



Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2015-16

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

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

Handwritten signature of the Board Chair, appearing to read "Aine G. Connolly".

Signature:

Board Chair

Handwritten signature of the Chief Executive, appearing to read "Cian O'Sullivan".

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 2015 and March 2016

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	<p>In 2015-16, 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.</p> <p><i>Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.</i></p>
	<p>Partnership Directorate</p> <p>The Partnership Directorate is responsible for taking forward the Board's statutory responsibilities for:</p> <ul style="list-style-type: none"> • Policing and Community Safety Partnerships (PCSP's) • Policing with the Community (PWC) • Development of the Policing Plan; • Community Engagement and Consultation. <p>In summary, the outward facing work of the Board. The work is primarily discharged through the Board's Partnership Committee, the PCSP Joint Committee and various formal and informal stakeholder groups and meetings.</p> <p>The Partnership Directorate worked closely on the strategic objectives which in accordance with the Equality Scheme Action Plan are to:</p> <ul style="list-style-type: none"> • Ensure Policing & Community Safety Partnerships (PCSPs) consult and engage with communities on the issues of concern in relation to policing and community safety. • Build and maintain confidence in the work of PSNI and the Board <p>During the reporting year the Directorate was responsible for taking this work forward through the Board's Partnership Committee; and:</p> <ul style="list-style-type: none"> • As noted in last year's Annual Progress Report, due to Local Government Reform and the subsequent reduction in number of Policing & Community Safety Partnerships (PCSPs) from 26 to 11, a recruitment campaign for the appointment of Independent Members to the 11 new PCSPs had commenced. During 2015/16 this appointment process was concluded. <p>The initial Information Booklet that accompanied each application form included information around Equal Opportunities and the Board's legal duties under Section 75 of the Northern Ireland Act 1998. The aim was to attract a wide range of people with different backgrounds and experience, so that PCSPs were viewed as representative of the communities they serve and that appointments were in keeping with the statutory</p>

requirements of the Board. The Equality Commission's Positive Action for People who are Disabled Guaranteed Interview Scheme (GIS) was also applied.

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 applications from these groups.

- During 2015/16 the Board developed and published 'The Strategic Outcomes for Policing 2016-2020 document' which was a new development to build and maintain confidence in policing and outline what the Board believes needs to be achieved in policing by 2020. In addition the Board published the annual Policing Plan 2016/17. Included in the 'Strategic Outcomes' document was a reference to the Board's Equality Impact Assessment (EQIA) of the 2015-16 Policing Plan which had been conducted in 2015.
- The full EQIA of the Policing Plan 2015/16 directly fed into the development of the 2016/17 Policing Plan and the Strategic Outcomes for Policing. A full consultation with Section 75 groups was conducted alongside the EQIA consultation on the 2015/16 Policing Plan with further targeted consultation with the Board's engagement groups again in December 2015 - January 2016. The intention of the EQIA was to provide the Board with an understanding of the priorities and effects of policing from members of the public and organisations representing key S75 groups and others from across Northern Ireland. This information, along with other key reports and research assisted the Board in developing the new Strategic Outcomes for Policing 2016-20 and the 2016/17 Annual Policing Plan.
- As a result of the development of the Policing Plan and the work undertaken by the Directorate a target has been included in the 2016/17 Policing Plan relating to human exploitation and trafficking.
- The Board consulted many different groups and organisations e.g. members of the Strategic Consultation Group¹ (SCG), the Youth Advisory Panel² (YAP), the Disability Hate Crime Steering Group³, the Race Hate Crime Group⁴, the Business Community⁵, LGB&T community⁶ and Training, Advocacy, Leadership and Knowledge (TALK) participants.

¹ Strategic Consultation Group Members: NICCY, Include Youth, Children's Law Centre, Women's Aid Federation, Women's Resource and Development Agency, SAIL, Rainbow Project, Mencap, Disability Action, Commissioner for Older People for NI, Linking Generations, Age Sector Platform, STEP, Belfast Migrant Centre, PSNI.

² Youth Advisory Panel members: Children's Law Centre, PSNI, Dept of Justice, Rural Community Network, Community Restorative Justice Ireland, NI Youth Forum, NI Commissioner for Children and Young People, Include Youth, Linking Generations, Princes Trust, Youth Action, Mind Wise NV, Public Achievement, Alternatives

³ Disability Hate Crime Steering Group: Disability Action, Mencap and Leonard Cheshire Disability

⁴ Race Hate Crime Steering Group: Northern Ireland Community of Refugees and Asylum Seekers (NICRAS), African and Caribbean Support NI (ASCONI), Polish Educational and Cultural Association NI (PECA-NI), Northern Ireland Council for Ethnic Minorities (NICEM), Chinese Welfare Association.

- The Board held a public meeting in June 2015 in Craigavon to gather further views from members of the public on the Policing Plan and also attended at various key events throughout 2015/16 in order to obtain members of the public's priorities for policing going forward and a questionnaire (both for young people and adults) was developed and utilised at these events as well as being available on the Board's website A total of 531 responses were received.
- Specific engagement with young people was further developed at events conducted in Derry/ Londonderry and Belfast facilitated by the TALK (Transform, Advocacy, Leadership and Knowledge Programme) participants. The TALK project is a young people leadership programme initiated in 2014 and developed with the United States Consulate in partnership with the Policing Board and the Police Service of Northern Ireland. The TALK participants facilitated a consultation process with a number of local young people on policing which informed the development of both strategic documents. Members of the Youth Advisory Panel (YAP) were also asked to assist with holding discussion groups/ consultation with young people whom they are already engaged with to gain their views and report back to the Board on their findings. All these activities assisted the Board to fulfil its Section 75 commitments, promote equality of opportunity and good relations and engage with young people; who can be difficult to engage on policing and other issues.
- The Board has sought to ensure that PCSP's engage with communities and outcomes have been identified from the Annual Consultation Reports provided to the Board. For example; Mid Ulster PCSP and the 'Agewell Partnership'; covering the Mid Ulster area (Cookstown, Magherafelt and Dungannon & South Tyrone Council Areas) is working together to improve services for vulnerable older people in that community. The PCSP engages and supports Agewell with for example the provision of safety equipment and through delivering joint awareness events. This contributes to a reduction in fear of crime and being a victim of crime for older people.
- In continuing to build and maintain confidence in the work of the Board representation was made at a number of events which included:
 - The Balmoral Show;
 - LGB & T Awareness Week;
 - Belfast Mela;
 - Belfast PRIDE; and
 - two events held by Leonard Cheshire Disability specifically on policing priorities for the disabled community.

⁵ Business Community: Northern Ireland Independent Retail Trade Association (NIIRTA), Belfast City Centre Management, NI Chamber of Commerce and Industry, Ulster Farmers Union, Hospitality Ulster formally Pubs of Ulster, Federation of Small Businesses, Wineflair, Ulsterbank.

⁶ LGB&T Community: The Rainbow Project, Focus Identity Trust, Cara Friend, NIPSA LGB&T Groups

Policy Directorate

The Policy Directorate is responsible for advising and guiding the Board on a range of Police Policy, Performance and Human Rights issues. In addition the Directorate is responsible for the Northern Ireland Independent Custody visiting Scheme and the processing of Police Pensions.

The work is primarily discharged through the Board's Partnership and Resource Committees, and various formal and informal stakeholder groups and meetings.

In accordance with the Equality Scheme Action Plan the Policy Directorate strategic objectives are to:

- 'Monitor the performance of the PSNI in compliance with the Human Rights Act 1998
- Tackle inequality and improve outcomes for people in vulnerable circumstances'

During the reporting year Policy Directorate was responsible for taking forward this work through the Board's Performance Committee and:

- The Human Rights Annual Report 2015 was published on the Board's website in March 2016 and circulated by email amongst a wide range of interest groups including various representatives of section 75 groups.
- In April 2015, the Human Rights Advisor's 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 was published. The recommendations which were considered by the Board 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 Board can assess if the recommendations are having a positive impact for those affected by policing on the ground. Interest groups were engaged throughout the process and the update reports were published on the Board's website and circulated.
- In respect of 'tackling inequalities' the Board engaged with the Northern Ireland Trans Forum and met with transgender groups to maintain and develop its knowledge about policing issues affecting the Trans community and their experience of policing. This contributed to the 2015 Human Rights Annual Report.

- During 2015/2016 the Board was represented on the Disability Hate Crime Steering Group. 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 Board with a mechanism through which to be kept informed about policing issues affecting persons with a disability and their experience of policing which informs the Board's actions and the Human Rights reporting processes.
- The Board is represented on the PSNI Youth Champion Forum. This Forum 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. The Forum provides information and evidence for the Performance Committee and to inform the Human Rights annual and thematic reporting processes. A meeting was held in September 2015.
- The Policing Board, working closely with the PSNI and benefitting from the expert input from partners, has been focused on policing with children and young people for some years and this features in the Action Plan. A range of statistical information is provided to the Board; broken down according to age profile, including persons against whom various types of force is used, use of stop and search powers; complaints to the Police Ombudsman and victims of crime.
- A key issue for the Policing Board throughout 2015 in respect of the PSNI has been specific training, policy and operational matters insofar as they affect children and young people. For example, a dedicated human rights thematic review was published in January 2011 and an update on the thematic was published in February 2014. Taking things forward building upon the information contained in these reports the Board has begun to consider the background and terms of reference of a thematic review on the efficiency and effectiveness of the police response to child sexual exploitation including an examination of Section 75 implications on the study.
- In seeking to improve the outcomes for vulnerable people the Board has since May 2014 sought to keep abreast of developments with the provisions of a draft Mental Capacity Bill. The Board engaged with the Department of Health, Social Services and Public Safety (DHSSPS) in a public consultation and made a further submission in July 2015 to a joint DHSSPS/ DOJ Joint ad hoc Committee expressing concerns that statutory safeguards afforded to people aged 16 or over would not be afforded to those under the age of 16 and recommending that police officers and custody staff receive sufficient support and advice from healthcare professionals when making decisions regarding capacity and the confusing legislative landscape particularly where it is unclear if a person is over or under the age of 16 years.

- Another important area which the Board was engaged with during 2015/2016 and which relates to the Equality Action Plan was the application of Police powers to 'Stop and Search'. Meetings and discussions took place with PSNI to progress the implementation of a recommendation in the Board's thematic review on police powers to 'Stop and Search'. By capturing this information, PSNI (and by extension the Policing Board) will be better positioned to analyse the Section 75 groups of people who are most affected by the use of 'Stop and Search' powers. In keeping with the Board's statutory role of holding the Chief Constable to account it has kept under review whether any disproportionate use is justified by PSNI, and how the adverse effects of such use might be mitigated.
- The Board also manages an Independent Custody Visitors Scheme with Custody Visitors who are independent of the police and the criminal justice system and who make unannounced visits to designated police custody suites across Northern Ireland. Custody Visitors report back to the Board in relation to the rights of detainees being held, their health and wellbeing, and the facilities and conditions of detention as well as the actions taken by PSNI to address any concerns identified. Custody Visitors play an important role in ensuring the protection of the human rights of detained persons and the ICV Scheme forms part of the UK's National Preventative Mechanism (NPM) which is intended to give effect to the UK's obligations under the Optional Protocol to the Convention Against Torture (OPCAT).
- At the commencement of the reporting year the Board had 39 Custody Visitors however because quite a number were coming to the end of their appointment and in order to ensure continuity of approach the Board extended the appointment of 9 Custody Visitors following which a Recruitment & Selection process was initiated. At the end of March 2016 the Board had 25 Custody Visitors and during the year Custody Visitors made 483 visits.
- Police Directorate is also responsible for the Board's responsibility to administer the police medical retirements and injury on duty applications. During the reporting period in an effort to improve the outcomes for former Police Officers who were medically retired and who may also have been awarded Injury on Duty benefits the Board undertook the following:
 - A refresh of the information on the Board's website in relation to Police Pensions and Police Injury Benefits to provide an update on the key areas for those officers and former officers who avail of these services.
 - Re-issued Guidance to Police Officers and former Police Officers in respect of Injury on Duty Awards.
 - Developed new guidance for Selected Medical Practitioner's and Independent Medical Referees to aid them with the assessment of those officers and former officers being considered for medical retirement and injury on duty benefits, which the Board agreed.

- Ensured that information on the website was available in different formats on request and opportunity was taken by former officers to avail of this during the year.
- In relation to Injury Benefit applications there was provision made for claimants to request a Home visit if they cannot attend the Assessment Centre. Home visits were arranged by the Selected Medical Practitioner for assessment during 2015/16.
- Held regular meetings with various representative groups e.g. the Northern Ireland Retired Police Officers Association and Wounded Police and Families Association.

Support Services Directorate

The Support Services Directorate provides administrative support to Board Members including the arrangements for Board and Committee meetings. The Directorate provides a comprehensive communication service and the Human Resource and Financial support for the Board. In addition the Directorate monitors and holds the chief Constable to account for PSNI Human Resources and Finance and Support Services. The work is primarily discharged through the Board's Resource Committee.

Linking to the Equality Action Plan and the strategic objective of ensuring greater access to Board and Committee Meetings during the reporting year, the Directorate was responsible for taking forward the following areas of work:

- **Social Media:** The Board used social media to support communications activity to promote the work of the Board and PCSPs and to support the work of other organisations involved in policing and community safety. Board staff issued tweets and posts daily and monitored social media for relevant issues.
- Each month, the Branch live streamed the Board meeting in public which ensured that those who could not physically get to a meeting and have online access can remain engaged. In line with the Board's online Communication's Strategy, monthly Board meetings were recorded and uploaded to the Board's Facebook page with a link to the website which meant it was available to those who were not able to attend meetings and who have online access.
- The Board also live streamed events online where feasible to enhance accessibility. The Board engaged with its social media followers to gather questions and comments which enhanced engagement on policing issues. Live streaming of events was also used to engage people in policing debates and there has been positive informal feedback from young people and those with accessibility problems on how useful this was. The Board has also used online surveys to gauge the views of the community for example, when gathering information for the Policing Plan.
- The Board produced 2 e-newsletters each month, one focusing on the work of the Board (Policing Matters) and the other, the PCSPs

(Inpartnership). These were distributed to over 800 key stakeholders including S75 groups to keep them informed about key areas of work. The newsletters also promoted a range of events and issues specifically relating to S75 groups.

- The Board supported 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. For example, when promoting the opportunity to volunteer as a Custody Visitor, Communications Staff requested that a range of voluntary groups across the community promote the role.
- In communication's activity the needs of S75 groups were considered. For example, the needs of people with disabilities were given consideration when organising events through the Events Management Checklist.
- During the reporting period a range of Board events designed to enhance community relations and promote good relations was supported. For example, the engagement of S75 groups to hear their priorities for the Policing Plan.
- The Board used images which positively promote S75 groups in advertising, literature, online and in corporate branding

The Equality Action Plan highlights one of the strategic objectives as 'Monitoring of PSNI HR activities'. During the year the Board considered information relating to 3 key PSNI Strategies namely, the PSNI People Strategy; the PSNI Training and Development Strategy & Business Plan and the PSNI Equality, Diversity & Good Relations Strategy. All are supporting strategies to the Policing Plan.

The promotion of Equality of opportunity and Good Relations featured in all 3 strategies and the Board worked closely with the PSNI on the following areas:

- The approval of a new PSNI People Strategy 2015-2019 which has 5 strategic objectives- A diverse, representative and agile workforce that can meet current and future policing challenges; An engaged and flexible workforce supported by appropriate Human Resource policy and practice; A competent and skilled workforce with excellent leadership and management skills; A high performing workforce that evidences our Policing with the Community ethos and corporate performance standards and a healthy and safe working environment.
- The approval of the PSNI Training & Development Strategy & Business Plan for 2015/16.
- The implementation of the PSNI Equality, Diversity & Good Relations Strategy 2012-2017.

- A response from the Board to the PSNI consultation on the Equality Impact Assessment (EQIA) on the PSNI Workforce Plan.
- Monitoring, reporting and developing measures to improve under-representation in terms of Gender and Community Backgrounds in PSNI Departments for 2015/16.
- Recruitment into the PSNI to ensure that applications for Police Trainee positions are encouraged from under represented communities.
- Investigative Training Courses; Surveillance Courses for female PSNI Officers and Human Rights Training.
- The low uptake for Recruitment Campaign 1 from persons from those who would be categorised as having Roman Catholic and LGBT backgrounds.
- Gender fairness with the PSNI physical competence assessment used by the PSNI as part of the recruitment to the position of Police Trainee.
- Monitoring the equality information relating to the PSNI Managed Services Contracts and temporary staff employed in the PSNI.
- Monitoring and considering the Gender and Community Background of those Police Officers and Police staff who left the PSNI.
- The facilitation of a Joint Board and PSNI Workshop to discuss the delivery and integration of Policing with the Community in the PSNI and the PSNI Equality & Diversity & Good Relations Implementation Plan.

Another Equality Action Plan strategic objective relates to the staff composition of the Policing Board to reflect the Diversity of Northern Ireland. The Board encourages applications from disabled people and as a member of Employers for Disability NI actively targets its recruitment to and welcomes applications from people with disabilities; is committed to disability good practice and is aware of obligations to make reasonable adjustments to the job and the application process. The Board is required to appoint on the 'Merit Principle' recruitment to staff above Staff Officer and such recruitment is undertaken through external recruitment. During the reporting year:

- A greater number of applications from female applicants were received.
- There were a larger number of applicants who asserted that they had a 'disability'.
- The Board advertised its external recruitment vacancies on the 'Jobs Bulletin Board' of the Employers for Disability NI in order to encourage disabled people to apply for positions.

2	Please provide examples of outcomes and/or the impact of equality action plans/ measures in 2015-16 (<i>or append the plan with progress/examples identified</i>).
	<p>Partnership Directorate</p> <p>Recruitment to the new 11 PCSP's was concluded during the reporting year and outcomes were such that 118 Independent Members were appointed of which:</p> <ul style="list-style-type: none"> • 58 (49%) were from a Catholic community background: • 49 (42%) were from a Protestant community background; • 11 (9%) were from other/no community background: • 45 (38%) were male • 73 (62%) were female • 17 (15%) were aged 18 to 25 • 19 (16%) were aged between 26 and 40 • 58 (49%) were aged between 41 and 60 and, • 24 (20%) were aged 61 and over • 10 (8%) stated that they had a disability • (3%) were from ethnic minorities • 6 (5%) described themselves as Lesbian, Gay or Bisexual: • 49 (42%) declared their participation in some form of political party activity on their application forms. <p>The EQIA conducted on the 2015-16 Policing Plan has informed the Strategic Outcomes for Policing 2016-20 and the Policing Plan 2016-17 documents. 8 key areas for the Board to improve had been identified and the Board subsequently sought to take due cognisance and listed below are the outcomes. Each Key Question identified fed into changes in the manner in which the Board developed its work.</p> <ul style="list-style-type: none"> • Key Question 1: How will the Board implement its statutory responsibilities under S75 and other relevant legislation (Disability Discrimination Act 1995 and the Human Rights Act 1998)? Outcome – As a result of this the Board developed a plan for the screening of the new four year strategic outcomes document and conducted a equality screening of it resulting in it being screened out with mitigation as a full consultation and EQIA was done on the 2015/16 Policing Plan. This equality screening exercise clarified how the Board will implement its statutory responsibilities. • Key Question 2: What does the Board do about data gaps identified as a result of this EQIA? Outcome - The Policing Plan Consultation Report took into account sources of data suggested by consultees. The Board made all

	<p>S75 groups aware of the consultation process during individual meetings with them. Once the draft Policing Plan was completed the Board again met with S75 groups⁷ in a timely manner taking into account all points raised by consultees.</p> <ul style="list-style-type: none"> • Key Question 3: Why does the Board not publish an easy read/child accessible version of the Policing Plan? Outcome - This was considered by the Board and a new design/easy read version was developed and published. • Key Question 4: How will consultee's comments be used to inform the development of the Policing Plan? Outcome - The Board explained during its meetings with S75 groups how consultee's comments were used to inform the development of the Policing Plan and that a full consultation report would be produced. S75 groups were again consulted on the draft plan and feedback assisted with the finalised version. • Key Question 5: Are the Board aware of the needs of all S75 groups, including sub-groups within a particular category (e.g. people with different types of disability) and groups with multiple S75 identities (e.g. BME women)? Outcome - The Board through consultation with S75 groups and by making use of the sources of data suggested by consultees ensured they were aware of the needs of all S75 groups/sub-groups. • Key Question 6: Are targets to support particular S75 groups generated on a consistent and objective basis supported by robust data sources, subjected to wide consultation and reviewed on a regular basis? Outcome-The Board ensured that targets which related to S75 groups were developed on a consistent and objective basis taking account of data sources available. These targets were consulted on and will be reviewed annually. • Key Question 7: What are the reasons for including outcomes in the Policing Plan specific to certain S75 groups; what is the rationale behind setting each target at a particular level and, where relevant what are the
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⁷ Board's Strategic Consultation Group Members: NICCY, Include Youth, Children's Law Centre, Women's Aid Federation, Women's Resource and Development Agency, SAIL, Rainbow Project, Mencap, Disability Action, Commissioner for Older People for NI, Linking Generations, Age Sector Platform, STEP, Belfast Migrant Centre, PSNI.

⁷ Board's Youth Advisory Panel members: Children's Law Centre, PSNI, Dept of Justice, Rural Community Network, Community Restorative Justice Ireland, NI Youth Forum, NI Commissioner for Children and Young People, Include Youth, Linking Generations, Princes Trust, Youth Action, Mind Wise NV, Public Achievement, Alternatives

⁷ Board's Disability Hate Crime Steering Group: Disability Action, Mencap and Leonard Cheshire Disability

⁷ Board's Race Hate Crime Steering Group: Northern Ireland Community of Refugees and Asylum Seekers (NICRAS),

African and Caribbean Support NI (ASCONI), Polish Educational and Cultural Association NI (PECA-NI), Northern Ireland Council for Ethnic Minorities (NICEM), Chinese Welfare Association.

LGB & T Community: The Rainbow Project, Focus Identity Trust, Cara Friend, NIPSA LGB & T Groups

reasons for any change to targets over the life of the Plan? **Outcome**-The Board explained the reasons for including specific outcomes when it met with individual organisations. The Board also explained the rationale behind setting the level of the target and where relevant will continue to consult on any change to targets over the life of the Plan with the relevant S75 organisations.

- **Key Question 8:** Will the Board consider liaising with the PSNI to develop closer links between the objectives and associated measures in the Policing Plan and the operational plans of the PSNI to make it easier for consultees and the general public to understand how the actions of the PSNI contribute to the achievement of the objectives in the Policing Plan? **Outcome** - The Board through its consultation and engagement explained the processes involved to consultees. Within the Policing Plan document there is an appendix 2 which details the supporting strategies developed to support service delivery of the Policing Plan.

Policy Directorate

The Board published its Human Rights 2015 Report in March 2016 which referenced issues monitored by the Performance Committee during the reporting year and identified new issues which could directly impact upon the level of service experienced by individuals from section 75 groups. As a result an outcome is the identification of issues to be examined by the Performance Committee during 2016/17. These include:

- The accessibility of PSNI information; training of officers in human rights and equality issues; the disaggregation of domestic statistics in relation to section 75 groups; the types of complaints received in relation to civilian staff and ensuring that legal advice is given to children during the informed warning process.
- Where through the annual Human Rights report or the Committee through its discussions with the PSNI, has identified that police policies or actions may have an adverse impact on a section 75 group, the Committee has raised these directly with PSNI and has made recommendations through the Human Rights Annual Report as appropriate.

The Equality Action measures of publishing thematic reviews and thematic update reports was realised during 2015/2016, with the Board updated through reports on how PSNI implemented 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 separate 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 ensured that the recommendations were actioned and that they were 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 thematic updates enabled further understanding in the Board and amongst stakeholders of the policing issues experienced by the LGB and Transgender communities and have further improved the Board's relationship with these communities. The Board has subsequently raised with the PSNI concerns expressed within the Transgender Community over the need to change engagement strategies to successfully interact and ensure equality of service with some sections of the Transgender Community.

Support Services Directorate

As noted above Board meetings have been live streamed on the YouTube site and this has complemented the Board's longstanding practice of uploading meeting footage onto the Board's Facebook Page. This way, people who cannot attend but who have online access can watch and contribute by tweeting questions which can be answered live. In addition Communications and Board Support Branch has:

- Continued to develop its use 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. Increased followers have been recorded and there have been many occasions where the public through these mediums have engaged with Board officials to comment and respond on a range of topics including the work of the Board and PCSP's.
- Both the Board and Policing and Community Safety Partnerships websites have been refreshed and both sites incorporate live Twitter feeds and access to the Facebook sites.

Monitoring the PSNI People Strategy, the PSNI Training and Development Strategy & Business Plan and the PSNI Equality, Diversity & Good Relations Strategy has brought a number of impacts/ outcomes. These include:

- Continuing emphasis on recruitment to the PSNI from underrepresented groups.
- Increased representation of females in PSNI specialist posts
- Change in the physical competence arrangements for Police Trainee Recruitment.
- Specific focus on equality, diversity and good relations issues in terms of new Policing with the Community processes.

3	Has the application of the Equality Scheme commitments resulted in any changes to policy, practice, procedures and/or service delivery areas during the 2015-16 reporting period? <i>(tick one box only)</i>				
x	Yes	<input type="checkbox"/>	No (go to Q.4)	<input type="checkbox"/>	Not applicable (go to Q.4)
Please provide any details and examples:					
<p>Partnership Directorate Partnership Branch & Engagement & Planning Branch</p> <ul style="list-style-type: none"> • Improved Plan for the screening of strategic policy documents. • Greater awareness of consultees views on policy. • New simpler understood version of Policing Plan published. 					
<p>Policy Directorate Policy Branch</p> <ul style="list-style-type: none"> • Improved engagement with stakeholders on the development of thematic reports. <p>Police Administration Branch</p> <ul style="list-style-type: none"> • Revised Guidance for applicants seeking to make Injury on Duty Award applications. <p>Support Services Directorate Communications & Board Support Branch</p> <ul style="list-style-type: none"> • Increased opportunity for Section 75 groups to engage with the Board. • The number of people following the Board on Twitter increased by 836. • The number of likes for the Board's Facebook page increased by 218. • The livestream footage of the monthly Board meeting on YouTube received on average 62 views per month, while the permanent copy of the footage on Facebook received an average of 66 views per month. 					

	<p>Human Resources Branch</p> <ul style="list-style-type: none"> • Development and Production of a Recruitment and Selection Manual with accompanying Procedures for Chief Police Officer (and analogous civilian posts) in the PSNI. • Development and Production of a Recruitment and Selection Manual with accompanying Procedures for senior Board staff and senior PSNI staff. • Production of a Grievance Policy for application by PSNI Chief Police Officers 	
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:	
	As noted above changes will ensure a greater engagement with Section 75 groups in the Board's business whether that is the formal meetings of the Board; increased participation in the development of the Human Rights and thematic Reports or processes which the Board employs e.g. Injury on Duty applications, recruitment of staff etc..	
3b	What aspect of the Equality Scheme prompted or led to the change(s)? <i>(tick all that apply)</i>	
	X	As a result of the organisation's screening of a policy <i>(please give details): (as per link to Board website below)</i>
		https://www.nipolicingboard.org.uk/equality-screening-reports
	X	As a result of what was identified through the EQIA and consultation exercise <i>(please give details):</i>
		Policing Plan and Strategic Objectives for Policing development
	X	As a result of analysis from monitoring the impact <i>(please give details):</i>
		It has been ascertained that with earlier engagement with Section 75 groups areas of concern may be suggested which in turn will influence the research associated with the development and production of the Human Rights and other thematic Reports.
	X	As a result of changes to access to information and services <i>(please specify and</i>

		<i>give details):</i>
		Increased use of social media as a means of engagement
	<input type="checkbox"/>	Other (<i>please specify and give details):</i>

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 2015-16 reporting period? (<i>tick one box only</i>)
<input type="checkbox"/>	Yes, organisation wide
X	Yes, some departments/jobs
<input type="checkbox"/>	No, this is not an Equality Scheme commitment
<input type="checkbox"/>	No, this is scheduled for later in the Equality Scheme, or has already been done
<input type="checkbox"/>	Not applicable
Please provide any details and examples:	
In so far as the Job Descriptions referenced the NI Civil Service Competency Framework which in turn acknowledges the Equality duty and implications.	
5	Were the Section 75 statutory duties integrated within performance plans during the 2015-16 reporting period? (<i>tick one box only</i>)
X	Yes, organisation wide
<input type="checkbox"/>	Yes, some departments/jobs
<input type="checkbox"/>	No, this is not an Equality Scheme commitment
<input type="checkbox"/>	No, this is scheduled for later in the Equality Scheme, or has already been done
<input type="checkbox"/>	Not applicable
Please provide any details and examples:	
Implicit- following on from the Board's Corporate Plan which at Section 3 Purpose, Vision and Values states, "Values- Inclusive-The Board will undertake its duties in a manner that is free from bias or inequality, and which demonstrates an approach	

	to conducting its business which is fair, recognises our increasingly diverse society, and is human rights compliant. The Board has due regard to promote equality and is committed to meeting all of its responsibilities under Section 75 of the Northern Ireland Act 1998.”				
	In the 2015-16 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? (<i>tick all that apply</i>)				
	<input checked="" type="checkbox"/>	Yes, through the work to prepare or develop the new corporate plan			
	<input type="checkbox"/>	Yes, through organisation wide annual business planning			
	<input type="checkbox"/>	Yes, in some departments/jobs			
	<input checked="" type="checkbox"/>	No, these are already mainstreamed through the organisation’s ongoing corporate plan			
	<input type="checkbox"/>	No, the organisation’s planning cycle does not coincide with this 2015-16 report			
	<input type="checkbox"/>	Not applicable			
	Please provide any details and examples:				
	<p>The Board’s current Corporate Plan at Section 3 Purpose, Vision and Values states, “Values- Inclusive-The Board will undertake its duties in a manner that is free from bias or inequality, and which demonstrates an approach to conducting its business which is fair, recognises our increasingly diverse society, and is human rights compliant. The Board has due regard to promote equality and is committed to meeting all of its responsibilities under Section 75 of the Northern Ireland Act 1998.”</p> <p>A new Corporate Plan is being developed for 2017-2020.</p>				
	Equality action plans/measures				
7	Within the 2015-16 reporting period, please indicate the number of:				
	Actions completed:	15	Actions ongoing:	21	Actions to commence:
	Please provide any details and examples (<i>in addition to question 2</i>):				
	<p>Given the Board’s oversight role and the statutory requirement to hold the Chief Constable to account many of the actions overall have been completed and will also be continued. Specifically actions such as ‘Publish an Annual Human Rights Report’ have been completed but these action measures will still be ongoing as there will be work progressing on the next Human Rights Report. In holding the Chief Constable to account the Board wish to see the PSNI implement and</p>				

	mainstream equality, diversity and good relations issues. As part of the Policing Plan requirements the Resources Committee monitors the PSNI in this respect.		
8	Please give details of changes or amendments made to the equality action plan/measures during the 2015-16 reporting period (<i>points not identified in an appended plan</i>):		
	Not applicable		
9	In reviewing progress on the equality action plan/action measures during the 2015-16 reporting period, the following have been identified: (<i>tick all that apply</i>)		
	<input checked="" type="checkbox"/>	Continuing action(s), to progress the next stage addressing the known inequality	
	<input type="checkbox"/>	Action(s) to address the known inequality in a different way	
	<input type="checkbox"/>	Action(s) to address newly identified inequalities/recently prioritised inequalities	
	<input type="checkbox"/>	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: (<i>tick one box only</i>)		
	<input checked="" type="checkbox"/>	All the time	<input type="checkbox"/>
		Sometimes	<input type="checkbox"/>
			Never
11	Please provide any details and examples of good practice in consultation during the 2015-16 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:		
	The development of a new 'Strategic Outcomes for Policing' document to sit alongside the Annual Policing Plan. The Board engaged with the Equality Commission for advice and guidance following on from an EQIA on the Policing Plan which was published on 1 September 2015. As a result the consultation with Section 75 groups was more meaningful and assisted with the identification of issues to be taken forward to increase confidence in Policing.		
12	In the 2015-16 reporting period, given the consultation methods offered, which consultation methods were most frequently used by consultees : (<i>tick all that apply</i>)		
	<input checked="" type="checkbox"/>	Face to face meetings	
	<input checked="" type="checkbox"/>	Focus groups	

PART A

	<input checked="" type="checkbox"/>	Written documents with the opportunity to comment in writing		
	<input checked="" type="checkbox"/>	Questionnaires		
	<input type="checkbox"/>	Information/notification by email with an opportunity to opt in/out of the consultation		
	<input type="checkbox"/>	Internet discussions		
	<input type="checkbox"/>	Telephone consultations		
	<input type="checkbox"/>	Other (<i>please specify</i>):		
	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:			
	6 written responses were received from Leonard Cheshire Disability NI; Commissioner for Older People for NI; Women's Aid Federation NI; Women's Regional Consortium, Ballynahinch Support Group; Include Youth; and the Children's Law Centre during the EQIA consultation undertaken in the summer of 2015. The Board built upon those responses during 2015/16 and held many meetings and focus groups to inform and deliver upon the action plan measures.			
13	Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2015-16 reporting period? (<i>tick one box only</i>)			
	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No
	<input type="checkbox"/>	Not applicable		
	Please provide any details and examples:			
	Attendance at the Belfast Mela, PRIDE, Balmoral Show, meeting on race hate crime for ethnic minority groups, meetings with groups such as Age Sector Platform, Commissioner for Older Persons NI, Women's Aid, disability groups, key youth groups and other S75 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 / Strategic Outcomes for Policing.			
14	Was the consultation list reviewed during the 2015-16 reporting period? (<i>tick one box only</i>)			
	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No
	<input type="checkbox"/>	Not applicable – no commitment to review		
	In relation to the EQIA of the 2015/16 Policing Plan.			
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] https://www.nipolicingboard.org.uk/equality-screening-reports								
15	Please provide the number of policies screened during the year (<i>as recorded in screening reports</i>):							
	10							
16	Please provide the number of assessments that were consulted upon during 2015-16:							
	1	Policy consultations conducted with screening assessment presented.						
	1	Policy consultations conducted with an equality impact assessment (EQIA) presented.						
	32	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:							
	https://www.nipolicingboard.org.uk/previous-equality-consultations							
18	Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? (<i>tick one box only</i>)							
	<input type="checkbox"/>	Yes	<input checked="" type="checkbox"/>	No concerns were raised	<input type="checkbox"/>	No	<input type="checkbox"/>	Not applicable
	Please provide any details and examples:							
	N/A							
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 2015-16 reporting period? (<i>tick one box only</i>)							
	<input checked="" type="checkbox"/>	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	Not applicable		
	Please provide any details and examples:							

	https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/policing-plan-eqia-consultation-report_0.pdf https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/policing-priorities-consultation-report-2015.pdf			
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 2015-16 reporting period? <i>(tick one box only)</i>			
	<input type="checkbox"/>	Yes	<input type="checkbox"/>	No, already taken place
	<input checked="" type="checkbox"/>	No, scheduled to take place at a later date	<input type="checkbox"/>	Not applicable
	Please provide any details:			
	Responsibility for Equality Monitoring has changed due to reorganisation within the Board. A review of Equality Monitoring arrangements will take place as part of the Review of the Equality Scheme which is being programmed to coincide with the development and consultation on a new Policing Board Corporate Plan during the latter part of 2016 and before the end of March 2017.			
21	In analysing monitoring information gathered, was any action taken to change/review any policies? <i>(tick one box only)</i>			
	<input type="checkbox"/>	Yes	<input checked="" type="checkbox"/>	No
	<input type="checkbox"/>			Not applicable
	Please provide any details and examples:			
	N/A			
22	Please provide any details or examples of where the monitoring of policies, during the 2015-16 reporting period, has shown changes to differential/adverse impacts previously assessed:			
	N/A			
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:			

	N/A		
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 2015-16, and the extent to which they met the training objectives in the Equality Scheme.		
	<p>Apart from Induction Training and Equality Training for Board Members in Recruitment & Selection there were no specific Training interventions undertaken in respect of Equality during the reporting year. All such training which was deemed as non-essential (life threatening) was put on hold due to expenditure controls placed on the Board by the Department of Justice. A commitment has been given that this will be rectified during the 2016/17 reporting year.</p> <p>It should be noted that advice and guidance was provided internally by HR Branch on Equality issues especially surrounding the development of the Strategic Objectives for Policing initiative.</p>		
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:		
	N/A		
Public Access to Information and Services (Model Equality Scheme Chapter 6)			
26	Please list any examples of where monitoring during 2015-16, across all functions, has resulted in action and improvement in relation to access to information and services :		
	N/A		
Complaints (Model Equality Scheme Chapter 8)			
27	How many complaints in relation to the Equality Scheme have been received during 2015-16?		
	<table border="1"> <tr> <td>Insert number here:</td> <td>0</td> </tr> </table>	Insert number here:	0
Insert number here:	0		
	Please provide any details of each complaint raised and outcome:		
	N/A		

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? <i>(please provide details)</i>
	Senior Management have given a commitment to ensuring that the 5 Year review of the Equality Scheme will be undertaken and linked to the development of the Board new Corporate Plan. In addition focus will be given to an Audit of Inequalities, Action Plan measures and a new Disability Action Plan.
30	In relation to the advice and services that the Commission offers, what equality and good relations priorities are anticipated over the next (2016-17) reporting period? <i>(please tick any that apply)</i>
	<input checked="" type="checkbox"/> Employment
	<input checked="" type="checkbox"/> Goods, facilities and services
	<input type="checkbox"/> Legislative changes
	<input checked="" type="checkbox"/> Organisational changes/ new functions
	<input type="checkbox"/> Nothing specific, more of the same
	<input type="checkbox"/> Other (please state):

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures (from the Disability Action Plan) for this reporting period that have been:											
6				2				6			
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	Board officials worked with the Department of Justice on the appointment of Police Community Safety Partnership Members	118 Independent Members appointed	8% of those appointed indicated that they had a disability.

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

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	Training Action Measures	Outputs	Outcome / Impact

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

DAP- Action Measures	Communications Action Measures	Outputs	Outcome / Impact
8	We will continue to review internal and external communication processes so as to meet the requirements of people with disabilities.	During 2015/2016 to assist with meeting the needs of people with disabilities Board officials attended the Disability Hate Crime Steering Group. 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.	Board officials attendance at this quarterly meeting provides the Board 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 human rights annual and thematic reporting processes and allows the Board to establish whether or not police policy translates into good practice on the ground.

PART B

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

	Encourage others Action Measures	Outputs	Outcome / Impact

2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

DAP- Action Plan Measures	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
2	Annual Progress Report for the Equality Commission	Development of a report	Review of the Action Plan
4	The manner in which the Board operated its partnerships was reviewed	Following discussion with Leonard Cheshire Disability and other members of the disabled community two specific engagement/ consultation events were held to discuss the Strategic Outcomes for Policing (2016-2020) and the 2016/17 Policing Plan. One event was held in Belfast the other in Derry/ Londonderry.	As a direct result of the engagement with these groups views and information was taken and used in the development of both the 2016/17 Policing Plan and the Board’s new Strategic Outcomes for Policing (2016-2010) document

PART B

12	Equality Screening of all Policies on ongoing basis	Equality, Diversity and Good Relations activities mainstreamed into day to day work of the Policing Board	Section 75 of NI Act 1998 and Section 49 a and b of DDA 1995 as amended fulfilled information uploaded onto Board website
13	All staff that require reasonable adjustment are accommodated as quickly as possible	Consideration of reasonable adjustments	Staff are accommodated whether physical or mental adjustment e.g. Physical-provision of a chair or Mental-referral to occupational health or employee assistance programme
14	Disability Discrimination Act legislation complied with re Building work.	Consideration of works to ensure compliance with the legislation	Building made more accessible for staff, Board Members and the general public who engage in the Board's work of holding the Chief Constable of the PSNI to account

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

DAP-Action Measures	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
3	Working with a range of stakeholders to ensure in the implementation, monitoring and	Meeting with the DOJ Equality Forum, meeting with the EC	As per the measure	DOJ Equality Forum did not meet twice, Autism strategy in place

PART B

	review of the Action Plan.	for NI		
9	As part of our communication articles published about our commitment to disabled people in our newsheet 'Policing Matters' and in the Policing & Community Safety Partnership Newsletter.	Articles published showing engagement of disabled people in the work of the Board and Policing and Community Safety Partnerships.	Greater involvement by disabled people	Articles whilst embracing disabled people did not talk specifically about our commitment to disabled people.

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

DAP-Action Measures	Action Measures not met	Reasons
1	Report for the Board on the progress of the Disability Action Plan annually.	Oversight
5	Development of Corporate Plan 2014-2017 ensure Board's obligations in respect of UN Convention on Rights of Persons with Disabilities are met.	Was not included in the Human Resources Business Plan.
6	Statistics & Research Branch agreeing process if and when Disability is prioritised within the commissioning of Research.	Due to a restriction on discretionary spend imposed by Department of Justice (DOJ).
7	Policy Branch will continue with the recommendations from 2010 Report- Views and Experiences of People with Learning Disability in relation to Policing arrangements in NI.	Was not included in Policy Directorate Business Plan.

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10	Support & adherence to Diversity Training for new staff	Due to a restriction on spend imposed by DOJ.
11	All staff within a 3 year rolling period will take Diversity Training (NICS Diversity Now Course)	Due to a restriction on spend imposed by DOJ.

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

Branch Meetings/ Meeting of the Corporate Management Group

(b) Quantitative

Branch Meetings/ Meeting of the Corporate Management Group

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?

Please select

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
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PART B

1	Please see answer to Question 7 below.		
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7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

Following helpful advice from the Equality Commission the current Plan is to be updated for the period April 2016- March 2017. However the proposal is to align the production of a new Disability Action Plan and an Equality Audit of Inequalities and Action Plan with the Board's new Corporate Plan due for implementation from April 2017.

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.