meet the required standards are not progressed.

Prevention through Recruitment: In relation to recruitment, our vetting standards require us to identify and assess any individuals who may pose a risk to others or who are otherwise unsuitable to serve within the Service. The PSNI is bound by the Police (Recruitment) (Northern Ireland) Regulations 2001 and we align ourselves with the College of Policing Vetting Code of Practice.

PSNI vetting standards are high and public protection is our primary consideration in

decision making. There will be applicants whose previous offending, behaviour or associations indicate that they are unsuitable to work for the Service. Any indication that previous behaviour falls within the Violence Against Women and Girls (VAWG) context is treated with the utmost seriousness and will result in the application being referred to a Vetting Panel for detailed scrutiny.

The term VAWG in this context refers to acts of violence or abuse including coercive or controlling behaviour, stalking, sexual harassment, acts of sexual impropriety, abuse of position for a sexual purpose, humiliation and intimidation that are known to disproportionately affect women and girls.

For the avoidance of doubt, sexual harassment is defined as any unwelcome sexual advances or requests for sexual favours, verbal or physical conduct or gestures of a sexual nature that might be reasonably be expected to cause offence or humiliation to another.

A similarly robust approach is taken where there are indications of other unacceptable behaviours, including homophobia, racism, sectarianism, domestic abuse or the abuse of, or disregard for, vulnerable individuals and children.

Victim Impact and Safeguarding

At its core, APSP is a safeguarding issue. Victims of this misconduct are often individuals who are vulnerable, or who have already experienced trauma or exploitation. The misuse of policing authority in such circumstances can cause profound and lasting harm, compounding existing vulnerability and, in some cases, deterring individuals from seeking police assistance in the future.

We recognise that the impact of this behaviour extends beyond individual cases. It affects confidence in policing, particularly among women and vulnerable individuals, and risks undermining trust in those who are tasked with

protecting the public. We are clear that protecting women and girls and other vulnerable people must remain central to our response. However, the true focus must be on those individuals who are perpetrating this abuse and behaving in such a way that falls far below what any police service would expect.

Allegations of abuse of position are referred promptly to the Police Ombudsman. Victims are supported throughout investigative processes according to their needs, and where allegations are substantiated through investigative evidence, officers are subject to robust criminal and misconduct outcomes, including dismissal.

We have strengthened our approach to safeguarding and early identification of risk. Supervisors are guided and supported to recognise behaviours that stray into overfamiliarity or stalking and harassment, inappropriate communication and emerging patterns of concern, enabling earlier intervention where necessary.

Safeguarding, victim protection and maintaining trust are central to how we respond to this issue, and will remain so. However, this must be matched by a clear and uncompromising focus on identifying, investigating and removing those who abuse their position, ensuring they are held to account through criminal and misconduct processes.

Maintaining Public Confidence

Public confidence in policing depends upon trust, trust that officers exercise their powers with integrity, professionalism and respect.

We recognise that APSP, and wider issues of sexism and misogyny, risk undermining that trust. If individuals do not feel safe engaging with policing services, there is a direct impact on reporting, cooperation and our ability to protect communities.

Maintaining confidence therefore requires openness, accountability and a willingness to confront difficult issues.

We welcome the role of the Police Ombudsman and remain fully committed to supporting that work. The fact that the majority of APSP related matters examined by the Ombudsman have been referred by ourselves reflects a clear commitment to identifying and addressing misconduct transparently.

Maintaining legitimacy requires more than responding to individual cases. It requires demonstrating that we are willing to examine our own systems, acknowledge where improvements are needed and take decisive action to strengthen our response.

Organisational Learning and Operation RORIC

A key element to our organisational response has been to examine past practice, identify gaps and ensure that learning is translated into sustained and demonstrable improvement.

In response to national concerns regarding police misconduct, including the murder of Sarah Everard in 2021, PSNI undertook a comprehensive review of historical cases involving allegations of sexual misconduct by police officers.

Operation RORIC examined 154 investigations involving 134 officers conducted between April 2012 and October 2024. This review identified gaps in investigative practice, inconsistencies in safeguarding and opportunities to strengthen governance and oversight.

The review produced 183 recommendations across five key areas:

- investigative rigour
- intelligence and information management
- victim-centred practice
- governance and oversight
- supervision and training

All recommendations have now been implemented and closed.

This work has resulted in tangible and measurable improvements. Investigative standards have been strengthened, ensuring that all lines of enquiry are fully pursued and that evidential opportunities are maximised. Intelligence recording and information sharing within PSNI has improved, increasing visibility of risk and repeat behaviours.

A stronger victim centred approach has been embedded, including greater use of Achieving Best Evidence interviews and enhanced safeguarding processes. Governance arrangements have been clarified, strengthening oversight and decision making, while supervision and investigator capability have been improved through specialist training and a focus on our organisational position of zero tolerance.

Operation RORIC also examined cases involving a number of officers who had left the organisation. This led to additional safeguarding and administrative actions, including engagement with local and international partner agencies, review of risk, such as firearms licensing suitability, and reassessment of investigative opportunities where appropriate.

This work represents a significant programme of organisational learning. It reflects a clear acknowledgement that improvements were required and demonstrates our determination to address those issues fully.

Culture, Misogyny and the Langdale Review

Recognising that misconduct cannot be addressed solely through investigative reform, the Chief Constable commissioned an independent review in April 2025 led by Rachel Langdale KC.

The review examined PSNI's operational response to Violence Against Women and Girls, alongside organisational culture, systems and professional standards processes. It included detailed analysis of policies, casework, data and engagement with officers, staff, victims and partner organisations.

It recognises a number of strengths within PSNI, including the professionalism and commitment of officers and staff, particularly within Public Protection Branch, effective victim engagement and established partnership working.

The Review also identifies areas requiring improvement. Operationally, it recommends that we sharpen our focus on repeat suspects and patterns of offending, strengthen mandatory referrals to support services, improve digital evidence retrieval timelines, enhance data quality and recording, and ensure greater consistency in our response to victims, including children. Culturally, it identifies clear evidence of sexism and misogyny within the organisation. While the Review does not quantify how widespread this behaviour is, it is unequivocal that where it exists, it must be addressed. It also identifies concerns about delays and inconsistencies in misconduct processes and the need to strengthen psychological safety so that staff feel confident to report unacceptable behaviour.

Simply put, there is no place within PSNI for sexism, misogyny or abuse of position. The Service accepts the findings and recommendations in full. They will inform the next phase of our Tackling Violence Against Women and Girls Action Plan and will be embedded within governance structures overseeing professional standards, organisational culture and operational delivery.

Workforce Experience and Reporting

The Workforce Inclusion Survey conducted in Autumn 2025 provides important insight into the experiences of our officers and staff.

Among female respondents, 20 per cent reported experiencing inappropriate behaviour within the previous twelve months, with misogyny cited in 42 per cent of those cases. A proportion of individuals did not report their experiences, highlighting the importance of

strengthening confidence in reporting mechanisms.

These findings are important. They reinforce that cultural issues must be addressed alongside misconduct and that individuals must feel confident to raise concerns without fear of negative consequence.

We are committed to building a culture in which individuals feel safe to speak up, confident that concerns will be taken seriously and acted upon appropriately.

We recognise that strong leadership, consistent action and visible accountability are critical to achieving this.

While the overwhelming majority of officers and staff serve with integrity and dedication, we are clear that any instance of this behaviour is unacceptable.

Taken together, the issues set out in this report go to the heart of public trust, organisational integrity and the legitimacy of policing. They require a response that is consistent, transparent and uncompromising in its standards.

Through independent scrutiny, internal review and sustained organisational reform, we have strengthened our approach to prevention, early identification and accountability. We recognise where improvements have been required and have taken clear and measurable action to address them.

Our focus remains on protecting the vulnerable, maintaining public confidence and ensuring that those who abuse their position are identified, investigated and removed.

This will continue to require strong leadership, a culture that supports challenge and a workforce that is confident to speak up. We are clear on the standards expected. Where those standards are not met, decisive action will be taken.

Good News and Key Updates



Victim Focused

Officers and staff continue to take robust and targeted action to protect vulnerable individuals and disrupt criminality that causes significant harm.

- Officers from the Organised Crime Unit have delivered a number of successful operations targeting the supply of controlled drugs. In separate investigations, searches in Carrickfergus, Dunmurry and Belfast resulted in the seizure of multi-kilogram quantities of suspected cocaine and ketamine, alongside cash recoveries, and the arrest and charge of four individuals. This work directly disrupts organised criminal networks and reduces the availability of drugs in our communities that drive addiction, exploitation and violence.
- Officers from the Paramilitary Crime Task Force carried out a search operation in Belfast resulting in the seizure of drugs, firearms, ammunition and criminal property. Four individuals were arrested, with three subsequently charged to court for offences connected to the possession and supply of controlled drugs and possession of firearms and ammunition.
- PSNI's Illegal Money Lending Team, supported by specialist search capability including police dog 'Ice', conducted coordinated searches in Lisburn, which resulted in the seizure of approximately £90,000 in cash alongside designer watches and a small quantity of controlled drugs. A man and woman were arrested on suspicion of illegal money lending and money laundering offences and remain subject to ongoing investigation.

- Local officers, supported by Armed Response colleagues, responded to a reported stabbing in South Belfast. A suspect was subsequently located, arrested and charged with attempted murder and remanded in custody.
- In West Belfast, local officers on routine patrol responded to a call for assistance from the NI Ambulance Service. They were first responders to an unwell member of the public and provided emergency CPR prior to the arrival of an ambulance crew. Paramedics at the scene recognised the lifesaving actions of the officers. Similarly, an officer from North Belfast travelling home at the end of his shift, intervened to prevent a person at immediate risk of harm on Clifton Street Bridge, remaining with the individual until further support arrived.

These actions demonstrate the professionalism and commitment of officers to protecting life both on and off duty.

Community Focused

We continue to deliver visible, proactive and intelligence led policing activity that reduces offending, disrupts repeat criminality and strengthens confidence within communities.

- In North Area, officers from the Reducing Offending Unit conducted a focused investigation into a series of thefts from vehicles in Portrush. A repeat offender was identified and linked to seven incidents, resulting in ten charges, including theft, fraud and criminal damage offences. He was remanded into custody and the offending has ceased, providing tangible reassurance to the local community.

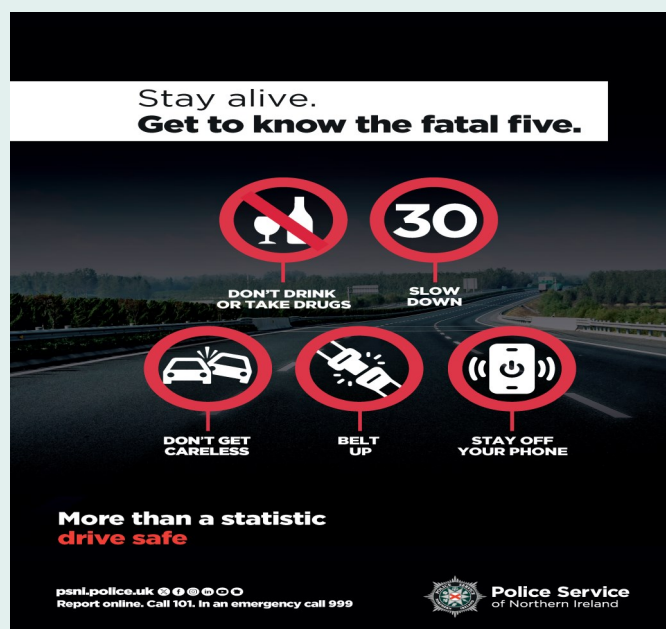
- In Larne, Local Policing officers undertook proactive enquiries into theft, burglary and drug-related offending, resulting in the recovery of stolen goods and controlled drugs. Four people were arrested, including a local repeat offender who has been remanded into custody. This successful outcome was the result of a coordinated and intelligence-led approach to tackling persistent offenders.
- Neighbourhood Policing Teams continue to play a key role in addressing local concerns. In South Belfast, the Lisburn Road Neighbourhood Policing Team, supported by colleagues from Crime and Operational Support Departments, executed a planned search operation linked to drug supply and suspected international financial crime. Significant quantities of suspected drugs, approximately £30,000 in cash, weapons and criminal assets were recovered. Four individuals were arrested and charged, with two remanded in custody. Neighbourhood officers continue with community engagement to reduce tensions and detectives are liaising with elected representatives and the US Consulate.
- In Belfast, the Wanted Persons Team, based at Woodbourne, has made 272 arrests over the past six months, including 13 high-risk offenders, 33 medium-risk offenders and 74 repeat offenders. This sustained focus ensures that those who pose a risk to communities are actively pursued and brought before the courts.
- In Derry/Londonderry, a proactive search operation resulted in five house searches, the seizure of controlled drugs and the arrest of five individuals, with two subsequently charged to court. This demonstrates our commitment to protecting communities by disrupting the influence of organised crime and reducing the harm caused by drug related offending.

Alongside this targeted enforcement activity, we continue to focus on reducing harm and improving safety across our communities.

Road safety remains a key priority, with a continued focus on reducing death and serious injury across our communities. Sadly, 19 people have lost their lives on our roads so far this year, including drivers, passengers and pedestrians, with the loss of two children underlining the profound and lasting impact these incidents have on families and communities. The human cost of road deaths is immeasurable and reinforces the importance of sustained action to reduce harm.

Our approach is centred on a combination of education, prevention and enforcement. We continue to work in close partnership with the Department for Infrastructure, other emergency services and a range of statutory and voluntary organisations, including Translink and Business in the Community, to deliver a coordinated response to road safety. During March, we supported the launch of Department for Infrastructure road safety campaigns aimed at addressing driver behaviour and excess speed.

These initiatives complement ongoing engagement activity designed to improve awareness of the risks associated with the “Fatal Five” behaviours - including speeding, drink and drug driving, inattention, failure to wear seatbelts and use of mobile phones.



Enforcement activity remains an essential deterrent. In recent weeks, police officers and Road Safety Camera Vans recorded 779 speeding detections across two 24 hour periods, alongside detections for drink and drug driving, mobile phone use and other offences. This demonstrates the continued prevalence of high-risk behaviour on our roads and the need for sustained enforcement activity.

Operation Lifesaver continues to provide a focused approach to speed detection and road safety enforcement, supported by targeted patrol activity designed to reduce offending and improve compliance.

We are also working with partners to progress a number of measures aimed at improving road safety, including reviews of speed limits, enforcement thresholds and wider legislative changes to address high-risk driving behaviours.

Reducing harm on our roads cannot be achieved through enforcement alone. It requires a collective effort across society, supported by education, engagement and individual responsibility. Through sustained partnership working and targeted activity, we remain committed to reducing fatalities and serious injuries and improving safety for all road users.

Prevention and partnership activity remains central to our ethos of community focused policing. In January, as part of the King's Trust "Get Started" programme, PSNI engaged with young people interested in policing, providing insight into policing roles such as Armed Response Policing, Police Search and Rescue, Roads Policing, Police Dogs, Scientific Support and supporting pathways into recruitment. Early indications from 2025's programme show positive outcomes, with five of the six who took part applying to join the Service. One is currently a Student Officer, another has a place on the merit list and a third is progressing through the process.

The Fair Game project, delivered in partnership with the Irish FA and Women's Aid, continues to engage young people at risk through structured

programmes focused on respect, equality and healthy relationships. Delivered across multiple council areas, this initiative supports early intervention and contributes to the prevention of offending and victimisation, particularly in the context of violence against women and girls.

As part of this programme, officers deliver the "Power to Change" presentation, supporting young people to recognise harmful behaviours and understand how these can escalate into violence.

Initiatives such as this extend our early intervention and safeguarding reach beyond traditional enforcement activity, enabling us to maximise preventative impact and support communities at a time of sustained operational demand.

Workforce Focused

Our workforce continues to demonstrate professionalism, leadership and commitment across operational and organisational priorities, while we strengthen capability, partnerships and leadership at all levels of the organisation. Across the Service, officers continue to demonstrate courage, initiative and professionalism in responding to complex and high-risk incidents, including life-saving interventions and the protection of vulnerable individuals.

At the strategic level, the PSNI continues to play an influential role in national policing. Assistant Chief Constable Melanie Jones has been appointed as the National Police Chiefs' Council (NPCC) Lead for Protest Policing, a significant leadership role across UK policing. In this capacity, ACC Jones is helping shape national policy, guidance and operational approaches to protest policing, supporting consistency, proportionality and the protection of human rights.

This appointment positions PSNI at the centre of national decision making in a complex and evolving area of policing. It provides an

important opportunity not only to contribute to, but to help lead, the national direction in protest policing across the UK, while sharing operational learning and ensuring policing responses remain effective, lawful and proportionate.

Work is also underway to strengthen capability and partnership working in specialist policing environments. Following a Criminal Justice Inspection Northern Ireland inspection of airport and harbour policing, PSNI is leading a fundamental review of airport policing arrangements in partnership with Belfast International Airport Constabulary and Belfast Harbour Police, supported by an NPCC led peer review. As part of this work, designated PSNI Nominated Airport Policing Officers have been established, Memoranda of Understanding are being developed to clarify responsibilities and cooperative working, and governance arrangements continue through our representation on the Airport Risk Advisory Group.

We remain committed to developing an inclusive, supportive and high performing workforce. International Women's Day was marked through a significant engagement event at Newforge Sports Club involving over 130 participants, including officers, staff and external contributors. The event focused on leadership, inclusion and tackling violence against women and girls, providing a platform for professional development, reflection and open dialogue.

Through leadership development, national engagement and continued investment in our people, we are ensuring that our workforce is equipped, engaged and empowered to deliver a professional and effective policing service.

