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The Board is an independent body made up of 19 Members to ensure for all the people of Northern Ireland the delivery of an effective, efficient, accountable and impartial police service which will secure the confidence of the whole community by reducing crime and the fear of crime. **Click here** to see the Board membership.

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## Setting Strategic Outcomes; Monitoring police performance

### Board publishes key documents

**The Policing Board has set 12 Strategic Outcomes for policing for the next 4 year period and has published the annual Policing Plan for 2016-17.**

The Strategic Outcomes for Policing 2016 - 2020 outlines what the Board want the PSNI to focus on at a strategic level over the next four years and the Policing Plan 2016 - 17 will deliver incremental changes and improvements in the next year.

Speaking about the Strategic Outcomes for Policing 2016 - 2020 Board Chair Anne Connolly said:

**The Strategic Outcomes developed in partnership with the PSNI outline what we collectively believe needs to be achieved over the next four years. Policing with the Community is fundamental to providing an effective police service and this ethos has been central to developing these outcomes for policing.**

**We have also taken a wide range of community views and experiences of policing into account. This has included extensive consultation with members of the public and section 75 groups from across Northern Ireland to identify priorities for policing in the next 4 years.**

The Policing Plan includes performance measures attached to each of the Strategic Outcomes, underpinned by a series of lower level quantitative and qualitative measures. In its development the Board has taken into account the increased financial pressures facing the police and the importance of partnership working in service delivery.

Mrs Connolly explained that increasing trust and confidence in policing and improving

#### FRONT COVER CAPTION

Deputy Chief Constable Drew Harris, Policing Board Chair Anne Connolly and Chief Constable George Hamilton with the key policing documents.

the level and quality of police engagement with communities are key aims of the Plan and said:

**There is also a focus on protecting vulnerable people most at risk including increasing outcomes in relation to Hate Crime and crimes against older people. There are also performance measures in place to tackle organised crime and the emerging threat from cyber-related crime, human exploitation and trafficking.**


**The focus of this Plan is on day to day policing and it does not reflect the cost of policing the past. The Board has expressed support for the measures relating to legacy issues included in the Stormont House Agreement.**

Continued...




## Setting Strategic Outcomes; Monitoring police performance

However, we also recognise there are differing opinions as to how these measures should be implemented and we urge all concerned to work towards an agreed approach to dealing with the past.

While this is a challenging Plan we believe it is achievable and we will work with the PCSPs, statutory, voluntary and community groups to deliver an effective police service to all. 

Speaking about the documents, Chief Constable George Hamilton said:

 **We are operating in an environment of austerity. The PSNI's 2015-2016 budget had a reduction of £26.2m on the previous year. This presents challenges. To protect Police and Staff numbers and to achieve a balanced budget for 2016-17, will require a cut in the region of 10% to non-staff budgets.**

We are prioritising our resources to the greatest threat, risk, harm and opportunity in order to keep people safe.

Policing is delivered in partnership with communities and the Policing Plan 2016-17 and the Strategic Outcomes for Policing 2016-2020 provide a framework for directing resources to crime types and harm issues that have been identified as priorities by our communities. By working collaboratively with our partners and our communities we will continue to play our part in Keeping People Safe. 

Over the coming year the Board will oversee and scrutinise PSNI performance through a monitoring framework and will report on all aspects of the Plan.

The Policing Plan 2016-17 is produced in accordance with the Police (Northern Ireland) Act 2000. It is prepared by the Chief Constable, agreed and published by the Policing Board following consultation with the Minister of Justice.

The total budget which is available to PSNI to deliver the Policing Plan during 2016-17 is £668.4m resource budget and £17m capital. Additional security funding from Treasury/NI Executive totals £64.3m.

A monitoring framework has been developed which will allow the Board to monitor police performance against the overarching themes in the Strategic Outcomes for Policing 2016-20. A full analysis of PSNI performance against all Policing Plan targets will be published in the Board's Annual Report and in online media.



[click here](#)  for the 2016-2017 Policing Plan.



[click here](#)  for the 2016-2020 Strategic Outcomes.

# Policing Human Rights

The Policing Board has published its latest Human Rights Annual Report which looks at how well the PSNI have met their duties and responsibilities in line with the Human Rights Act 1998 during the last year.

Each year, the Board's Human Rights Advisor examines how well the PSNI are complying with human rights law and proposes recommendations for improving how the police do their work. She also reports on how well the PSNI have integrated previous recommendations and whether more work needs to be done. This is in addition to continued scrutiny and detailed monitoring work carried out by the Board's Performance Committee during the year.

The 2015 report contains 14 recommendations for the PSNI relating to human rights training, Domestic Violence Protection Notices, the operation of the Youth Diversion Scheme, Small Unmanned Aircraft, non-molestation orders and arrangements for those held in police custody. The report also highlights areas for improvement.

Board Chair Anne Connolly said:

**Importantly, the Report recommends that the PSNI incorporate recommendations from the CJNI on the processing of case files into the training of all relevant officers and support staff and to report back to the Board on the revised training.**

**Following recommendations in previous Human Rights Annual Reports on custody healthcare provision, the PSNI are asked to determine the training requirements of police custody staff relating particularly to detainees presenting with physical or mental health issues and/or addictions, and child protection. It is vital that those in custody are getting the right support and that the police are properly equipped to deal with detainees with particular needs to provide them with their rights as well as reducing the likelihood of reoffending.**

In relation to legacy issues Mrs Connolly said:

**As well as keeping people safe today, the PSNI should continue its work on Legacy cases, both in terms of ongoing investigations and supporting the Coroner in undertaking Legacy Inquests.**

**The Board also has, for some time, advocated for a review of the role played by PSNI in supporting Legacy Inquests and welcomes the forthcoming inspection to be undertaken by the Criminal Justice Inspection Northern Ireland. The report also expresses the Board's support for the measures relating to dealing with the past included in the Stormont House Agreement.**

The Board will continue to work with the Chief Constable and his colleagues to progress and evaluate the impact of the fourteen new recommendations.

Speaking about the Report, Chief Constable George Hamilton said:

**We are committed to a human rights based approach to policing. It is at the heart of the hard choices and difficult decisions we make every day.**

**We welcome the Policing Board Human Rights Annual Report and the accountability and reassurance provided by this 'annual health check'. The recommendations will be considered and a Programme of Action will be developed accordingly. The Programme of Action will explain the steps that will be taken in relation to each of the recommendations made in the report.**

**Encouragingly, the technical nature of the majority of recommendations indicates the level of progress that the PSNI has made in recent years.**



[click here](#)

to view the report.

# Recommendations will strengthen Custody arrangements

The Policing Board has welcomed recommendations from the CJINI on how people are dealt with in police custody.

The Board runs a Custody Visiting Scheme to independently monitor the conditions and access to entitlements of those in custody and following a recommendation in its Human Rights Annual Report, significant work was taken forward by the PSNI, particularly in relation to the provision of healthcare for detainees.

Board Chair Anne Connolly said:

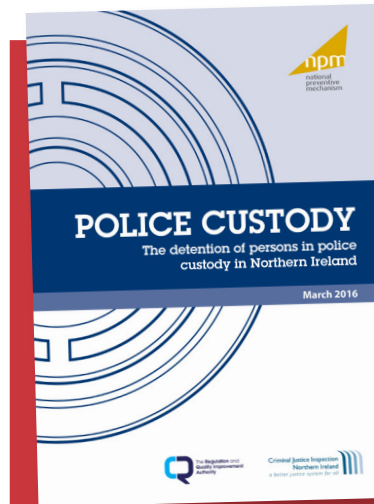
**“The Board welcomes the PSNI’s recognition that custody healthcare should not focus solely on keeping people safe in custody but that a framework should be in place which will allow the police to identify and address complex needs which can have a huge impact on the well-being of**



detainees and the likelihood of re-offending.

The CJINI’s emphasis on the importance of a delivery timescale for this and the recommendation

to seek alternative accommodation for children and young people held in custody are therefore particularly welcome. Additional recommendations by the CJINI will




[click here](#)

to read the CJINI report

**‘Police Custody: The detention of persons in police custody in Northern Ireland.’**

help strengthen arrangements in police custody to ensure that the rights and entitlements of detainees area met.

The Board will continue to work in partnership with other key stakeholders to ensure the most effective healthcare system is delivered. 



# Board Meeting News

Due to the Assembly Elections, the Board did not hold its normal monthly meeting in public. At the private meeting, Members questioned the Chief Constable about police operations at events over Easter, in particular the parades held in Derry/ Londonderry, Coalisland, Lurgan and Belfast. They also questioned him on the Arlene Arkinson inquest, abortion offences brought forward by the PPS and how the PSNI will meet the Policing Plan target relating to the safety of vulnerable people.

[click here](#)



to view the Chief Constable's report to Board Members

[click here](#)



to view Written Answers to Chief Constable's Questions

## Planning ahead for the Board

The Board has published the Business Plan for the next year which sets out how it plans to carry out its statutory duties.

[click here](#)



to read the Plan.

## Board meeting in public:

**Keep an eye on our social media sites for the date of our next public meeting.**

## St Patrick's Day Focus

Policing Board Chair Anne Connolly and the Chief Constable attended a series of meetings and engagements in Washington over St Patrick's Day with a range of political representatives, key opinion formers and policing organisations.

Explaining the importance of putting the focus on policing, Mrs Anne Connolly said:

“Policing continues to be an important area of interest in the US and this visit provided opportunities to share the progress of delivering policing reform in Northern Ireland. It also enabled the Board and PSNI to build on already established relationships within the US policing and criminal justice arena.”

## Condolences to Ismay family

Policing Board members have expressed their condolences to the family, friends and colleagues of Adrian Ismay who was murdered in February. Policing Board Chair Anne Connolly said:

“We are ever grateful to those who work to keep our community

safe and people in our community share the sadness now being felt by those who knew Adrian best. Serving the community for over 28 years Adrian's contribution to society through his work in the prison service and volunteer roles is in stark contrast to those who carried out this vile attack.”

## Board Chair opens new station

Chair of the Policing Board Anne Connolly has officially opened the new police station in Downpatrick. The station, which opened to the public at the end of November 2015 is one of the most sustainable and energy efficient of the police estate.

Speaking at the opening, Mrs Connolly stressed that the Policing Board is committed to ensuring that good policing is delivered across all parts of our community. She said:

“ It is the Policing Board’s role to monitor how PSNI use their resources so that the best policing service possible is delivered; and it is vital that we make sure the police estate is in good shape so they can do that. ”

“ I am delighted that the people of Downpatrick and surrounding area will benefit from these new modern premises. It is important to remember, however, that policing is less about the physical presence of a police station, but the effective day to day delivery of policing on our streets.

The £11 million investment made is not just an investment in property so that police and support staff can do their work effectively; it is an investment in the future services for the people of this area. It is important for people in this community to know that their policing needs are being met. And I am sure that the people of Newry, Mourne and Down will welcome the commitment to policing they have been given by investing in this new building. ”



Board Chair Anne Connolly and District Commander, Supt Paul Reid unveil the plaque at Downpatrick Police Station.



Talking about the work of the local PCSPs at the opening are Newry, Mourne and Down PCSP Officers Katrina and Daniel with (l-r): Board Vice Chair Debbie Watters, Board Chair Anne Connolly and Chief Constable George Hamilton.

## 100th batch of police recruits



Board Chair Anne Connolly speaks at the 100th police graduation at Garnerville.

Board Chair Anne Connolly recently spoke at the 100th graduation of police recruits. Mrs Connolly said it was important to mark the milestone saying:

“ This Graduation marks another special day in the history of the PSNI. Since 2001, over 4,500 people from all walks of life have stepped forward to serve the community.

It is a real delight to see the 100th squad of newly graduated police officers pass out and start on the road to a challenging career protecting the public, keeping the peace and working with the community.

Policing has a critical role to play and we thank all the officers and staff of the PSNI for the work they professionally do on our behalf. ”

## One Service, Many Careers

Meanwhile, Vice Chair of the Board Debbie Watters has been speaking to students about the potential of a career in policing. At the PSNI Careers Fair ‘One Service, Many Careers’, Ms Watters outlined the many ways young people can get involved in policing. She said:

“ Policing has long been a divisive subject in our community and for many years, it would not have been a job that everyone would have considered. Times have changed considerably and modern policing now offers a very attractive career opportunity.

The PSNI is an enormous organisation and there are many opportunities for those with a range of skills to fit into that organisation. What is significant though – and this is something the Board is very strong about – is that policing does not stand still and must constantly evolve to meet the changing crime patterns.

From the Board’s point of view, there is no argument that officers do an amazing job keeping our communities safe. However, our role is



Vice Chair Debbie Watters and South Area Co-coordinator C/Supt Pauline Shields at the PSNI Career's Fair

to challenge the PSNI and expect continuous improvements in how they do their work and how they deliver results to our community and that is something we are very committed to. An organisation which is willing to change and adapt to demand seems to me to be a fairly exciting career option for a young person. ”



## Cross Border TALK



TALK programmes participants outside Áras an Uachtaráin.

The most recent stage of the Policing Board's TALK programme which supports potential young leaders has taken place in Dublin. The cross border strand of the Transformation, Advocacy, Leadership, Knowledge programme gives participants the chance to network and engage at grass roots level to promote a greater understanding of North-South co-operation and the potential for further peace-building in Northern Ireland.

Those taking part in the programme met with representatives from the Gardai and visited a traveller site to learn how police engage with harder to reach groups.

They also met with members of Northside Partnership which was set up to improve opportunities for people and communities in North East Dublin.

## Board Chair receives OBE

Policing Board Chair Anne Connolly recently travelled to London to pick up her OBE. Speaking about the honour, she said:

“Policing and education are both central issues in our community and I am privileged to have been able to work in areas of such importance and with so many talented and committed people. I am absolutely delighted to receive this honour.”



Policing Board Chair Anne Connolly with her OBE.