

NORTHERN IRELAND POLICING BOARD

MINUTES OF THE MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY 4 JUNE 2026 AT 9.30AM IN JAMES HOUSE, BELFAST

MEMBERS IN ATTENDANCE:

- Mr Brendan Mullan (Chair)
- Mr Mukesh Sharma (Vice-Chair)
- (1) Ms Cheryl Brownlee MLA
- Mrs Marian Cree
- (2) Miss Nuala McAllister MLA
- Mr Tommy O'Reilly
- Mr Les Allamby
- (3) Mr Alan Chambers MLA
- (4) Mr Trevor Clarke MLA
- (5) Mrs Linda Dillon MLA
- Mr Gerry Kelly MLA
- (5) Mr Patrick Nelson *
- Mr Peter Osborne
- (6) Mr Frank McManus
- (5) Mr Colin McGrath MLA
- Ms Deirdre Hargey MLA
- (5) Mr Peter McReynolds MLA
- (7) Dr Kate Laverty

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE:

- (8) Mr Jon Boutcher, Chief Constable
- (8) Mr Bobby Singleton, Deputy Chief Constable
- (8) Ms Pamela McCreedy, Chief Operating Officer
- (8) Mr Davy Beck, Assistant Chief Constable
- (8) Ms Clare Duffield, Assistant Chief Officer People and Organisational Development
- (8) Mr Ryan Henderson, Assistant Chief Constable
- (8) Mr Mark McNaughten, Assistant Chief Officer Corporate Services
- (8) Superintendent
- (8) One Officer/ Three Staff

**NORTHERN IRELAND
POLICING BOARD OFFICIALS
IN ATTENDANCE:**

Mrs Sinead Simpson, Chief Executive
Mr Adrian McNamee, Director of
Performance
Ms Sarah Reid, T/Director of Police
Pensions & Injury Benefits
Ms Paula Gow, T/Director of Partnership
Three Officials

**OTHER OFFICIALS IN
ATTENDANCE:**

Mr Aonghus Kelly, Human Rights Advisor

* Attended via video conference

- (1) From 9.40am
- (2) From 9.55am, left at 1pm
- (3) From 9.45am, left after meeting in public
- (4) From 10.15am
- (5) Left after meeting in public
- (6) Left at 3.10pm
- (7) Left at 3pm
- (8) Item 10 only

1. APOLOGIES

Apologies were received from Mr Keith Buchanan MLA.

Members **AGREED** the agenda.

2. CONFLICTS OF INTEREST

No conflicts of interest were declared.

Members did not indicate any matters they wished to raise under 'Any Other Business' at agenda item 12.

3. DRAFT MINUTES OF BOARD MEETING:

3.1 Thursday 7 May 2026

The Chair asked Members to consider the draft minutes of the Board meeting held on Thursday 7 May 2026.

It was **RESOLVED** that:

- The draft minutes of the Board meeting held on Thursday 7 May 2026 be **APPROVED** as a correct record for publication on the Board's website.

4. QUESTIONS TO THE CHIEF CONSTABLE

The Chief Executive advised Members of the advance notice questions received for both the public and private sessions with PSNI later in the meeting. Members also proposed additional questions for PSNI later in the meeting.

A Member asked about the work of National Crime Agency (NCA) with PSNI officers and it was agreed that this matter would be deferred to the Board meeting in July 2026 when the NCA Director General will be in attendance.

The Chair highlighted other matters of interest the Board may wish to raise with PSNI including the Year One assessment on the Policing Plan 2025-30.

It was agreed that individual Members would raise these matters later in the meeting during engagement with PSNI.

4.1 Chief Constable's Accountability Report

Members **NOTED** the Chief Constable's accountability report to inform discussion with the PSNI leadership team at today's meetings in public and in private.

4.2 Individual Members Written Questions and Responses

Members **NOTED** the PSNI response to Members' written questions since the last Board meeting and the PSNI follow up responses from the Board meetings in April and May.

4.3 Committee Written Questions and Responses

No responses to Committee questions were received since the last Board meeting.

4.4 Key Issues of Public Interest

Members **NOTED** a paper from the Communications manager which detailed recent issues of public interest relevant to the Board's areas of work.

5. COMMITTEE REPORTS

5.1 Resources Committee

The Board **NOTED** the Resources Committee Chair's report. In the absence of a Resources Committee meeting in May 2026, two PSNI Above Delegated Authority (ADA) Requests were progressed by written procedure.

The Committee Vice-Chair outlined the Committee recommendation that the Board approve the two ADA requests. However, he placed on record his opposition to the approval of these requests citing concerns regarding the

disproportionate level of legal costs in comparison to the compensation payments.

Members discussed ongoing concerns in relation to excessive legal costs, the need to ensure claimants receive the compensation they are entitled to, options available to speed up the legal process to reduce costs; previous discussions at the Resources Committee with the PSNI legal team on ensuring value for money by seeking to reduce legal costs and expedite the process; recognition that some progress has been made in this area; and the added complexity of cases when other parties are involved.

Following discussion it was **AGREED** to:

- **APPROVE** the first PSNI Above Delegated Authority request as outlined in relation to a legacy case and approval sought for compensation payments and associated estimated legal costs, and
- **APPROVE** the second PSNI Above Delegated Authority request as outlined for compensation payments and associated estimated legal costs where the claimant has issued proceedings against the Chief Constable for damages for personal injuries, loss and damage allegedly sustained.

5.2 Discipline Committee – Wednesday 13 May 2026

The Board **NOTED** the Discipline Committee Chair's report of the meeting held on Wednesday 13 May 2026.

5.2.1 Discipline Committee and Senior Officer Employee Matters (SOEM) Group – Review of Terms of Reference

The Chief Executive outlined changes proposed by Members of the Board's Discipline Committee to the Committee's Terms of Reference (TOR), following which legal advice was sought and received, and includes a minor change to the section on Membership, and to amend the name of the Committee to the *Professional Standards Committee* to better reflect the role of the Committee.

Other changes include providing further detail on the roles and process to be followed, bringing the TOR in line with the other Committees of the Board, and further detail on the timings of meetings due to the nature of work undertaken.

In respect of the Senior Officers Employee Matters (SOEM) Group and following the receipt of legal advice proposed changes to the TOR of the SOEM Group include moving the consideration of grievances against the Senior team to the SOEM Group, with any misconduct issues arising to be referred to the Discipline Committee; and to allow for the consideration of performance issues. Additionally, Members were reminded that the SOEM Group is not a decision making Group and will act in an advisory capacity to the Board.

A Member requested clarity on the proposed TOR of the Discipline Committee and clarity on the language used in relation to management action being *recommended* as opposed to being *taken*, as per the regulations.

In response, the Chief Executive agreed to review the wording of this section to provide clarity. **(AP1)**

Following discussion and subject to consideration of the points raised above Members:

- **AGREED** the recommended amendments to the Discipline Committee and SOEM Group Terms of Reference and,
- **NOTED** that following agreement, this revised composite document will be published on the Board's website.

5.3 Performance Committee – Thursday 14 May 2026

The Board **NOTED** the Performance Committee Chair's report and the draft minutes of the meeting held on Thursday 14 May 2026.

5.4 Partnership Committee (visit to PSNI Public Protection Branch) – Thursday 28 May 2026

The Board **NOTED** the Partnership Committee Chair's report of the Committee visit to the PSNI Public Protection Branch on Thursday 28 May 2026 as part of the Board's outreach and engagement initiative to gain a more informed understanding and appreciation of work taking place on tackling cases related to Violence Against Women and Girls (VAWG).

5.5 Audit and Risk Assurance Committee (ARAC) - Thursday 28 May 2026

The Board **NOTED** the ARAC Chair's report of the meeting held on Thursday 28 May 2026.

The Board further **NOTED** the ARAC Annual Report 2025-26 which will be included as part of a composite document for all the Board's committees for publication on the Board's website.

6. BOARD BUSINESS

6.1 Policing Plan Performance Monitoring - Year-End Report (Year One of the Policing Plan 2025-30)

The Director of Performance presented a paper to provide Members with an assessment of PSNI's Policing Plan Annual Assessment for 2025-26.

Members were advised that the 16 indicators within the Policing Plan have been reported on by the Chief Constable on three occasions during the year and today's meeting in public will be the fourth report by the PSNI as part of the Annual Assessment of the three Outcomes for Year 1 of the Policing Plan 2025-26.

Members were asked to consider the summary table provided for each of the 16 indicators, and the RAGG status assigned by the Committee at which the indicator was previously considered, the outcome RAGG status, and the Official's proposed End of Year RAGG assessment.

Separately, PSNI have provided the Board with their assessment of Performance against the Policing Plan 2025-30 & Annual Performance Plan 2025-26, and it was noted that PSNI have not identified a self-assessment RAGG status for any of the indicators.

The Director of Performance highlighted the 5 Indicators where there is a difference between the Official's assessment and the PSNI's assessment of performance at Outcome reporting of the Policing Plan, as follows:

- *End of year assessment for Indicator 1.1: VAWG – PSNI (Good), Official's (Adequate)*

The Chair advised that detailed information/ statistics on some of the measures for the indicator were unavailable due to the timing of PSNI reporting, on another measure there has been a marginal improvement, and that the Policing Plan Review Working Group (PPRWG) is planning to meet again over the summer to undertake a more detailed review of the measure/ criteria used to fully understand the RAGG reporting and identify opportunities to improve reporting.

Members asked for clarity on how the indicator outcomes were assessed, the need to consider other measures including the PSNI victim satisfaction survey;

that conclusions and recommendations from VAWG related reports including Langdale and Melia were beneficial as part of assessing performance; the inherent complexities and challenges of assessing performance with a RAGG status; the need to recognise the high level of performance within PSNI; and clarity around the final PSNI assessment of performance and whether the Board assessment will be published.

In response it was confirmed that the Board will publish its assessment and include a link in the Board's Annual Report and Accounts 2025-26.

Following discussion it was **AGREED** to maintain the Official's assessment of *Adequate* following consideration of the evidence provided in the end of year report.

- *End of year assessment for Indicator 1.6: Effective outcomes for recorded crimes – PSNI (Adequate), Official's (Limited)*

Members highlighted missing statistics in relation to attrition rates due to the timing of reports (expected in November 2026), and that information was not available for two of the measures, with limited progress made against a third measure; the importance of providing a rationale for the RAGG status; and the need to be fair and proportionate when it is year one of a five year plan.

The Chief Executive advised that a lack of information due to the reporting cycle negatively impacted on the status and that a wider discussion on the availability of business information will take place at the PPRWG and noted the challenges of fully assessing performance in year one of a five-year plan.

Following discussion it was **AGREED** to amend the Official's assessment from *Limited* to *Adequate* following discussion of the evidence provided in the end of year report.

- *End of year assessment for Indicator 2.1: Confidence in policing – PSNI (Good), Official’s (Adequate)*

The Chair reviewed the findings from the PSNI victim satisfaction survey and Members discussed consideration/ input from external organisations, the rationale for the Official’s assessment and the need to provide specific evidence, for example, specific events which have impacted confidence in policing, concerns in relation to victims satisfaction and discussions have previously taken place at the Board’s Performance Committee on this Indicator, support for PSNI assessment of *Good* part of Board’s role to advocate for Policing and recognise progress being made, however, it is the Board’s role to assess and scrutinise PSNI’s performance on the metrics available regardless of what they may indicate.

Members also discussed PSNI resourcing challenges and following a recent Board visit to the Public Protection Branch (PPB) the impact of these challenges on PPB performance and outcomes for victims of crime; how satisfaction levels compare to other forces in England and Wales as part of a benchmarking exercise; to be aware of the different accountability structures in place for PSNI compared to the rest of UK and that PSNI is consistently held to a higher standard; examples of incidents impacting on confidence include the PSNI data breach, resignation of the former Chief Constable, VAWG related issues, the Katie Simpson investigation; support to downgrade PSNI assessment due to a survey score of 61.4%¹ of respondents were satisfied or very satisfied when asked about their confidence in the PSNI’s ability to protect and serve all the people of Northern Ireland; to use survey results as a baseline; how performance compares to Police services in England and Wales; and that challenges to improve performance was linked to ongoing resourcing issues.

¹ NI Policing Plan Survey 2024/25

Following discussion it was **AGREED** to confirm the Official's assessment of *Adequate* following discussion of the evidence provided in the end of year report. **(AP2)**

- *End of year assessment for Indicator 3.1: Representativeness – PSNI (Adequate), Official's (Limited)*

The Chair provided an overview of representativeness, highlighting the trends within Recruitment, Progression and Retention.

In relation to recruitment Members were advised of a decrease in representation among Catholic applicants (26.7% vs 28.8%), female applicants (36.6% vs 37.4%), applicants identifying as LGBT+ (7.3% vs 8.0%), and a decrease in representation from the merit pool to appointees for Student officer recruitment; limited improvement in Retention; and a mixed result in respect of Progression.

Following discussion it was **AGREED** to confirm the Official's assessment of *Limited* following consideration of the evidence provided in the PSNI end of year report.

- *End of year assessment for Indicator 3.3: Making best use of Resources – PSNI (Good), Official's (Adequate)*

The Chair highlighted that limited information was available in relation to welfare and satisfaction, a moderate improvement in absence rates for officers and staff, minimal detail provided on digital transformation, limited detail on Fleet strategy and action plan, and good progress outlined on the Estate strategy.

Following discussion it was **AGREED** to confirm the Official's assessment of *Adequate* following consideration of the evidence provided in the PSNI end-of-year report.

Members raised the following matters following the discussion of the Board assessment of the five indicators outlined above:

- Difficulties in assessing performance with limited information available for some of the impact measures as the most up to date information is not available for the end-of-year report.
- Limited success for some of the impact measures outlined, recognizing that it is early in the five-year Policing Plan and this assessment is a new process for all involved allowing for improved openness and transparency, and that further discussions will take place at the PPRWG to review process and address concerns and identify lessons learned.
- Positive feedback from the Board's recent visit to PPB as part of the Partnership Committee's revised role to engage directly with the PSNI workforce and understand the reality on the ground.
- Due to the challenges of delivering a RAGG status satisfactory to all stakeholders involved that consideration be given to introducing an additional level of control with scoring for Inherent and Residual risks.
- The overall positive outcome with the Board and PSNI in agreement on the RAGG assessment for 12 out of the 16 Policing Plan Indicators.
- Board Members' positive experiences from their engagement across all levels within the PSNI workforce which indicates a culture of openness and transparency.

Following discussion and subject to the amendment to the Board's assessment of Indicator 1.6: Recorded Crime, Members:

- **APPROVED** the assessment of PSNI's Policing Plan Annual Assessment 2025-26 for publication.

Before moving to the next agenda item Members advised of additional questions to ask the PSNI at the meeting in public and the Chair suggested additional questions on Cybercrime and Representativeness, and individual Members agreed to ask these questions.

6.2 Update on Board Deep Dives & Conversations with Purpose

The Chief Executive presented a paper to provide Members with an update on the Board's Strategic Deep Dives and the Conversations with Purpose initiative.

Members were provided with an update on the current status of the Strategic Deep Dives, as follows:

- **Effective Processing of Firearms Licencing** – Limited progress has been made, and the Board's Resources Committee will follow up on the current status of this Deep Dive at its next meeting in June 2026.
- **The Collection of Community Background Monitoring Data by the PSNI** – This Deep Dive is being undertaken by the Board's Performance Committee, and it is expected that a draft report will be available for consideration by the Performance Committee in June 2026, with the final report expected in Autumn/ Winter 2026.
- **To address Building Confidence in Policing** - A comprehensive report with recommendations on advocacy for effective policing will be presented to the Board's Partnership Committee in June 2026.

In relation to future Deep Dives, the Chief Executive advised that decisions should be deferred until there is a full understanding of the outcomes from the existing Deep Dives, and the extent of any follow up activity required.

It was noted that activities planned for November 2026, marking the 25th anniversary of the new policing arrangements, may give rise to additional themed workstreams and help identify areas that would benefit from further in-depth (Deep Dive) analysis.

In relation to CwP, the Chief Executive outlined a number of issues currently being explored, including those relating to VAWG, and referenced a recent engagement event which gathered lived experiences from women on domestic and sexual violence.

Members also noted that, following the publication of the Langdale and Melia reports on VAWG, a follow-up CwP event is being planned. In addition, three further CwP events are scheduled for September 2026, in partnership with PCSPs and UU, to reflect on progress over the past 25 years and to complement the Foundations and Future 25 year conference. Members also noted that the Board Chair is undertaking a series of engagements focused on the theme of representativeness.

Members outlined the need to ensure necessary expertise was in place in relation to data analytics, for example, in relation to community background monitoring.

In response the Director of Performance advised that expertise is provided by a team within the University of Ulster and agreed to revert to Members on this matter. **(AP3)**

Additionally, Political Members advised of restricted availability to attend upcoming CwP events in September 2026 due to NI Assembly business, and it was agreed to look at options to amend the dates outlined. **(AP4)**

Following discussion Members:

- **NOTED** the update on Strategic Deep Dives and the Conversations with Purpose initiative.

6.3 Northern Ireland Audit Office - Audit of Continuous Improvement 2024-25

The Director of Performance asked Members to **NOTE** a paper providing a summary of the main findings of the NI Audit Office (NIAO) report on Continuous Improvement Arrangements in Policing (published April 2026), with a focus on the Policing Plan, Performance Plan and Performance Summary.

The report includes an unqualified audit opinion and welcomes the introduction of baselines, along with quantitative and qualitative measures and identified impacts.

However, it was noted that there are instances where alignment between the defined baselines and the impacts outlined within the assessment could be strengthened. The report also highlights the need for further development of work in relation to cybercrime.

Members were advised of the two recommendations within the report. Firstly, that a structured framework should be established to clearly set out the specific criteria, thresholds, or milestones that determine each RAGG rating; and secondly, that baselines, indicators, and measures should be reviewed and reassigned to ensure internal consistency and accurate representation.

The Director of Performance advised that the recommendations will be taken forward by the Policing Plan Review Working Group (PPRWG), and that the Group's membership will be confirmed as soon as possible due to a busy Board programme including plans for the 25 year anniversary of new policing arrangements in NI.

In relation to next steps and as part of the statutory process the Board must now consult with the Chief Constable on a response statement, and Board officials have drafted a statement in relation to the recommendations from the report and Members views were now being sought.

Upon confirmation that the Board is content with the draft statement, officials will initiate a consultation with the Chief Constable on the statement in preparation for submission to the DOJ and the Comptroller and Auditor General for Northern Ireland.

The Chair suggested a minor amendment to the wording of the Board's response to recommendation two and that the response more closely reflects the wording within the recommendation. **(AP5)**

Following discussion and subject to the amendment outlined above, Members:

- **APPROVED** the Board's draft statement and to proceed with consultation on the statement with the Chief Constable.

6.4 Review of the Memorandum of Understanding concerning the National Crime Agency in Northern Ireland

The Director of Performance presented a paper on the proposed change to the Memorandum of Understanding (MoU) between the NI Policing Board and the Director General (DG) of the National Crime Agency (NCA) concerning the NCA in Northern Ireland.

Members were advised that the arrangements set out in the MoU are reviewed every 2 years and it was last reviewed by the Board's Performance Committee in early 2024 with the updated MoU signed off at the Board meeting in June 2024.

The Board's Performance Committee has proposed one change and that NCA consider the addition of a sub paragraph within the Exemptions section, namely

that *the DG may consider supplying the information outlined² to the Board's Human Rights Advisor (HRA) as they have Developed Vetted clearance for reassurance purposes.*

Members raised concerns regarding the wording of the proposed change, noting that the reference to “may consider supplying information” was overly vague and should not be included; that the NCA is not obligated to share all information with the Board; and that the proposed amendment represents a concession which may enable the Board's HRA to access certain information.

Members further suggested that the opening of the Exemptions section should clearly state that, unless the Director General determines otherwise, the NCA will not be required to provide the Board with the requested information or documents.

In response the Board's HRA updated Members of a recent meeting with the NCA DG to share the Board's concerns in relation to clarity around NI specific issues, and it was agreed at this meeting to provide the HRA with a more detailed report, and of a forthcoming meeting with the Head of the NCA in NI to discuss these matters further.

In response to Members suggestions the Director of Performance advised that any further amendments to the MoU would delay sign off, which is currently proposed for the next Board meeting in July 2026, when the NCA DG will be in attendance.

It was also noted that that the MoU has previously been considered and discussed by the Board's Performance Committee.

Following discussion Members:

² Exemptions - disclosure will be likely to put an individual in danger; it is in the interests of national security; the information is sensitive personnel information; or the information would, or would be likely to, prejudice proceedings which have been commenced in a court of law.

- **APPROVED** the change that is tracked in the final draft MoU that has been agreed through the Performance Committee with the NCA.

7. ACTION LOG

Members **NOTED** the action log for the Board meetings held on 7 May 2026, 24 April 2026, 2 April 2026, and 5 March 2026.

The Chief Executive highlighted the following Action Points (AP) from the Board meeting held on 7 May 2026:

- AP1 and AP5 from the meeting on 7 May 2026– these actions relate to the Member’s Code of Conduct and Members suggested amendments to the Code have been actioned. It was noted that AP4 from the meeting on 2 April 2026 also relates to suggested Member amendments which have been actioned.
The amended Code has been shared with the Justice Minister for comment and will then come back to the Board for final consideration.
- AP2 – this relates to restoring the Board’s access to the PSNI Overview system, and it was confirmed that this has now taken place.
- AP3 – this relates to the Chief Constable’s objectives for 2026-27 and these have been accepted.
- AP4 – this relates to NCA activities within NI and carrying out Deep Dives on strategic subject areas agreed with the Board. This matter will be discussed further with the NCA DG at the next Board meeting in July 2026.
- AP6 – this relates to an implementation plan for all VAWG related recommendations. Correspondence has been issued to the Chief

Constable AND the Justice Minister and Members have been provided with an overview paper at agenda item 8.2 of today's meeting.

- AP7 – this relates to the Board's response to the PSNI on the Terms of Reference for the Strategic Resourcing review. Board agreement was reached by written procedure and is included for information under Chair's correspondence at today's meeting.
- AP7 from the Board meeting on 5 March 2026 – this relates to progressing agreement of a tripartite plan, and it was noted that related actions from the Board's Development Event in January 2026 will be brought to the Board meeting in September 2026, and it was noted that PSNI is scheduled to present on its risk prioritisation process at this meeting.

Member **NOTED** the updates provided.

8. CHAIRPERSON'S BUSINESS

8.1 Chair's Report

The Chair asked the Board to **NOTE** the Chair's report and related addendum which advised Members of:

- The Chair's engagements carried out during the period 7 May 2026 to 28 May 2026.
- A full list of correspondence issued and received by the Chair during the period 7 May 2026 to 3 June 2026.

In respect of engagements and meetings which may be of particular interest Members were referred to Appendix 1A of the report for a summary of the key issues discussed.

The Chair highlighted the following items of correspondence:

- Correspondence from the Justice Minister, and Chair's response, on the status of the inclusion of an amendment to Independent Custody Visitors legislation in the Justice Bill to allow access to Custody Records. The Chair outlined the Board's disappointment that the Justice Minister is currently not in a position to bring this amendment forward and the Board's HRA outlined his concerns in respect of managing risk in this area and of his intention to discuss the matter further with PSNI.

Following discussion the Chair requested that the Board be kept updated on this matter with Board officials and Human Rights Advisor to continue to engage with DOJ and PSNI to find a resolution to ICV legislative regarding access to records. **(AP5)**

A Member asked if this risk is recorded on the Board's Corporate Risk Register and officials confirmed it is included on the Partnership Directorate Risk Register.

- Correspondence from the Chief Constable in response to a review of the Close Protection Unit scheme and specifically the Appeals process.
- Correspondence to the Chief Constable and Justice Minister on VAWG related matters following the Melia report.
- Correspondence from the Chief Constable in response to his annual objectives for 2026-27.

- Joint letter to Justice Minister on Ill Health Retirement and Injury on Duty regulations. A Member asked for clarity regarding the Minister's recent comments indicating that the matter centres on determining which organisation is considered the employer and therefore responsible for carrying forward the scheme.
- Correspondence from the Home Secretary to the NCA raising the matter of the land border and further assistance on tackling high risk levels of harm. Members noted the opportunity to discuss further when the NCA DG is in attendance at the next Board meeting in July 2026. **(AP6)**

Members **NOTED** the updates provided.

8.1.1 Draft correspondence on Chesterman review of theft from Steeple

Members were asked to **NOTE** correspondence in the Chair's report and the Deputy Chief Constable's response to the Independent review of Op Constraint, which the Chair advised did not fully address the issues previously raised.

A further draft response was provided for Members' consideration and following discussion it was **AGREED** to:

- **APPROVE** the draft response to the Deputy Chief Constable on Op Constraint.

8.1.2 Draft correspondence Legislative proposals relating to Police Officer misconduct matters

The Chair referred Members to correspondence from the Justice Minister, previously circulated via the Criminal Justice Secure Email system, concerning legislative proposals related to Police Officer Misconduct. Members were asked to consider a draft response welcoming the proposed amendments.

Members noted the positive reference to the Code of Ethics, which appears to be progressing.

It was subsequently **AGREED** to:

- **APPROVE** the draft response to the Justice Minister welcoming the proposed amendments.

8.1.3 Draft response on Policing Dependency, Explosives Non-Disclosure and Unlawful Planning Reliance

The Chair asked Members to consider the draft response to correspondence on the PSNI's role in escorting of explosives and associated issues in respect of planning regulations.

The Chief Executive suggested that the response received from PSNI should be shared with the original correspondent and noted the Board's limited role in matters relating to planning regulations. Members acknowledged this position and the clarification provided.

It was subsequently **AGREED** to:

- Share the PSNI the response on Policing Dependency, Explosives Non-Disclosure and Unlawful Planning Reliance with the correspondent.

8.2 Overview of Board activity in relation to VAWG & Misogyny

The Chief Executive asked Members to **NOTE** a paper providing an overview of Board activity undertaken and planned in relation to VAWG and misogyny, and to consider whether there are any gaps that should be addressed.

The paper, for information, outlined Board activity to date, including discussions at Board and Committee meetings, Conversations with Purpose (CwP) events, and forward plans. These include a scheduled briefing with Rachel Langdale KC at the Board meeting in July 2026 and further discussions at the Performance Committee in September 2026.

In respect of developing plans, the Chief Executive outlined proposals to meet with Minority Staff Associations within PSNI, undertake a follow up CwP, capture PCSP activity contributing to VAWG funded through The Executive Office, and to better understand how the impact of the VAWG work is being measured in both the short and long term.

9. CHIEF EXECUTIVE'S REPORT

Members **NOTED** a report from the Chief Executive which provided an overview of governance and organisational matters and to inform the Board of key items of correspondence relating to Board business.

The Chief Executive highlighted the following matters:

- There have been no changes since the last Board meeting in May 2026 in respect of the Board's indicative budget allocations. The management accounts indicate a slight underspend for April 2026.
It was noted that the Board's Senior Management Team will review the detail to explore the reasons for this, to ensure the Board remains on track to achieve a breakeven position at year end. It is anticipated that the underspend is likely attributable to the profiling and timing of certain expenditure.
- The quarter 4 update of the Board's performance against the annual business plan 2025-26 is provided for Members to note.

- Department of Justice is scheduled to launch a recruitment process for new Independent Members in June 2026, and this will seek to fill vacancies arising at the end of November 2026 and March 2027. It was clarified that this process does not impact those Independent Members whose terms expire in March 2028, and that DoJ officials have advised that a separate recruitment competition will be undertaken in due course to fill those vacancies.
- Upcoming dates for PSNI Attestations, TEAM PSNI Events, wider engagement events, and activities to mark the 25 year anniversary of the new policing arrangements.
- Key contact details had previously been shared, providing information for Board officials who can be contacted regarding operational matters such as car parking, communications, and IT.
- Update on the outcome of a Judicial Review in relation to the criteria for implementation dates related to awards falling under the Police Pensions and Injury Benefits directorate.

The Chair requested further information following receipt of additional correspondence from a journalist in relation to a previous request that PONI be investigated for alleged errors in its handling of the Katie Simpson investigation. In response, the Chief Executive advised that further discussions would take place with the Communications Manager to progress this matter.

Members **NOTED** the update provided.

9.1 Board Programme of Work 2026-27

Members **NOTED** the updated Board Programme of Work for 2026–27 and that it will continue to be shared at Board meetings to reflect any further updates.

The Chair highlighted the need for discussions with PSNI relating to VAWG to be incorporated within the Programme. The Chief Executive confirmed that these matters will be reflected once the PSNI implementation plan is received.

In relation to the Policing Plan Review Work Group (PPRWG), currently scheduled within the Programme for September 2026, the Chair suggested that the timeframe be brought forward to facilitate meetings taking place over the summer period.

Following discussion it was **AGREED** that the Director of Performance would bring forward a paper to July Board and consideration would be given to the continuity of membership with the previous Policing Plan Development Group.

10. PRIVATE SESSION WITH THE CHIEF CONSTABLE AND PSNI SERVICE EXECUTIVE TEAM

The Chair welcomed Members back to the private session of the Board meeting and invited any remaining questions not addressed earlier in the day.

Following consideration of ADA requests earlier in the meeting a Member raised the issue of legal fees payable on these cases and the increasing disparity in ratio between compensation payments and the legal costs paid to lawyers which often exceed 2-3 times as much as the compensation payments awarded to victims.

PSNI acknowledged this issue and advised of ongoing work in terms of engagement with Westminster around legacy related cases. They did however advise that any potential outcomes would be medium to long term. PSNI also acknowledged issues with resourcing for example in relation to servicing the Omagh Bombing Inquiry which would mean resources will be diverted from

other cases. PSNI also advised that steps are being taken in cases where the Courts Taxing Master has reduced substantially.

On a supplementary point regarding early interventions to support staff in high-risk roles and reduce waiting times for all OHW services PSNI advised Members of ongoing work aimed at identifying and addressing issues earlier and promoting resilience. These measures include a trauma tracker, mandatory screening as well as looking at the issue of tenure in certain roles and an upcoming pilot of CBT group therapy.

In response to a question from a Member regarding the ongoing review of CPU and measures being taken to manage costs in this area, the Chief Constable provided an update on the current status of the review, including upcoming consultation, costs for the 2025/26 year, the number of officers currently in post and the number of principles currently receiving protection.

Other areas discussed with the Chief Constable and his senior team included:

- Update in regard to current budgetary planning and the likelihood or not of achieving a multi-annual budget. Following on from this a Member provided a brief update to the Board following their attendance at Finance Committee the previous afternoon.
- Discussion around the work of the Public Protection Branch (PPB) and why important policy development areas are sitting within that team instead of a designated Policy unit within the Crime dept, which would allow PPB to focus on operational responsibilities.

The Board Chair thanked the Chief Constable and his leadership team for their responses and they left the meeting.

11. COMMUNICATIONS ISSUES

Members were advised of planned media statements in relation to the performance assessment of year 1 of the Policing Plan 2025-30, and the Board's recent visit to PSNI Public Protection Branch.

12. ANY OTHER BUSINESS

No matters were raised under any other business.

13. DATE OF NEXT MEETING

The next full Board Meeting is scheduled for Thursday 2 July 2026 at 9am in James House.

Members were advised that the NCA Director General and Rachel Langdale KC are expected to be in attendance.

The meeting closed at 3.15pm.

Strategic Planning & Governance

June 2026

Chair