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FOREWORD

CONSULTATION ON THE DRAFT POLICING PLAN 2020-2025

The Northern Ireland Policing Board (the Board) and Police Service of Northern Ireland (PSNI) are seeking your views to help in the development of the Policing Plan 2020-2025. This document explains the consultation process and provides context to help you understand how we have drafted the Policing Plan 2020-2025.

So that you can make an informed and meaningful contribution to the development of the new five year plan, this document tells you about what else the Board is responsible for across Northern Ireland's policing landscape.

We want to hear your views on the four key questions outlined within the Consultation Response Form (online and included at the end of this document). Your response will help us to shape the Policing Plan, which includes the Outcomes and Indicators for policing in Northern Ireland to ensure that our communities feel safe, they are engaged and supportive of the PSNI and have confidence in policing.

We are hosting a number of regional events which you may wish to attend and you can find further information on these within this document and on the Board's and the PSNI's websites.

The consultation will run from 21 October 2019 to 6 January 2020. You can submit the consultation response form online or send us your response by email or post. Responses collected during this process will be analysed and the resulting report will assist in shaping the new Policing Plan 2020-2025.

Thank you for your anticipated input which will help the way the Board provides independent oversight of policing, and the way the PSNI strive for the delivery of an outstanding police service.

Professor Anne Connolly OBE

Chair

Northern Ireland Policing Board

Simon Byrne QPM

Chief Constable PSNI

GLOSSARY

ABBREVIATIONS:

BOARD Northern Ireland Policing Board

CSAE Child Sexual Abuse and Exploitation

DPCSP District Policing and Community Safety Partnerships

DoJ Department of Justice

GDPR General Data Protection Regulation

HMRC Her Majesty's Revenue and Customs

NCA National Crime Agency

OCGs Organised Crime Gangs

PCSPs Policing and Community Safety Partnerships

PSNI Police Service of Northern Ireland

DEFINITIONS:

Outcomes These are what we want for the people of Northern Ireland

Indicators These will collectively tell us if we have made progress towards achieving the Outcomes



ABOUT THIS CONSULTATION POLICING PLAN 2020-2025

WHAT IS THE POLICING PLAN?

The Northern Ireland Policing Plan 2020-2025 will outline how the Board and the PSNI want to deliver and improve policing in Northern Ireland.

Effective policing is central to having a safe community. It is collectively our job to make sure the service delivered is fair, impartial and protects the rights of individuals and the community.

Issuing a Policing Plan is one of the key legislative responsibilities of the Board. It is developed in partnership with PSNI so there is agreement on what we want to achieve and how we plan to do it.

We are publishing a five year Policing Plan for 2020-2025 that will allow the Board and the PSNI to assess and monitor the impact of this plan over a longer period than has previously been in place.

We are mindful that issues or opportunities could emerge during 2020-2025 which may impact on what we want to achieve or how we plan to do it. We will re-issue the Policing Plan on an annual basis and explain any changes we may have made in response to new circumstances.

The Policing Plan is developed using a range of information and evidence sources. It is shaped by an analysis of crime trends and patterns and consideration of harm caused to individuals and communities. Alongside this, what people tell us through this consultation is a vital consideration.

We are seeking your views and this collective information will support a Policing Plan that enables the PSNI to deliver on making the Outcomes a reality in a way that is visible, responsive and accessible to individuals and communities.

A PARTNERSHIP APPROACH TO POLICING

Effective policing is more than just the role that PSNI play. The police have key duties to meet in keeping people safe and tackling crime, but they need to work in partnership with the community and others to achieve this.

The Board is the accountability body for the PSNI. It works to deliver effective and efficient policing in Northern Ireland. It is responsible for holding the Chief Constable accountable for the performance of the police, and advocating for policing in communities and across the public, private and voluntary and community sectors. Through the Board's engagement and outreach work, we listen to the views of the community so that issues raised can be addressed with the police.

Policing and Community Safety Partnerships (PCSPs) are also a key partner within policing. They aim to help make communities safer and ensure the voices of local people are heard on policing and community safety issues. The PCSPs want our communities to be empowered to develop local solutions with the police, and with key partners such as the Northern Ireland Housing Executive, Probation Board for Northern Ireland, Youth Justice Agency, Health & Social Care Trusts, Education Authority and Northern Ireland Fire & Rescue Service, to tackle crime, the fear of crime, and make all communities safer and more resilient.

MAKING A DIFFERENCE?

WHAT

The Policing Plan is **what** we want to achieve in the next five years.

HOW

How we are going to carry it out is published separately in an Annual Performance Plan. The Performance Plan outlines the measures by which the Board will assess PSNI in making progress towards achieving the Indicators and, ultimately, the identified Outcomes of having a safe community, having confidence in policing and having engaged and supportive communities.



THE POLICING PLAN AND MORE!

Not everything is included within the Policing Plan - but it is elsewhere! This includes the Local Policing Plans at District level, PCSP Action Plans, the Local Policing Review Consultation Response, Human Rights Monitoring, and the Board's statutory functions.

LOCAL POLICING PLANS

The PSNI is responsible for the development of their local policing plans in consultation with PCSPs. While the content, format and publication of the local plans is the responsibility of the PSNI, they should be consistent and have synergy with the overall Northern Ireland Policing Plan. Issues that are not captured in the overall Northern Ireland Policing Plan may be included in the local policing plans.

PCSP ACTION PLANS

The PCSP's strategic priorities are set by the Board and Department of Justice (DoJ). They include how they will improve community safety by tackling actual and perceived crime and anti-social behaviour, and how they support community confidence in policing. Each PCSP develop their action plan in consultation with the community and the local police and it sets out how they will meet these priorities.

LOCAL POLICING REVIEW CONSULTATION RESPONSE

In 2018 we asked for views on local policing delivery and the future priorities, structure and delivery of the policing service to the people of Northern Ireland.

The consultation was one of the largest undertaken on policing in recent years and the feedback received reinforced the importance of policing in our community and the provision of a service that is effective and consistent in service delivery.

All the views expressed fell under the following key areas: Police Visibility; Neighbourhood Policing; Vulnerability and Mental Health; Call Handling; Collaboration and Multi-Agency Working; and Competing Policing Demand. The Response Document will be available on the Board's website on 5 November 2019.

A RIGHTS BASED APPROACH

Having a rights based policing service is a key element in both delivering and building public confidence in the service provided by the PSNI. The approach of the Board and the PSNI to embedding human rights principles into day to day policing in Northern Ireland ensures the rights of the public and the rights of police officers are protected.

As the first policing oversight body to have a statutory duty to monitor how well the PSNI meet their human rights responsibilities, the Board devised a framework against which the work of the Service is annually assessed.

A PSNI Code of Ethics sets out the professional standards and behaviours expected of officers. All officers must attest to uphold these rights in the course of their duty.

THE BOARD'S STATUTORY FUNCTIONS

The Board has a range of legislative duties to deliver. These include monitoring trends and patterns in police complaints; the extent to which the police and police staff are representative of the community; appointing senior officers; overseeing complaints and disciplinary proceedings against senior officers; monitoring the exercise of the functions of the National Crime Agency in Northern Ireland; assessing the effectiveness of PCSPs and DPCSPs; administering and facilitating Police Appeals Tribunals; and administering Injury on Duty Awards.

More information on the Board's work can be found at **www.nipolicingboard.org.uk.**



THE CONTEXT

Across the public sector in Northern Ireland, organisations face some fundamental challenges about how best to operate with reduced budgets, fewer resources and a range of competing demands for service.

PSNI are facing these issues too and no longer have the same level of resources or workforce to continue to do things as they have always been done. As a result the Chief Constable must carefully manage competing demands and ensure that resources are allocated where they can be most effective in order to protect the most vulnerable and keep our communities safe from harm.

In keeping our communities safe it is important to note that PSNI face policing challenges that most other police services don't, particularly the ongoing and very real security threat by dissident republicans in the targeting of police officers and staff. The PSNI is also dealing with legacy investigations, parading, paramilitarism and the policing of interface areas.

In addition to these unique challenges, whilst it is recognised that over the past number of years crime has reduced, the complexity and type of work faced by police has changed and is constantly evolving. Demand for policing increasingly includes more complex and resource intensive investigations such as cyber facilitated and enabled crime, child sexual abuse and exploitation, serious and organised crime, and sexual offences.

There are also crimes less likely to be reported to PSNI such as domestic violence, hate crime and human trafficking.

The Board and PSNI recognise our joint responsibility in helping to raise awareness with the public about the current context of policing. We need to continue to work to build community confidence in policing so that the public feel assured around reporting crime to the police and that the police response they receive will be effective.

OUR OUTCOMES

We want to focus on the positive change we make in communities, in order to deliver a service which shows we care, listen and act in relation to the concerns of our communities, partners and staff. We call these our **Outcomes** and we have set three for policing over the next five years.

Through these Outcomes the Board and the PSNI are committing to deliver real and lasting change in our communities in collaboration with partners in the public, private and voluntary and community sectors.

POLICING PLAN OUTCOME 1: WE HAVE A SAFE COMMUNITY

Working together with our partners, we will protect and support all those who live, work, socialise and travel in Northern Ireland. This will enable individuals to feel safe in their communities, secure in their environment and ultimately thrive within society.

One of the most important roles PSNI has is to support and protect the victims of crime within our communities. In particular those who are vulnerable or at greater risk of being victimised or repeatedly victimised. Ensuring repeat victims are supported in a way that meets their particular needs and circumstances is paramount to supporting a safe community.

To do this successfully and make the most significant and long lasting impact the police know they need to work closely with others to help them deliver. They will listen to communities; work with communities and other key stakeholders in the public, private and voluntary and statutory sector; and adopt a partnership approach to raise awareness of these issues. These include crimes such as domestic violence, sexual violence, Child Sexual Abuse and Exploitation (CSAE) and crimes against older people to encourage increased reporting to the police.

PSNI, in partnership with others, also play a crucial role in tackling persistent and repeat offenders. This collaborative approach aims to establish early intervention when offending issues first emerge in order to stop it becoming established behaviour, as well as preventing any escalation into more serious offending.

A focus within this Outcome is also placed on repeat offenders who pose a significant risk to individuals and communities.

Consideration of crime trends will help to demonstrate how well PSNI is performing. It will help to identify patterns in victimisation and offending which may inform how PSNI allocate resources in the longer term in order to protect our communities. Comparisons with police services in other areas will put policing in Northern Ireland into a wider context and highlight where there may be emerging national issues, learning and best practice which could improve policing here.

WHAT WILL TELL US THAT WE HAVE A SAFE COMMUNITY?

- 1.1 Fewer repeat victims of crime;
- 1.2 Fewer repeat offenders;
- 1.3 People in all communities feel safe; and
- 1.4 Crime rates and trends showcase an effective policing response.



POLICING PLAN OUTCOME 2: WE HAVE CONFIDENCE IN POLICING

PSNI and the Board know that the success of policing in Northern Ireland is dependent on the support of the public. Individuals who have trust and confidence in the police are more likely to cooperate with the police and comply with the law. The PSNI, alongside key criminal justice partners, are ultimately responsible for safeguarding and protecting the public from a range of threats and harm.

The Board and the PSNI recognise that maintaining and enhancing community confidence encourages cooperation with them in the provision of vital information which helps their prevention and detection of crime. Increasing the trust in communities, in particular those which have lower confidence in the police, is vital in tackling a range of criminal activity. It is therefore essential that everyone sees the positive impact of policing in their communities, with victims supported, crimes solved and offenders brought to justice.

We will demonstrate a strong commitment to individuals to listen to their feedback and engage with them in relation to the service they receive so we can show everyone that policing is a worthwhile and valued profession that makes a real and positive difference to people's lives.

We know the importance of having a police service that is representative of the society it serves as being a key indicator of people's confidence in policing. The Board and the PSNI will work together to achieve a more representative police service during the life of this Policing Plan.

In order to have a strong, resilient and peaceful society, we have a key role in removing serious and organised crime groups (paramilitaries) from our communities. The boundaries between serious and organised crime and paramilitary activity are becoming more blurred with a number of Organised Crime Groups (OCGs) having direct paramilitary links. They are engaged in a wide range of criminal activity including paramilitary style attacks, extortions, intimidation, drug dealing and money laundering.

It is evident that where support for and confidence in policing remains low, OCGs exercise considerable influence on local communities through fear, intimidation and control. Such activity causes considerable economic and social harm to communities. The Board and the PSNI will work directly in communities and with other key partners such as the National Crime Agency (NCA), HM Revenue and Customs (HMRC), and Immigration Enforcement to identify the potential threat, take enforcement action and protect individuals and communities from harm.

We recognise the vital contribution that the wider voluntary and community sector and civic society make in this area. We acknowledge that some of the answers, and indeed much of the current effort, lie with communities who will often be best placed to propose and deliver solutions to the problems they face.

By collectively building the public's confidence in policing, acting upon the level of satisfaction with the service received and enhancing the representativeness of the police service we will deliver effective crime outcomes. These will meet the communities' expectations and demonstrate positive police visibility, accessibility and responsiveness.

WHAT WILL TELL US THAT COMMUNITIES HAVE CONFIDENCE IN POLICING?

- 2.1 The level of public confidence in policing;
- 2.2 The level of satisfaction with the service received:
- 2.3 The representativeness of the police service;
- 2.4 The delivery of effective crime outcomes.



POLICING PLAN OUTCOME 3: WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES

Building communities which are supportive of policing is a long term outcome which emphasises the importance of real and meaningful engagement. Locally recognised and visible officers are an essential building block, enabling us to work in partnership. There is a strong evidence base to support the benefits of a sustainable police presence in local communities to prevent crime and antisocial behaviour and also to aid prosperity and support in the longer term development of the most deprived areas of Northern Ireland. This will help to solve public safety problems together and provide a service which shows we care, listen and act in relation to our communities, partners and staff.

We recognise that areas which experience repeated criminality, for example persistent antisocial behaviour, can be less likely to engage with the police or report crime. We will demonstrate that we understand the needs of the community, involve the public in our decision making and local priority setting, and are accountable for our performance. PCSPs play a particularly important role in this regard.

We commit to delivering a service that is based on courtesy, fairness and respect underpinned by a Policing with the Community approach. We will work with partners to collaboratively problem solve and decision make to create a more resilient society where we respect the law and each other.

There are an array of statutory, community and voluntary organisations that can assist the PSNI in reaching out to communities. It is important the PSNI use opportunities to engage through such bodies and the local communities themselves.

WHAT WILL TELL US THAT WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES?

3.1 Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems.

ENGAGEMENT EVENTS

MONDAY 28 OCTOBER

4.30PM

St Columb's Park
Derry/Londonderry
4 Limavady Road
Waterside
Derry/Londonderry
BT47 6JY

WEDNESDAY 13 NOVEMBER

6.30PM

The Junction
Dungannon
12 Beechvally Way
Dungannon
Co Tyrone
BT70 1BS

MONDAY 25 NOVEMBER

12PM-2PM

Northern Ireland Policing Board Waterside Tower 31 Clarendon Road Clarendon Dock Belfast BT1 3BG

Aimed at Section 75 representative organisations and groupings

It is anticipated that at least one more Belfast event will be added, so keep checking out our website for details or get in touch on the email below to be sent an update.

To book your place at any of the above events RSVP to **policingplan@ nipolicingboard.org.uk** and advise which event you wish to attend.

Refreshments will be provided at all events so, when confirming your attendance, please advise of any dietary and or access requirements.



FURTHER CONSULTATION INFORMATION

This consultation will run from **21 October 2019** to **6 January 2020.**

There are four questions that we are seeking your views on.

We want to make the process of consultation on the Policing Plan as accessible as possible, so there are a number of ways in which your views can be submitted.

SUBMIT YOUR VIEWS:

ONLINE:

Go to our website and click on the link

EMAIL:

Please email us your Consultation
Response Form to
policingplan@nipolicingboard.org.uk

POST:

Performance Directorate, Northern Ireland Policing Board, Waterside Tower, 31 Clarendon Road, Belfast, BT1 3BG

If you require the consultation document in an alternative format or if you have any special requirements for attendance at the public consultation events please contact the Board on 028 9040 8500 or email policingplan@nipolicingboard.org.uk

We aim to publish a response to the consultation within three months following the close of the consultation period.

EQUALITY SCREENING

Equality screening has been completed on the Policing Plan 2020-2025 and it has been screened out. This screening document can be found on our website at **www.nipolicingboard.org.uk.**

DATA PROTECTION

Data collected during the course of the consultation process will be analysed and a summary report will be published. Any contact details or other information that will identify a respondent as a private individual will be removed prior to publication. All information will be handled in accordance with the General Data Protection Regulation (GDPR). Your information will not be shared outside the Board or PSNI.

WHAT RIGHTS DO YOU HAVE?

- You have the right to obtain confirmation that your data is being processed, and access to your personal data;
- You are entitled to have personal data rectified if it is inaccurate or incomplete;
- You have a right to have personal data erased and to prevent processing, in specific circumstances:
- You have the right to 'block' or suppress processing of personal data, in specific circumstances;
- You have the right to data portability, in specific circumstances;
- You have the right to object to the processing, in specific circumstances;
- You have rights in relation to automated decision making and profiling.

Respondents should also be aware that the Board and PSNI's obligations under the Freedom of Freedom of Information Act 2000 (FOIA) may require that any responses not subject to specific exemptions under the Act be communicated to third parties on request.

If you have any concerns about how your personal data has been handled please contact the Board at

Data.Protection@nipolicingboard.org.uk or
PSNI at DataProtection@psni.pnn.police.uk.

For further information about confidentiality of responses please contact the Information Commissioner's Office.

Northern Ireland Information Commissioner's Office

3rd Floor, 14 Cromac Place Belfast BT7 2JB

Tel: 028 9027 8757 or 0303 123 1114

Email: ni@ico.org.uk **Website:** www.ico.org.uk



APPENDIX 1

YOUNG PERSONS VERSION OF CONSULTATION

WHAT'S THE POLICING PLAN ALL ABOUT?

The Board must, legally, develop a Policing Plan for Northern Ireland which outlines how the Board and the PSNI want to deliver and improve policing.

Before we make this plan we talk to lots of different people and groups. This is to make sure that the final plan considers the views of everyone and we particularly want to hear the views of children and young people.

This document allows **you** to give **your** views on the Policing Plan for 2020-2025.

We want to hear from you on or before the 6 January 2020.

WHY IS IT IMPORTANT?

Effective policing keeps communities safe.

The PSNI cannot deliver effective policing alone; they work in partnership with the community and other organisations to achieve **Outcomes**.

The Policing Plan is one important part to the policing landscape in Northern Ireland. We do our work in a range of ways so while not everything is included in the Policing Plan, it will be included elsewhere like Local Policing Plans, PCSP Action Plans and Human Rights Thematic Reports.

WHAT DOES IT LOOK LIKE?

The draft Policing Plan has three Outcomes which are a way for the public to see if PSNI has delivered real change in communities, working alongside a variety of partners.

POLICING PLAN OUTCOME 1 WE HAVE A SAFE COMMUNITY

The PSNI will commit to provide an effective policing response by protecting people and supporting all those who live, work, socialise and travel in Northern Ireland. They will work in partnership with others to have less crime and fewer victims.

How will we know if we have a safe community?

- 1.1 Fewer repeat victims of crime;
- 1.2 Fewer repeat offenders;
- 1.3 People in all communities feel safe; and
- 1.4 Crime rates and trends showcase an effective policing response.

POLICING PLAN OUTCOME 2 WE HAVE CONFIDENCE IN POLICING

If the public have confidence and trust in the police they are more likely to cooperate with the police, obey the law, report crime and trust the police to respond effectively.

The PSNI wants to deliver a service that is polite, fair and reflective of the community it serves. By collectively focusing on the public's confidence in policing, monitoring people's satisfaction of the service received and being representative of the community it serves, the PSNI will also be able to deliver effective crime outcomes.

How will we know if we have confidence in policing?

- 2.1 The level of public confidence in policing;
- 2.2 The level of satisfaction with the service received;
- 2.3 The representativeness of the police service; and
- 2.4 The delivery of effective crime outcomes.

POLICING PLAN OUTCOME 3 WE HAVE ENGAGED AND SUPPORTIVE

WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES

Police have to keep people safe and tackle crime; but they can only do this in partnership with the community and others, including PCSPs, which ensure the voices of local people are heard on policing and community safety issues.

The PSNI will demonstrate that they understand the needs of the community and involve the public in their decision making.

How will we know if we have engaged and supportive communities?

3.1 Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems.

We now want you to help us develop our final Policing Plan and ensure we have the right Outcomes.

Follow the two steps below to have your say by 6 January 2020.

STEP 1 - QUESTIONS

To have your say on the Policing Plan, please answer the following questions:

Q1 - Do you agree with our Outcomes for policing?

Q2 - What will tell us that we have a safe community?

Q3 - What will tell us that we have confidence in policing?

Q4 - What will tell us that we have engaged and supportive communities?

STEP 2: SEND US YOUR VIEWS

ONLINE

www.nipolicingboard.org.uk

EMAIL

Please email us your Consultation Response Form to **policingplan@nipolicingboard.org.uk**

POST

Performance Directorate
Northern Ireland Policing Board
Waterside Tower
31 Clarendon Road
Belfast BT1 3BG



APPENDIX 2

CONSULTATION RESPONSE FORM

Please indicate if you are responding as: On behalf of an organisation Complete 'Other' and 'Communications Consent' section Complete form below & Complete 'Organisation' & 'Communications 'Communications Consent' on page 19 Consent' section on page 19 If a member of the public: (All optional; please tick just one box per category.) Name: Age: Gender: 0-11 12-17 Male Female Other Prefer not to say 18-29 30-39 **Disability:** 40-49 50-59 No Yes Prefer not to say 60+ Prefer not to say **Community Background:** Member of the Protestant Community Other Ethnicity: Member of the Roman Catholic community Prefer not to say White White/Traveller **Sexual Orientation:** My sexual orientation is towards someone: Black Of the same sex (this covers homosexual men and women) Asian Chinese Of a different sex (this covers heterosexual men and women) Of the same sex and of the opposite sex (this covers bisexual men and women) Other Prefer not to say Prefer not to say **Council Area:** Antrim & Newtownabbey Ards & North Down Armagh, Banbridge & Craigavon Belfast Derry & Strabane Causeway Coast & Glens Lisburn & Castlereagh Mid & East Antrim Fermanagh & Omagh Mid Ulster Newry, Mourne & Down

CONSULTATION RESPONSE FORM

If organisation:
Organisation's name (required)
Your name (optional):
If other: (Please specify)
Communications Consent (optional):
If you wish to be added to the Board Communication emails please tick the box below and provide
your email to confirm.
Yes Email:
Plages note by replying yes we will use your contest details to provide information on the role and
Please note by replying yes we will use your contact details to provide information on the role and work of the Board and PCSPs. Our privacy notice can be found at www.nipolicingboard.org.uk



QUESTION 1

DO YOU AGREE WITH OUR OUTCOMES FOR POLICING?	Yes	No
Please state the reason(s) for your answer		

QUESTION 2 What will tell us that we have a safe community?				



QUESTION 3 WHAT WILL TELL US THAT WE HAVE CONFIDENCE IN POLICING?				

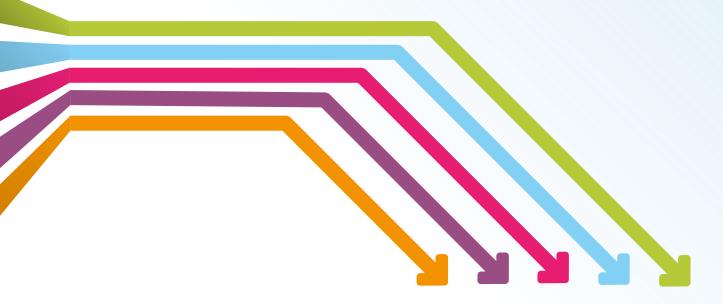
QUESTION 4 WHAT WILL TELL US WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES?				











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DOCUMENT TITLE

The Northern Ireland Policing Board Policing Plan Consultation 2020-25 21 October 2019 – 6 January 2020

ONLINE FORMAT

This document is available in PDF format from our website.

PUBLISHED OCTOBER 2019

This document may also be made available upon request in alternative formats or languages. Requests for alternative formats should be made to the Northern Ireland Policing Board.

DISCLAIMER

While every effort has been made to ensure the accuracy of the information contained in this document, the Northern Ireland Policing Board will not be held liable for any inaccuracies that may be contained within.