![Northern Ireland Policing Board logo]

Public Authority Statutory Equality and Good Relations Duties
Annual Progress Report 2014-15

Contact:

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

http://www.nipolicingboard.org.uk/index/publications/equality.htm.

Signature:

Anne Connolly – Chair of NIPB Barney McGahan – Interim Chief Executive

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 2014 and March 2015

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

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

1   In 2014-15, 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.

Partnership Directorate

Partnership Branch

As a result of Local Government Reform the number of PCSPs reduced from 26 to 11 and during 2014/15 Partnership Branch conducted a recruitment campaign for the appointment of Independent Members to the 11 new PCSPs. The initial Information Booklet that accompanied each application form included information around Equal Opportunities as follows: The Policing Board is committed to equal opportunities in line with our legal duties under Section 75 of the Northern Ireland Act 1998. Everybody who applies to us is covered by this legislation, no matter what their age, disability, sex, sexuality, race or ethnic group, community background, religious belief, political opinions, whether or not they have dependants, and whether or not they are married. Our aim is to attract a wide range of people with different backgrounds and experience, so that PCSPs represent the community they serve.

In line with the Equality Commission's Positive Action for People who are Disabled the Board operated a Guaranteed Interview Scheme (GIS) for this competition. The scheme was developed for applicants with disabilities or those with a long term impairment or health condition, that is expected to last for at least twelve months and which means that they cannot meet all of the shortlisting criteria. In these instances, provided that they had demonstrated in their application form that they met the eligibility criteria for the post, the applicant was offered a guaranteed interview.

When appointing Independent Members the Board has a statutory duty to ensure, as far as practicable, that the members appointed are representative of the community in the PCSP Council area. After the initial applications for Independent Members were received the Board re-advertised in two of the 11 council areas specifically encouraging applications from Females and those from the Roman Catholic community as there was an underrepresentation in those areas.

 Engagement & Planning Branch

During 2014-15 the Board supported the Transformation, Advocacy, Leadership, Knowledge (TALK) program which aims to support emerging young leaders across

disadvantaged communities. With the help of a number of partners, the twelve-month initiative focused on developing 12 young leaders to develop their skills in negotiation, conflict resolution, and civic leadership. The 12 young leaders from across Northern Ireland visited the United States as part of an innovative new leadership development program for community leaders. The initiative was in partnership with the U.S. Consulate, the Board, and the PSNI.

As part of the Board's ongoing commitment in raising awareness of hate crime, the Board held a roundtable event with key stakeholders. Members from the ethnic minority sector met with members regarding policing response to hate crime. This provided the opportunity to discuss views and experiences which was then used to develop the Policing Plan. The Board continues with their support of the LGBT sector in their progress of a subgroup on policing. Also during 2014-15 the Partnership Committee supported the proposals contained within OFMDFM's consultation on their 'Racial Equality Strategy 2014-2024.'

Throughout 2014-15 the Board has continued its support with drug awareness programmes such as the 'Popping Candy' drama which was performed by the Spanner in the Works Theatre Company. This drama explored controversial issues surrounding Methadone use and was funded across a number of PCSP areas.

On the 5th November 2014 the Board held a themed public meeting in Derry/Londonderry. This provided members of the public with the opportunity to hear from, and put questions to, Board Members, Derry PCSP members and the Chief Constable regarding confidence in policing and policing issues.

The Board attended the Belfast Mela in August 2014, in partnership with the PSNI, providing an opportunity for members of the public to engage with the PSNI and the Board.

The Board has continued its partnership with Age Sector Platform and the DOJ on the 'Fear of Crime' within the older person's community. The Board met with key stakeholders and assisted in funding to produce an information leaflet for Older People detailing services available to them including agencies dealing with policing and community safety issues. The Board also attends quarterly the DOJ Older Persons Delivery Group meetings to continue to consult with its key stakeholders.

During 2014-15, the Board funded a research project in Craigavon and North Belfast on 'PSNI Officers perception of policing young people'. This project included focus groups with young people within these areas and the feedback from this project feed into the Board's confidence in policing project.

Policy DIrectorate

Policy Branch

During the reporting year Policy Branch was responsible for taking forward the following areas of work which were aimed at improving the efficiency and effectiveness of the

police response to various section 75 groups –

•   During 2014/2015 the Board's Human Rights Advisor prepared update reports on PSNI implementation of the recommendations made in the Board's human rights thematic review of policing with and for individuals who are lesbian, gay, bisexual (LGB) and Transgender. Two update reports were prepared: an LGB update report and a Transgender update report. The recommendations made in the thematic review were aimed at ensuring that LGB and Transgender people receive an efficient, effective policing response which is tailored to their needs. Through monitoring and reporting upon PSNI's implementation of the recommendations, the Performance Committee and Human Rights Advisor are ensuring that the recommendations are in fact actioned and that they are having a positive impact for those affected by policing on the ground. In preparing both update reports the Board's Human Rights Advisor consulted with targeted stakeholders. The update reports will be published during 2015/2016 on the Board's website and will be circulated amongst a wide range of stakeholders.

•   In May 2014 the Performance Committee responded to the consultation, on the Development of a Sexual Orientation Strategy and Action Plan which was published by the Office of the First and Deputy First Minister (OFMDFM), in March 2014. In its response the Committee highlighted the importance for all public sector organisations to consider:

o   Engagement with LGB people and the importance of meaningful consultation;

o   Obligations of public sector organisations not just towards the public/customers, but also towards employees;

o   Use of inappropriate language and the need to challenge this;

o   Expectations of public sector organisations as regards statistical recording of homophobic incidents and public release of that information.

These issues were flagged up to OFMDFM in order that they could consider including them within the Sexual Orientation Strategy if they hadn't already done so.

•   During 2014/2015 a Board official attended the Northern Ireland Trans Forum which meets 4 times a year. The Performance Committee's interest in this Forum is served through the Forum's focus of bringing groups, organisations and professionals (community, voluntary & statutory) together concerning the ongoing work to develop the profile, rights and equality for the broad range of transgender individuals, families and groups in Northern Ireland. The Forum provides the Performance Committee with a mechanism through which to be kept informed about policing issues affecting the Trans community and their experience of policing - this evidence feeds in to the human rights annual and thematic reporting processes.

•   During 2014/2015 a Board official attended the Disability Hate Crime Steering Group which meets once every 3 months. The Steering Group was established by the voluntary sector to promote awareness of disability crime across the criminal justice system, disability sector, statutory agencies and the public. This provides the Performance Committee with a mechanism through which to be kept informed about policing issues affecting persons with a disability and their experience of policing - this evidence feeds in to the Board's human rights annual and thematic reporting processes.

Based upon some of the discussions held and information shared during the meetings of the Steering Group, the Board's Human Rights Annual Report 2014 made a recommendation that PSNI review its approach to tackling disability hate crime.

• During 2014/2015 the Board's Human Rights Advisor and a Board official attended the PSNI Youth Champion Forum. This Forum is chaired by ACC Service Improvement and is attended by relevant officers and staff within PSNI working on youth issues, by the Northern Ireland Commissioner for Children and Young People and by the Directors/Chief Executives of other youth organisations. This provides the Performance Committee with a mechanism through which to be kept informed about policing issues affecting young people and their experience of policing - this evidence feeds in to the human rights annual and thematic reporting processes.

• Children and Young People were the focus of a dedicated chapter within the Board's Human Rights Annual Report 2014 which was published in February 2015. Issues covered included training; a test purchasing of alcohol scheme; Child Sexual Exploitation (CSE); police legitimacy amongst young people; youth engagement; and criminal records. A recommendation was made in the Report which requires PSNI to report to the Performance Committee on its implementation of recommendations made in an independent inquiry report into CSE. A recommendation was also made requiring PSNI to report to the Committee on the roll-out of Youth Engagement Clinics. An update was provided in the Report with regard to action taken by PSNI during 2014 to implement 4 recommendations in the Human Rights Annual Report 2013 which directly impact upon policing with children and young people.

• In June 2014 the Performance Committee responded to the Draft Mental Capacity Bill (NI) consultation issued by the Department of Health, Social Services and Public Safety (DHSSPS) and Department of Justice in May 2014. In its response the Committee stressed the importance of sufficient resources being made available so that police officers can receive adequate support and advice from healthcare practitioners when making decisions regarding mental capacity. Furthermore, the Committee warned against placing any requirement on police officers to conduct a complex assessment of capacity. While the Committee appreciates the complexity of the legislation, it expressed concern that the statutory safeguards to be afforded to persons over the age of 16 will not be applicable to those under the age of 16. The Committee is concerned that the legislative landscape will become unnecessarily complex for operational officers working with a range of often competing legislative provisions.

• During 2014/2015 the Performance Committee had numerous meetings and discussions with PSNI with regard to progressing the implementation of a recommendation in the Board's thematic review on police powers to stop and search. The recommendation required PSNI to consider how to include within its recording forms the community background of all persons stopped, searched and/or questioned under this legislation. By capturing this information, PSNI (and by extension the Policing Board) will be in a better position to analyse the groups of people who are most affected by the use of stop and search powers, to keep under review whether any disproportionate use is justified, and to consider how the adverse effects of such use might be mitigated.

• During 2014/2015 the Performance Committee agreed to carry out a human

rights thematic review of the police response to race hate crime. The thematic review will include a review of PSNI policy, operational effectiveness, training, staffing and the quality of service received by victims of race hate crime. It is hoped that through speaking to individuals affected by race hate crime and their representatives, the Committee will be in a position to assess how well the PSNI are responding to race hate crime and meeting the wider needs of the various BME communities living in Northern Ireland. The Committee will report on its findings and make recommendations for improvement as appropriate through a thematic report. The terms of reference for the thematic review were published in October 2014 together with details of how to contact the Board should any interested party wish to make a submission to the review. Various individuals and groups representing racial groups and other relevant statutory and voluntary organisations have been identified and the Committee (and/or the Board's Human Rights Advisor) will arrange to meet with them to seek their input into the review. It is anticipated that the thematic review will be completed and a report published by the end of 2015.

•   Hate crime is reported upon annually in the Board's Human Rights Annual Report and the 2014 Report (published February 2015) was no exception. Through the Report the Board highlights the levels of race hate crime based on race; sexual orientation; gender identity; faith /religion (non-sectarian); sectarian hate crime; and disability. As mentioned above, a specific recommendation requiring PSNI to examine and report to the Committee on its response to disability hate crime was made in the 2014 Report.

•   The Human Rights Annual Report 2014 was published on February 2015 at a launch event in Crumlin Road Gaol. During the event a facilitated discussion took place between the Board's Human Rights Advisor and the Chief Constable. The discussion focussed on the following key themes coming out of the report:

- hate crime;

- domestic abuse;

- policing with and for children and young people; and

 - the importance of accountability in policing.

Prior to each topic being discussed a short film on each of the themes was shown outlining the main findings from the report and including comment from key stakeholders. The themes were then discussed by the Human Rights Advisor and the Chief Constable, with questions also put to them by the invited audience (comprising a range of representatives from section 75 groups) and through social media. A graphically designed summary of the full Report was produced and is intended to be make the Report more accessible to a wider range of people as it draws out key issues in a simplistic, easily digestible manner. The summary report is available on the Board's website alongside the full report and it was also circulated by email amongst a wide range of stakeholders (including various representatives of section 75 groups).

Support Services Directorate

Communications & Board Support Branch

During the reporting year, Communication's Branch was responsible for taking forward the following areas of work:

• Social Media: The Board has continued to develop its use of social media to support communications activity. This has included live streaming events online (where feasible) and monthly Board meetings to enhance accessibility, arranged by Communications Branch. The Board engages with its social media followers to gather questions and comments which enchance engagement on policing issues.

This has also included the development of social media for PCSPs.

• The Board produces 2 e-newsletters, one focusing on the work of the Board (Policing Matters) and the other the PCSPs (Inpartnership). These are distributed to all key stakeholders and S75 groups to keep them informed on key areas of work. The newsletters also promote a range of events and issues relating to S75 groups.

• Communications support the advertisement of PCSP independent members, Custody Visitors, Independent Community Observers, Board Staff and PSNI senior officer appointments including a range of activity to raise awareness within S75 groups.

• In communication's activity the needs of S75 groups are considered. For example, the needs of people with disabilities are given consideration when organising events through the Events Management Checklist.

• During the reporting period, Communications Branch supported a range of Board events designed to enhance community relations and promote good relations. The Board has supported engagment with S75 groups to consult on priorities for the Policing Plan.

• In line with the Board's online Communication's Strategy, monthly Board meetings are recorded and uploaded to the Board's Facebook page with a link to the website which means it is available to those who are not able to attend meetings and who are able to access it online. Live streaming of events is also used to engage people in policing debates and there has been positive informal feedback from young people and those with accessiblity problems on how useful this is. The Board has also used online surveys to gauge the views of the community.

• In the use of photographic material the Board uses images which positively promote S75 groups in advertising, literature, online and in corporate branding.

Human Resources Branch

A key area of work for the HR Branch is the oversight of PSNI Human Resources activities through the monthly Resources Committee. The roles and responsibilties of the committee are extensive and include the better promotion of equality of opportunity

and good relations within PSNI.

Examples of that work inlclude:

- Monitoring and supporting PSNI in relation to community background for applicants of Police Constable roles and how application are encouraged from under represented communities.

- Monitoring and supporting the PSNI in relation to personnel exiting from PSNI and their religious background and gender.

- Monitoring and supporting the PSNI in relation to community backgound for Civilian Personnel.

- Monitoring and supporting the PSNI in relation to ensuring fair participation for personnel employed under Managed Contracts/Agency personnel/Associate Staff.

- Monitoring and supporting the PSNI in relation to ensuring fair participation for female staff in Specialist Police Officer roles (under the Gender action plan).

- Monitoring and supporting the PSNI in relation to its People Strategy

- Monitoring and supporting the PSNI in relation to its Equality Strategy.

- Monitoring and supporting the PSNI in relation to the implementation of the CJINI report - Finding the Balance.

2   Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2014-15 (*or append the plan with progress/examples identified*).

Partnership Directorate

Partnership Branch

The Policing Board has appointed 118 Independent Members to fill positions on 11 PCSPs.

Community Background – 58 (49%) were made to candidates with a Catholic community background with 50 (42%) were made to candidates with a Protestant community background while 10 (9%) were made to candidates from other/no community background.

Gender – 46 (39%) were made to male candidates and 72 (61%) were made to female candidates.

Age – 17 (15%) were made to candidates aged 18 to 25, 19 (16%) to candidates aged between 26 and 40, 59 (50%) to candidates aged between 41 and 60 and, 23 (19%) to candidates aged 61 and over.

Disability – 10 (8%) were made to candidates who stated that they had a disability.

Ethnicity – 3 (3%) were made to candidates from ethnic minorities.

Sexual Orientation – 5 (4%) were made to candidates who describe themselves as Lesbian, Gay or Bisexual.

Political Activity – 49 (42%) were made to candidates who declared their participation in some form of political party activity on their application forms.

Policy Directorate

Policy Branch

1) Publish Human Rights Annual Report: In February 2015 the Board published its Human Rights Annual Report 2014 which contained reference throughout to policing issues monitored by the Performance Committee during 2014/2015 that directly impact upon the level of service experienced by individuals from section 75 groups, for example, training in relation to young people; hate crime (impacts on numerous section 75 groups); proposals to extend mental capacity legislation to the criminal justice sector (impacts on people with a disability); proposals regarding a test purchasing of alcohol scheme (impacts on young people) and so on. Where the Committee has identified that police policies or actions in relation to these various issues may have an adverse impact on a section 75 group, the Committee has raised this directly with PSNI and has made recommendations through the Human Rights Annual Report as appropriate. There are

too many examples to list them all, but to provide one example: Due to concerns regarding PSNI's proposed test purchasing of alcohol scheme (specifically that the scheme was not in the best interests of the child), the Committee recommended in the 2013 Annual Report that PSNI report to the Committee on steps it would take to ensure that the best interests of the child were protected at all times during a test purchasing operation. PSNI attended a Committee meeting in January 2015 to brief Members on its test purchasing scheme and to outline additional protections it had built into its procedures, having taken on board the concerns raised by the Committee and others, to better safeguard the children involved. This was further reported upon in the Human Rights Annual Report 2014.

(2) Publish thematic reviews and thematic update reports: During 2014/2015 the Board's Human Rights Advisor prepared update reports on PSNI implementation of the recommendations made in the Board's human rights thematic review of policing with and for individuals who are lesbian, gay, bisexual (LGB) and Transgender. Two update reports were prepared: an LGB update report and a Transgender update report. The recommendations made in the thematic review were aimed at ensuring that LGB and Transgender people receive an efficient, effective policing response which is tailored to their needs. Through monitoring and reporting upon PSNI's implementation of the recommendations, the Performance Committee and Human Rights Advisor are ensuring that the recommendations are in fact actioned and that they are having a positive impact for those affected by policing on the ground. In preparing both update reports the Board's Human Rights Advisor consulted with targeted stakeholders. The update reports will be published during 2015/2016 on the Board's website and will be circulated amongst a wide range of stakeholders.

During 2014/2015 the Performance Committee agreed to carry out a human rights thematic review of the police response to race hate crime. The thematic will include a review of PSNI policy, operational effectiveness, training, staffing and the quality of service received by victims of race hate crime. It is hoped that through speaking to individuals affected by race hate crime and their representatives, the Committee will be in a position to assess how well the PSNI are responding to race hate crime and meeting the wider needs of the various BME communities living in Northern Ireland. The Committee will report on its findings and make recommendations for improvement as appropriate through a thematic report. The terms of reference for the thematic review were published in October 2014 together with details of how to contact the Board should any interested party wish to make a submission to the review. Various individuals and groups representing racial groups and other relevant statutory and voluntary organisations have been identified and the Committee (and/or the Board's Human Rights Advisor) will arrange to meet with them to seek their input into the review. It is anticipated that the thematic review will be completed and a report published by the end of 2015.

Support Services Department

Communications & Board Support Branch

The Board's Equality Action Plan identifies the following issue for Board Services:

Access to Board Meetings - several inequalities were identified that impact on Sect 75 groups:

 Disability

People with Dependents

People of a working age cannot attend meetings during working hours

To mitigate the impact of these inequalities, the Board committed to hold a minimum of 2 events per year in the evening in alternative venues to the Boad's offices in Waterside Tower. In November 2014, the Board held a public meeting which allowed the audience to put questions to Board Members and senior PSNI officers; and a meeting in public where the audience can watch the Board holding the Chief Constable to account as per its statutory requirement. The public meeting was held in St. Columb's House, Derry, while the meeting in public was held in the Waterside Theatre, Derry.

The Equality Action Plan identifes the role Communications Branch has to support the Board and its officials in a wide range of communications activity. Through its work Board members and officials engage and communicate with a wide range of audiences. Specific programmes of Board work are directed at particular audience groups and communications are tailored to inform on key issues and messages identified as relevant. Throughout the reporting period Communications Branch provided support for a total of 54 events. Examples of communications activity include:

Use of social media in communications activities to engage / outreach to young people

Live streaming of Board events

Use of positive imagery of S75 groups

Human Resources Branch

Outcomes include:

Securing clarification from the Equality Commission that PSNI can monitor the composition of Managed Service Personnel/Agency Workers/Associate Staff - so as to address underepresentation.

The setting of targets for section 75 groups - in relation to under represented groups when Police Officer roles are advertised.

Increasing the participation of females in specialist police officer roles

Focusing PSNI on addressing the higher failure rates for women in the Physical Competence Test

3   Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2014-15 reporting period? *(tick one box only)*

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

Please provide any details and examples:

Policy Branch

The Equality Scheme makes the following commitment: "The Northern Ireland Policing Board is committed to ensuring that the information we disseminate and the services we provide are fully accessible to all parts of the community in Northern Ireland. We keep our arrangements under review to ensure that this remains the case."

Every year the Board publishes a Human Rights Annual Report along with a summary of the full report. The summary document has in the past generally only provided an overview of the recommendations made in the full report as opposed to summarising and highlighting key issues. It has always been a plain text (no graphics) word document. Cognisant of the committment to ensure that information is as accessible to as many people as possible, a change was made during the reporting year to the format of the summary for the Human Rights Annual Report 2014. The summary report was graphically designed and is intended to be make the full report more accessible to a wider range of people as not only does it include the recommendations made, it also explains the key issues and findings of the full report in a simplistic, easily digestible manner. The summary report was published alongside the full report in February 2015 and is available on the Board's website. A copy of the summary report was circulated by email amongst a wide range of stakeholders (including various representatives of section 75 groups).

Communications & Board Support Branch

Chapter 6 of the Board's Equality Scheme sets out our commitments in respect of assessing public access to information and the services we provide. Communications Branch has identified ways to extend the communication channels available to promote the Board and its activities to as wide an audience as possible. From September 2014, the monthly Board meetings have been live streamed on the YouTube site. This complements the Board's longstanding practice of uploading meeting footage onto the Board's Facebook Page. Where feasible (dependent on the connectivity of the venue), events organised by the Board outside its building have also been live streamed to help reach as wide an audience as possible eg both the public meeting and the meeting in public held in Derry in November 2014; and the launch of the 2014 Annual Human Rights Report in Belfast in February 2015. Communications Branch has also continued to expand its use of a range of social media (primarily via Facebook and Twitter) to promote the work being undertaken by the Board and the wide range of engagement activities it is involved in. A refresh of both the Board and Policing and Community Safety Partnerships websites was completed in September 2014 and both sites now incorporate live Twitter feeds.

Human Resources Branch

The Equality Scheme sets out the Boards duties in relation to promotion of Equal Opportunities and Good Relations and the HR Branch strives to meet those duties day and daily.

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:

Policy Branch

The new format for the summary report will mean that the key issues and findings of the full Human Rights Annual Report will be accessible to a wider range of people. In particular, the new format of the summary is likely to be more accessible to children and/or people with a learning disability compared to the old format of the summary.

Communications & Board Support Branch

The proactive approach by Communications Branch to expand the use of social media and the introduction of livestreaming events, where feasible, has allowed the Board to reach a wider audience to enhance engagement on policing issues. This has helped address the issue of those unable to attend events due to, for example, disability, the responsbility towards dependents or the inability to attend events during working hours.

Examples of the positive impact of this approach are:

From 1 April 2014 to 31 March 2015 the number of people following the Board on Twitter increased by 154%.

From 1 April 2014 to 31 March 2015 the number of likes for the Board's Facebook page increased by 120%.

The livestream footage of the monthly Board meeting on Youtube recieved on average 78 views per month, while the permanent copy of the footage on Facebook received an average of 79 views per month.

Human Resources Branch

Continous improvement in the area of Human Resources means that representativness/fair participation/equality of opportunity/good relations is continuously sought across all section 75 categories.

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

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

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

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

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

Policy Branch

The change to the format of the Human Rights Annual Report summary was made in order to make it more accessible to the public, taking cognisance of the commitment in the Board's Equality Scheme to ensure that the information we disseminate and the services we provide are fully accessible to all parts of the community in Northern Ireland.

Communications & Board Support Branch

As part of the Board's commitments under its Equality Scheme, Communications Branch constantly review how the Board can get its message across to as wide an audience as possible. The growing trend in the use of social media has allowed the Board to expand its use of these communication routes to reach people who may not normally be able, or willing, to engage with the Board in more formal settings.

Human Resources Branch

The Resources Committee continously request updates on information in relation to the promotion of equality of opportunity and promoting good relations. It also continuously requests clarification on matters and supports PSNI on their effectiveness as regards representativeness.

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

Section 2: Progress on Equality Scheme commitments <u>and</u> 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 2014-15 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:

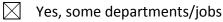Communications & Board Support Branch

The Compliance Administrator's job role referenced the Board's Equality Scheme commitment to ensure equality of access in accessing information. The Board proactively makes a range of summary documents available in alternative languages. The Compliance Administrator is responsible for liaisng with the translation service provider to have these documents prepared.

As a matter of course, the need to ensure equality of opportunity / access to information and services are mainstreamed throughtout all Communications Branch activity. This commitment is clearly set out in the Board's Communications Strategy 2014 - 2017. The Stategy states that one of the guiding principles to be considered as part of all activity is that it is based on equality ie the Board is committed to equality in all its communications and activities should be inclusive and informed by the need to promote equality of opportunity.

Human Resources, Partnership & Engagement

NIPB Branches work across a range of areas and some of those Branches would focus strongly on the issues of Equality. For example, in areas such as PSNI Human Resources Oversight, Partnership and Engagement or Policy. These branches would have section 75 duties incorprated within the individual Performance Agreements, Branch Business Plans the NIPB Corporate Plan and Policing Plan.

5 Were the Section 75 statutory duties integrated within performance plans during the 2014-15 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:

Engagement & Planning Branch

Engagement and planning Branch aims to have section 75 duties integrated into the staff member's personal performance plans and our branch business plan.

Communications & Board Support Branch - Yes, some departments/jobs.

The Communications Branch Business Plan referenced the Board's equality commitment to continually assess public access to information and the services it provides by using all the channels of communication (identified in the Board's 2014-2017 Communication Strategy) to engage with as wide an audience as possible.

Human Resources Branch

Section 75 monitoring forms part of the Resources Committee Workplan and therefore is part of their performance monitoring which in turn inputs into the HR Branch plan on monitoring section 75.

6 In the 2014-15 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 ongoing corporate plan

☐ No, the organisation's planning cycle does not coincide with this 2013-14 report

☐ Not applicable

Please provide any details and examples:

Engagement & Planning Branch

The role of the Board is to secure the delivery of an effective, efficient and impartial policing service for the entire community in Northern Ireland and to hold the Chief Constable to account for the exercise of his functions and those of the police service in an open and transparent manner. The work of the Board is wide ranging in respect of its statutory duties which include encouraging the engagement of the community with the police through making arrangements to gain the cooperation of the public in preventing crime. In setting its strategic priorities the Board has considered key challenges, one of which is continuing to build public confidence in and awareness of the policing structures. The Board's corporate plan reflects this role and this is reflected in the Policing Plan. This is then cascaded into the work of the branch and the Partnership Committee.

Communications & Board Support Branch

Through its work, Board members and officials engage and communicate with a wide range of audiences . Specific programmes of Board work are directed at particular audience groups and communications are tailored to inform on key issues and messages identified as relevant. The Board's Communication Strategy 2014 - 2017 references the 9 Sect 75 groups as key audiences. The Stategy also states that one of the guiding principles to be considered as part of all activity is that it is based on equality ie the Board is committed to equality in all its communications and activities should be inclusive and informed by the need to promote equality of opportunity. This should include systems in place to ensure that information is available in accessible formats, and in a timely fashion, where it is appropriate and practicable to do so, including provision for consultation and engagement with relevant interest groups

Human Resources Branch

NIPB's vision is to be an inovative proactive organisation, holding the Police to account, by working in partnership to deliver improvements in policing. A significant aspect of this vision is realised through the Policing Plan in relation to Human Resources strategies such as

- Equality, Diversity and Good Relations

- People Strategy (and specifically - a workforce reflective of the society it serves)

The Policing Plan then cascades down to the NIPB Corporate Plan where the message is about ensuring effective oversight of the PSNI in areas such as Human Resources (Recruitment, composition, training & development and diversity) and the Corporate Plan

then cascades down to the Branch Plans and Personal Performance Agreements for Staff. For example, the HR Branch Deputy Principal will work with the Resources Committee and PSNI, writing papers for committee on the representiveness of PSNI personnel in relation to the society they serve and the Resources Committee will monitor and challenge/support PSNI on the details.

Equality action plans/measures

7   Within the 2014-15 reporting period, please indicate the **number** of:

Actions completed:	5	Actions ongoing:	4	Actions to commence:	0

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

Policy Branch

Actions Completed: 4 Actions Ongoing: 4

Actions completed during 2014/2015: (1) Publish Human Rights Annual Report; (2) Publish Thematic Reviews and Thematic Update Reports; (3) Publish PSNI Compliance with Code of Ethics (through Human Rights Annual Report); (4) Report upon PSNI implementation of recommendations in Human Rights Annual Reports and Thematic Reviews. As all 4 of these actions must be carried out on an annual basis, they are also ongoing actions.

Communications Branch

Actions Completed: 1

The Equality Action Plan identifies the role Communications Branch has to support the Board and its officials in a wide range of communications activity. Through its work Board members and officials engage and communicate with a wide range of audiences. Specific programmes of Board work are directed at particular audience groups and communications are tailored to inform on key issues and messages identified as relevant. Throughout the reporting period Communications Branch provided support for a total of 54 events. Examples of communications activity include:

Use of social media in communications activities to engage / outreach to young people

Live streaming of Board events

Use of positive imagery of S75 groups
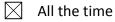
Human Resources Branch

The action plan and measures were not developed on a quantitative basis due to the nature of the work of the Board. In additional the Board often develop strands of work to focus on a result of their ongoing scrutiny and so it is impractical to identify specific quantitative actions that will commence and secondly the nature of holding the Police to account means the types of work continue year on year as regards actions.

A significant example is the clarification from the Equlity Commission that PSNI can monitor the composition of Managed Service Personnel/Agency Workers/Asscoicate Staff - so as to address under representation. This work was ongoing over the reporting year and PSNI at that time considered the data of the Managed Service Personnel to be the legally held data of those companies providing the services and therefore they could not provide it. However, in working in partnership with the PSNI and the Equality Commission, a new position was secured on the monitoring of "Monitoring Data" for Managed Service personnel and this is significant given the large number of personnel (1000+) whose section 75 details were not available for oversight by the Board.

8   Please give details of changes or amendments made to the equality action plan/measures during the 2014-15 reporting period *(points not identified in an appended plan)*:

9   In reviewing progress on the equality action plan/action measures during the 2014-15 reporting period, the following have been identified: *(tick all that apply)*

    ☒   Continuing action(s), to progress the next stage addressing the known inequality

    ☒   Action(s) to address the known inequality in a different way

    ☒   Action(s) to address newly identified inequalities/recently prioritised inequalities

    ☒   Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

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

    ☒   All the time   ☐   Sometimes   ☐   Never

11   Please provide any **details and examples of good practice** in consultation during the 2014-15 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:

Engagement & Planning Branch:

The Board, through its partnership committee and the work of the branch met with a wide range of section 75 groups and its Strategic Consultation group and Youth Advisory panel to seek the views and priorities on policing.

12   In the 2014-15 reporting period, given the consultation methods offered, which consultation methods were **most frequently <u>used</u> by consultees**: *(tick all that apply)*

☒ Face to face meetings

☒ Focus groups

☒ Written documents with the opportunity to comment in writing

☒ Questionnaires

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

☐ Internet discussions

☐ Telephone consultations

☐ Other *(please specify)*:

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:

Engagement & Planning Branch:

Good attendance at meetings arranged by the Board and/or branch and feedback often received from the Youth Advisory Panel and Strategic Consultation Group members on discussion documents/research papers.

Policy Branch:

An invitation to submit a written response to the Board's race hate crime thematic review was made when the terms of reference for the thematic review were published in October 2014. No written responses were received. However a targeted approach to specific stakeholders has resulted in numerous face to face meetings (during the 2015/2016 period) taking place.

13   Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2014-15 reporting period? *(tick one box only)*

☒ Yes   ☐ No   ☐ Not applicable

Please provide any details and examples:

Engagement & Planning Branch:

Attendance at the Belfast mela, roundtable on race hate crime for ethnic minority groups, meetings with umbrella groups such age sector platform and older persons commissioner, key youth groups in order to raise awareness of the work of the Board and how they can assist the Board in carrying out its function of holding PSNI to account and in the development of the Policing Plan.

14   Was the consultation list reviewed during the 2014-15 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)

[*insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published*]

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 2014-15:

0	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:

N/A

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

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

Please provide any details and examples:

Engagement & Planning Branch:

The Board's Strategic Consultation Group and Youth Advisory Panel raised the issue of conducting an equality screening on the Policing Plan which was confirmed by the Equality Commission NI during discussions.

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 2014-15 reporting period? *(tick one box only)*

☒ Yes   ☐ No   ☐ Not applicable

Please provide any details and examples:

Engagement & Planning Branch:

The decision to undertake an EQIA was taken in February 2015 and it was launched in April 2015, the results will be published in September 2015 and will be reported upon next year as part of the 15/16 reporting year submission.

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 2014-15 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:

Monitoring is ongoing with the Board due to the nature of the work, ie monitoring the progress of PSNI in relation its achivement of Policing Plan objectives which includes the area of Equality and which ispublished on the NIPB website - http://www.nipolicingboard.org.uk/index/publications/policing-plans.htm

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

☒ Yes ☐ No ☐ Not applicable

Please provide any details and examples:

The Policing Plan was revised

22 Please provide any details or examples of where the monitoring of policies, during the 2014-15 reporting period, has shown changes to differential/adverse impacts previously assessed:

The revision of the Policing Plan was commenced and the outworkings of this fell outside of the reporting year 14/15 and so will be reported upon in 15/16.

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:

Statistics & Research Branch:

• The Policing Board's corporate vision to 31 March 2017 is 'An innovative proactive organisation, holding the police to account, by working in partnership to deliver improvements in policing.'

• The Board has always been aware of the necessity to include 'all' people within Northern Ireland and will not lose sight of the diverse make-up and nature of our society and the need to address this diversity. In order to gauge public satisfaction and consider their views on policing, the Board therefore conducts a programme of consultation and research activities involving a wide range of groups and organisations.

• Much of the Board's statistical and research activity is conducted to meet its statutory duty of assessing the level of public satisfaction with the performance of the police and PCSPs. The Board's statisticians, who are on long-term loan from the Northern Ireland Statistics and Research Agency (NISRA), are responsible for delivering this activity. They also work closely with Board colleagues, offering statistical advice and guidance as required to ensure the Board meets its obligations in progressing the good relations duty.

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 2014-15, and the extent to which they met the training objectives in the Equality Scheme.

Communications & Board Support Branch:

In August 2014, Communications Branch staff completed the NICS E-Learning Training course entitled Diversity Now.

Human Resources Branch:

- A summary of the NIPB equality scheme was made it available to all staff.

- We provide access to copies of the full equality scheme for all staff; ensure that any queries or questions of clarification from staff are addressed effectively.

- The Section 75 statutory duties form part of induction training for new staff.

- Focused training is provided for key staff within the Northern Ireland Policing Board who are directly engaged in taking forward the implementation of our equality scheme commitments (for example those involved in research and data collection, policy development, service design, conducting equality impact assessments, consultation, monitoring and evaluation). Specific Guidance was provided by External Consultants to 5 Management Personnel in relation to an EQIA for the Policing Plan.

- Attendance of HR Branch staff at the DOJ Equality Forum

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:

Human Resources Branch:

HR Staff consider the composition of the organisation for each recrutiment exercise - so as to inform the welcome statement (for both NIPB internal positions and PSNI Chief Officer Competitions).

The PSNI are also held to account more effectively through NIPB personnel buiding strong working relationships with the Equailty Commission - so as to assist with holding the PSNI to account in relation to amongst other areas, Equality and Representativeness. NIPB personnel also sit on the DOJ Equality Forum which is a forum for sharing best practice and hearing from various experts in the Equality Field.

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

26   Please list **any examples** of where monitoring during 2014-15, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Policy Branch

The Equality Scheme makes the following commitment: "The Northern Ireland Policing Board is committed to ensuring that the information we disseminate and the services we provide are fully accessible to all parts of the community in Northern Ireland. We keep our arrangements under review to ensure that this remains the case."

Every year the Board publishes a Human Rights Annual Report along with a summary of the full report. The summary document has in the past generally only provided an overview of the recommendations made in the full report as opposed to summarising and highlighting key issues. It has always been a plain text (no graphics) word document. Cognisant of the committment to ensure that information is as accessible to as many people as possible, a change was made during the reporting year to the format of the summary for the Human Rights Annual Report 2014. The summary report was graphically designed and is intended to be make the full report more accessible to a wider range of people as not only does it include the recommendations made, it also explains the key issues and findings of the full report in a simplistic, easily digestible manner. The summary report was published alongside the full report in February 2015 and is available on the Board's website. A copy of the summary report was circulated by email amongst a wide range of stakeholders (including various representatives of section 75 groups).

Communications & Board Support Branch

The proactive approach by Communications Branch to expand the use of social media and the introduction of livestreaming events, where feasible, has allowed the Board to reach a wider audience to enhance engagement on policing issues. This has helped address the issue of those unable to attend events due to, for example, disability, the responsbility towards dependents or the inability to attend events during working hours.

Examples of the positive impact of this approach are

From 1 April 2014 to 31 March 2015 the number of people following the Board on Twitter increased by 154%.

From 1 April 2014 to 31 March 2015 the number of likes for the Board's Facebook page increased by 120%.

The livestream footage of the monthly Board meeting on Youtube recieved on average 78 views per month, while the permanent copy of the footage on Facebook received an average of 79 views per month.

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2014-15?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

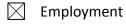## Section 3: Looking Forward

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

2017

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)*

The Policing Plan will be subject to an EQIA - to inform the 16 -19 Plan

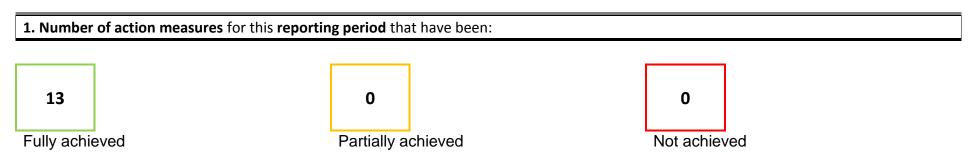**30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2015-16) reporting period? *(please tick any that apply)*

☒ Employment

☒ Goods, facilities and services

☒ Legislative changes

☒ Organisational changes/ new functions

☒ Nothing specific, more of the same

☐ Other (please state):

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:

13	0	0
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[i]	Outcomes / Impact[ii]
National[iii]			
Regional[iv]			
Local[v]	Work with the Department of Justice (DOJ)to identify the issues arising from the Northern Ireland Autism Strategy.	Issues identified and Action Plan Agreeed.	Action plan implemented.

PART B

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

	Training Action Measures	Outputs	Outcome / Impact
1	Refresher Training regarding Diversity	All Staff were retrained.	All staff are aware of their responibilities as regards Diversity and particularly with reference to working with people of all abilities.
2	Induction Training	Awareness of Equality	New staff are aware of their responsibilities under Section 75.
	Helping staff to adopt positive behaviours which promote respect and diversity in the workplace.	The Divertsity, Equal Opportunities and Staff Welfate policies were circulated to staff for their information in 2014.	Staff were made aware of their responsibilities under the aforementioned policies.

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	Engagement & Planning Branch: Disability organisations are members of the Board's Strategic Consultation Group and disability groups are on the Board's consultation lists.	Attendance at meetings and an opportunity to input to the Board's work on the development of the Policing Plan. An opportunity to raise the key priorities for policing for this sector.	Disability hate crime included in the Policing Plan following representation from key diability groups in January - March 2015.

| 2 | The Policy Branch engage with people with disabilities as a normal part of our everyday business and consult with them with regards to policy development. | During 2014/2015 a Board Official attended the Disability Hate Crime Steering Group which meets at least once every three months. The Steering Group was established by the voluntary sector to promote awareness of disability crime acorss the criminal justice system, disability sector, statutory agencies and the public. | Board Officials attendance at this quarterly meeting provides the Performance Committee through which to be kept informed about policing issues affecting persons with a disability and their experience of policing - this evidence feeds in to the human rights annual and thematic reporting processes and allows the Committee to establish whether or not policy policy translates into good practice on the ground. Based upon some of the discussions held and information shared during meetings of the Steering Group, the Board's Human Rights Annual Report 2014 made a recommendation that PSNI review its approach to tackling disability hate crime. Members of the Steering Group attended and partipated in the launch event for the Human Rights Annual Report in February 2015. The Group was also included in the consultation process for the forthcoming Policing Plan and the Policing Plan EQIA consultation. |
| | Communications & Board Support Branch: This branch contined to review internal and external communication so as to meet the requirements of people with disabilities. | All publications issued by the Board during this period were offered in alternative formats upon request. Developed in-house procedures to allows us to live stream particular Board events/meetings/publication launches. During these events the Board also used its Twitter account to engage people in policing debates. Monthly Board meetings during the | All publications available in alternative formats depending on the disbability. Those who cannot attend Board events can take part online. This is open to anyone who has online access. Those unable to physically attend Board meetings in public due to their disability, but |

| | | period were recorded and updated to the Board's Facebook page which is linked from the website. | have access to the internet have the option to watch the footage online. |
| | | Promoting positive images of disability. | Positive imagery used in Board materia. |

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Human Resources Branch: Monitoring of the Board's Disability Action Plan and report annually to the Equality Commission.	Progress monitored corporately on an annual basis. Consequently, staff more aware of their responsibilities regarding disability.	The Northern Ireland Policing Board (NIPB) revised the Board's Disability Action Plan in conjunction with the new Equality Scheme. Equality Annual Progress Report submitted before 31st August 2013 in line with deadline set by the Equality Commission.
2	Human Resources Branch: quality Screening of new and revised policies	Staff more aware of their responsibilities	Policies are developed with a greater awareness of need for section 75 groups.

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	Human Resources Branch: Staff with a disability advised that they can raise concerns through the Board's Dignity at Work Policy.	Advice given to disabled staff when recruited. The following documents/policies are also circulated to staff - Dignity at Work, Equal Opportunities and Welfare Policy.	Greater staff awareness of Disability issues.
2	Human Resources Branch: Disability access to all public meetings of the Board to ensure compliance with disability legislation.	Public Meetings of the Policing Board are normally held in the Board's Headquarters. The public were invited to a number of 'Outreach Engagement' events during the reporting period. These events were held at various geographical locations throughout Northern Ireland.	Building structure and operational practices were kept up to date and in line with current legislation.
	Human Resources Branch: Monitoring of 'reasonable adjustments' for disabled employees and Board Members.	A number of reasonable adjustments have been made to meet the needs of an individual with a disability. In addition support and guidance through the Northern Ireland Department for Employment & Learning 'Workable' programme can also be provided when required.	The actions taken by the Board have assisted individuals in their working environment.
	Human Resources Branch: Issues of	In March/April 2014, the Board	Human Resources Branch: The actions taken by the Board have assisted

disability in the workplace researched.	conducted its biennial Staff Attitudes Survey. The survey asked staff if they considered themselves to have a disability; if the Board was aware of the disability and if it had made reasonable adjustments to take account of their disability.	individuals in their working environment.
Human Resources Branch: Monitoring on annual basis (recruitment) applications from people with disabilities.	During this reporting period there was 1 recruitment competition.	A total of 8 applicants deemed themselves to have a disability from a total of 206 applicants.

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

	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				

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

	Action Measures not met	Reasons

PART B

1		
2		

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

Evaluation is carried out after each training event to ascertain how effective it has been and to inform future training. We monitor the meeting of adjustments for Disabled staff through out Biannual Staff Survey to assess its effectiveness. We monitor applicants for posts and the current post holders so as to inform the welcome statement discussion at Competuition Initiation Meetings when recruiting. Since the inception of the current Equality Scheme (March 2012), there have been no signiicant issues that have needed to be addressed. This demonstrates that the NIPB Equality Strategy is effective but we will contiue to monitor closely and look for ways to improve where possible.

(b) Quantitative

The Board utilizes the services of Statisticians from NISRA to undertake research and evaluate the work of the work of the Board which in turn effects the development of for example the Policing Plan and Policy Development.

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

PART B

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

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 further changes planned at this time.

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[i] **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.

[ii] **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.

[iii] **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

[iv] **Regional**: Situations where people can influence policy decision making at a middle impact level

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

[vi] **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.