



Section 75

EQUALITY SCREENING FORM

**Title of Policy:
Policing Plan 2019/20**

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The Legal Background

Under section 75 of the Northern Ireland Act 1998, the Department is required to **have due regard to the need to promote equality of opportunity:**

- between person of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and,
- between persons with dependants and persons without¹.

Without prejudice to the obligations set out above, the Department is also required to:

- **have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group; and**
- **meet legislative obligations under the Disability Discrimination Order.**

Introduction

1. This form should be read in conjunction with the Equality Commission's revised Section 75, "A Guide for Public Authorities" April 2010 and available via the following link [S75 Guide for Public Authorities April 2010](#). **Staff should complete a form for each new or revised policy for which they are responsible (see page 6 for a definition of policy in respect of section 75).**

2. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations and so determine whether an Equality Impact Assessment (EQIA) is necessary. Screening should be introduced at an early stage when developing or reviewing a policy.

¹A list of the main groups identified as being relevant to each of the section 75 categories is at Annex B of the document.

3. The lead role in the screening of a policy should be taken by the policy decision-maker who has the authority to make changes to that policy and should involve, in the screening process:

- other relevant team members;
- those who implement the policy;
- staff members from other relevant work areas; and
- key stakeholders.

A flowchart which outlines the screening process is provided at Annex A.

4. The first step in the screening exercise, is to gather evidence to inform the screening decisions. Relevant data may be either quantitative or qualitative or both (this helps to indicate whether or not there are likely equality of opportunity and/or good relations impacts associated with a policy). Relevant information will help to clearly demonstrate the reasons for a policy being either 'screened in' for an equality impact assessment or 'screened out' from an equality impact assessment.

5. The absence of evidence does not indicate that there is no likely impact but if none is available, it may be appropriate to consider subjecting the policy to an EQIA.

6. Screening provides an assessment of the likely impact, whether 'minor' or 'major', of its policy on equality of opportunity and/or good relations for the relevant categories. In some instances, screening may identify the likely impact is none.

7. The Commission has developed a series of four questions, included in Part 2 of this screening form with supporting sub-questions, which should be applied to all policies as part of the screening process. They identify those policies that are likely to have an impact on equality of opportunity and/or good relations.

Screening decisions

8. Completion of screening should lead to one of the following three outcomes. The policy has been:

- i. 'screened in' for equality impact assessment;
- ii. 'screened out' with mitigation or an alternative policy proposed to be adopted; or
- iii. 'screened out' without mitigation or an alternative policy proposed to be adopted.

Screening and good relations duty

9. The Commission recommends that a policy is 'screened in' for equality impact assessment if the likely impact on **good relations** is 'major'. While there is no legislative requirement to engage in an equality impact assessment in respect of good relations, this does not necessarily mean that equality impact assessments are inappropriate in this context.

Part 1

Definition of Policy

There have been some difficulties in defining what constitutes a policy in the context of section 75. To be on the safe side it is recommended that you consider any new initiatives, proposals, schemes or programmes as policies or changes to those already in existence. It is important to remember that even if a full EQIA has been carried out in an “overarching” policy or strategy, it will still be necessary for the policy maker to consider if further screening or an EQIA needs to be carried out in respect of those policies cascading from the overarching strategy.

Overview of Policy Proposals

The aims and objectives of the policy must be clear and terms of reference well defined. You must take into account any available data that will enable you to come to a decision on whether or not a policy may or may not have a differential impact on any of the s75 categories.

Policy Scoping

10. The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

11. Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

Name of the Policy

Annual Policing Plan 2019/20

Is this an existing, revised or a new policy?

Revised

What is it trying to achieve? (intended aims/outcomes)

- Annual Policing Plans allow the Board to set out specific measures for PSNI each year and demonstrate improvements in how their functions are exercised.
- Annual Plans are a key mechanism for delivering on the medium term priorities outlined in the Strategic Outcomes for Policing 2016-2020, with each Plan aiming to deliver incremental changes and improvements.
- The 2019/20 Policing Plan forms the final year of the Strategic Outcomes for Policing 2016-20.
- In partnership with the Board's performance monitoring framework, the Strategic Objectives and Annual Policing Plans aim to deliver an efficient and effective police service for all the community.

Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.

All Section 75 categories and society as a whole are expected to benefit from the Strategic Objectives of Policing and Annual Policing Plans. The Policing Plan 2019/20 will include a performance monitoring framework/targets which will have a positive impact on S75 groups by aiming to improve the service delivered to them over the lifespan of the policy.

Who initiated or wrote the policy?

Board Officials, in partnership with the Police Service Northern Ireland.

Who owns and who implements the policy?

It is jointly owned and implemented; the Board and PSNI are responsible for developing the Policing Plan and monitoring performance against it. Actions to achieve the desired outcomes are developed and implemented by the PSNI, with the Board responsible for monitoring policing performance.

Implementation factors

12. Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? YES

If yes, are they

X financial

X legislative

other, please specify _____

Main stakeholders affected

13. Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

x staff

x service users

x other public sector organisations

x voluntary/community/trade unions

X other, please specify: Members of Public and PSNI

Other policies with a bearing on this policy:

The Programme for Justice;

The Minister of Justice's long term Policing Priorities;

Comprehensive Spending Review;

PSNI's strategic assessment of threat, risk and harm;

The Policing Priorities Consultation 2016-20;

The EQIA of the 2015-16 Policing Plan;

PSNI Equality, Diversity and Good Relations Strategy;

PSNI People Strategy; and

PSNI Training and Development strategy and Business Plan

Who owns them?

The Executive Office

DoJ

DoF

NI Policing Board

PSNI

Available evidence

14. Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

15. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy?

The Policing Plan 2019-20 has an impact on everyone in Northern Ireland including the victims of crime, offenders and those with a fear of crime, particularly those who consider that they are at risk of becoming victims. There is a range of credible data and research broadly available on crime types and its impacts in Northern Ireland. The main reports and surveys relied upon to inform this policy are briefly outlined below, followed by more focussed discussion on evidence and findings as they relate to each of the Section 75 groups.

Evidence was gathered from the most recent findings of the Northern Ireland Crime Survey (NICS) and the subsequent Research and Statistical Bulletins published in December 2018 and February 2019.¹ The NICS is a representative, continuous, personal interview survey of the experiences and perceptions of crime of approximately 1,582 adults living in private households throughout Northern Ireland. The December publication focuses on crime victimisation (prevalence and incidence) rates in Northern Ireland with comparisons with the England and Wales survey (based on 2017/18 financial year interviews) for the following broad crime types; crimes affecting the whole household (mainly property offences); and personal crimes against respondents only (mainly violent offences).

The development of the Policing Plan is also informed by relevant annual statistical information and quarterly updates from the Office of the Police Ombudsman for NI and the Police Service of Northern Ireland (PSNI). OPONI provide general data on complaints and allegations received as well as showing trend information for the last five years.² PSNI provide statistical information on key topic areas and types of crime with further breakdown in relation to trends in policing districts and geographic areas.³

The Northern Ireland Omnibus Survey is conducted several times each year by the Central Survey Unit of the Northern Ireland Statistics and Research Agency (NISRA) and is designed to provide a snapshot of the behaviour, lifestyle and views of a representative sample of people in Northern Ireland. The survey comprises two distinct parts: core questions about the respondents and their individual circumstances, and a variety of mainly attitudinal questions commissioned by clients, which seek the views of the public on a range of issues, including policing. This survey is specifically used to understand confidence in policing in Northern Ireland.

¹ DOJ, Experience of Crime: Findings from the 2017/18 Northern Ireland Crime Survey: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/experience-crime-findings-201718-nics.pdf>

DOJ, Perceptions of Crime: Findings from the 2016/17 Northern Ireland Crime Survey; <https://www.justice-ni.gov.uk/publications/perceptions-crime-findings-201718-northern-ireland-crime-survey>

² OPONI, Annual Statistical Bulletin of the Police Ombudsman for Northern Ireland, 2017-18 published June 2018: <https://www.policeombudsman.org/getmedia/37e06a5e-28e1-43e1-93b7-d6f023471344/Annual-Statistical-Bulletin-2017-18.pdf>

OPONI, Complaints and Allegations Received by the Police Ombudsman for Northern Ireland, Quarterly Statistical Update to 30th September 2018, published October 2018 <https://www.policeombudsman.org/PONI/files/ad/ad3f9860-9372-4730-a73b-85ab1d7d5a17.pdf>

³ PSNI Website, Statistics <https://www.psnipolice.uk/inside-psni/Statistics/>

The most recent survey on public perceptions of the Police, PCSPs, the NIPB, and the NCA was published May 2018. The sample used for this survey comprised 2,200 randomly selected households across Northern Ireland drawn from the Land and Property Services Agency list of addresses. The survey was completed between 1 May and 7 July 2018 with a total of 917 interviews which gave a response rate of 52%.⁴

Specify details for each of the Section 75 categories.

Section 75 Category	Details of evidence/information
Religious belief	<p>2011 Census: According to the most recent Census figures for Northern Ireland taken in 2011, 48% of the resident population are either Protestant or brought up as Protestant, with 45% of the resident population either Catholic or brought up Catholic. 17% of respondents had either had No Religion or Religion Not Stated, while Other Religions and Philosophies comprised 0.8% of the population.⁵</p> <p>Public Perceptions of the Police, PCSPs, the NIPB and the NCA: Analysis by religion⁶ in the most recent Omnibus survey found that 71% of Protestant respondents and 65% of Catholic respondents indicated that they thought the police were doing a very/fairly good job in their area, with the latter a statistically significant decrease on the April 2017 figure (73%). 68% of Roman Catholic respondents indicated that they were very/fairly satisfied that the PSNI treat members of the public fairly in Northern Ireland as whole, compared to 81% of Protestant respondents.</p> <p>Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey: Data gathered on the perceptions of crime from the 2017/18 NICS (published February 2019) found that 9% of the respondents held a perception that the level of anti-social behaviour was high in their area, with the percentage of Roman Catholic respondents expressing this view double that of Protestant respondents (12.7% v 6.3%).⁷ This trend is similar to the previous year.</p> <p>Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18: OPONI published an Equality Monitoring Report to survey complainants to the Ombudsman during the period from 1 April 2017 to 31 March 2018. 51% of complainants who returned the equality monitoring questionnaire were from a Protestant community and</p>

⁴ Northern Ireland Policing Board, *Public Perceptions of the Police, PCSPs, the NIPB and the NCA*, May 2018 <https://www.nipolicingboard.org.uk/sites/nipb/files/publications/omnibus-survey-may-2018.PDF>

⁵ Northern Ireland Statistics and Research Agency, Census <https://www.nisra.gov.uk/statistics/census>

⁶ Analyses by religion are based only on those 772 respondents who identified as either Catholic or Protestant. Respondents who refused to answer the religion question, or who indicated their religion as other than Catholic or Protestant, were excluded from this analysis.

⁷ The sample profile for NICS 2017/18: 40% of respondents identified as Catholic and 49% identified as Protestant.

33% were from a Catholic community. A further 15% were from neither a Protestant nor a Catholic community.⁸ During this time OPONI recorded 2,561 complaints, of which 2,489 were made by members of the public.

Police Service of Northern Ireland (PSNI) Direct DEA (District Electoral Area) Market Research Report:

In 2017, research carried out by LucidTalk on confidence in twelve different District electoral Areas (DEAs) reflected on some community differences in confidence in policing. There were two main parts of the survey, Six Micro-Polls and Six Focus groups, all Micro-Polls and Focus Groups were analysed by Gender, Age Group, Residential area, Occupation, Community and Nationality. Key findings included that Catholic respondents were becoming increasingly more positive about the PSNI whereas Protestants are increasingly negative about the PSNI, especially within working class background.

Community Relations Council, Northern Ireland Police Monitoring Report, Number Five:

In previous years attacks on religious or cultural premises have been significant due to their symbolism. In the first CRC report (published 2005) to attempt to count sectarian crime on symbolic premises, Jarman noted 'There have been an average of five attacks a month on churches, chapels, Orange Halls, GAA and AOH clubs every year since 1994'.⁹ Annual figures from PSNI during 2007-08, showed a peak average number of attacks per month in 2009-10 at 11. The number of such attacks has been diminishing since then to an average of 1 attack per month in 2017-18.¹⁰

DOJ, Perceptions of Paramilitarism in Northern Ireland: Findings from the 2017 Northern Ireland Life and Times Survey:

Overall 41.5% of respondents were found to live in 'mixed' religion areas across Northern Ireland and 52.1% of respondents described their area as being neither Loyalist nor Republican. An overwhelming majority of respondents (96.4%) felt very or fairly safe living within their area.¹¹ Almost three fifths of respondents (56.7%) felt that people within their area were confident in reporting crime and anti-social behaviour to the Police Service of Northern Ireland (PSNI). In looking at the response to crime from PSNI, 44.7% of respondents agreed that PSNI keeps their area safe. More Catholics reported that

⁸ OPONI, Equality Monitoring Report: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

⁹ Institute for Conflict Research, Neil Jarman, *No Longer A Problem? Sectarian Violence in Northern Ireland*, (March 2005). Belfast: ICR. 3

¹⁰ <https://www.community-relations.org.uk/sites/crc/files/media-files/NIPMR%205%20%282%29%20new%20version.pdf>

¹¹ DOJ, Perceptions of Paramilitarism in Northern Ireland: Findings from the 2017 Northern Ireland Life and Times Survey, Research and Statistical Bulletin 8/2019, 13 March 2019: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/8-2019-nilts-perceptions-paramilitarism.pdf>

	<p>they didn't feel that people in their area were confident reporting crime (33.4%) compared with Protestants (21.1%) and those of no religion (23.9%).</p>
Political opinion	<p>2011 Census: On Census Day 2011, almost half (48%) of people usually resident in Northern Ireland included British as a national identity, while 29% included Northern Irish and 28% included Irish.</p> <p>Northern Ireland Life & Times Survey 2017: Since 1998, the Northern Ireland Life and Times Survey has put on record the attitudes, values and beliefs of the people in Northern Ireland to a wide range of social policy issues. Fieldwork for the 2017 survey¹² was carried out between 13th September 2017 and 6th February 2018. 1,203 adults aged 18 years or over were interviewed. The questions were grouped together in modules and included one in relation to Political Attitudes. 32% of respondents identified as Unionist while 21% identified as Nationalist and 45% of respondents selected Neither. Of those identifying as Unionist or Nationalist, when asked whether they would call themselves a very strong, fairly strong, or not very strong Unionist/Nationalist, 45% of Unionist respondents selected 'fairly strong' while 43% of Nationalist respondents indicated they were a 'fairly strong'.</p> <p>Perceptions of Policing, Justice and Organised Crime: Findings from the 2011/12 and 2012/13 Northern Ireland Crime Surveys: The most recent NICS on the 'Perceptions of Policing, Justice and Organised Crime' was published in 2014 and draws on findings from the 2011/12 and 2012/13 NICS. It showed that respondents who considered their nationality to be Irish were less likely to display confidence in policing than participants with a self-perceived British or Northern Irish nationality. The NICS 2013/14 indicated that the highest level of risk of violent crime was exhibited by those who perceived their nationality to be Irish.¹³</p> <p>Those with a self-perceived Irish nationality were slightly more likely to consider that the level of harm caused by organised crime in their local area had increased than those who considered their nationality as British, Northern Irish or other. Accordingly, the perceived likelihood of victimisation was higher among those with a perceived Irish nationality and those with a perceived nationality other than British/Irish/Northern Irish, than among those with a perceived British nationality or a perceived Northern Irish nationality.</p> <p>Northern Ireland Policing Board: Confidence in policing Research: 'The influence that politicians, community leaders and the media have on confidence in the police in Northern Ireland', 2014: Research commissioned by the Policing Board in 2014 looking at the influence that politicians, community leaders and the media have on</p>

¹² Northern Ireland Life & Times (NILT) 2017 https://www.ark.ac.uk/nilt/2017/Political_Attitudes/

¹³ DOJ, R & S Bulletin 7/2014 Perceptions of Policing, Justice and Organised Crime: Findings from the 2011/12 and 2012/13 Northern Ireland Crime Surveys, June 2014 <https://www.justice-ni.gov.uk/publications/r-s-bulletin-72014-perceptions-policing-justice-and-organised-crime-findings-201112-and>

confidence in the police in Northern Ireland concluded that confidence in policing is hostage to political fortune for events and issues not directly within PSNI's control; it is not a constant nor should it necessarily be treated as such; that public confidence in PSNI is taken from narrow (often negative) contexts PSNI need to be more proactive in broadening out positive public knowledge of policing; and beyond the Board's national confidence figures.¹⁴

Institute for Conflict Research, Policing Loyalist and Republican Communities Understanding key issues for local communities and the PSNI:

Research conducted in 2008 to consider the 'engagement of Loyalist and Republican communities with PSNI' revealed common issues to both communities along with particular concerns in Loyalist and Republican pilot areas. One recurring theme in both communities was general support for the PSNI but little confidence in the service. It found that in Loyalist areas, drugs, and their impact on community life, was identified as the number one priority for the PSNI.¹⁵

Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey:

The latest NICS bulletin, published February 2019, examined the 'Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey' and focussed on respondents' perceptions of crime including worry about crime, perceived risk of victimisation and the effect of 'fear of crime' on quality of life. It showed that respondents identifying as Irish were almost double (12.8%) as likely to perceive high levels of anti-social behaviour as those identifying as British (7.1%) or Northern Irish (6.5%). However respondents with a perceived British nationality expressed more worry about crime and personal safety overall; British (5.8%) Irish (3.9%) Northern Irish (2.6%).¹⁶

Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18:

OPONI's 2017/18 equality monitoring report indicated that 42% complainants who answered the monitoring form indicated that 'no political party' best represented their current political opinion. 31% respondents indicated that a Unionist party best represented their current political opinion, 16% selected a Nationalist party and 10% selected either the Alliance party or the 'other' category.

DOJ, Perceptions of Paramilitarism in Northern Ireland:

Findings from the 2017 Northern Ireland Life and Times Survey:

Respondents were asked to describe the political identity within their area, Of 1,203 respondents, 22.5% stated their area was 'mainly Loyalist' and 13.9% stated 'mainly Republican'. However, the

¹⁴ Northern Ireland Policing Board: Confidence in Policing Research, May 2014

<https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/influence-that-politicians-community-leaders-and-the-media-have-on-confidence-in-the-police-in-northern-ireland.pdf>

¹⁵ Institute for Conflict Research, Jonny Byrne & Lisa Monaghan, *Policing Loyalist and Republican Communities Understanding key issues for local communities and the PSNI*, September 2008

¹⁶ DOJ, Perceptions of Crime: Findings from the 2016/17 Northern Ireland Crime Survey;

<https://www.justice-ni.gov.uk/publications/perceptions-crime-findings-201718-northern-ireland-crime-survey>

	<p>majority of respondents (52.1%) stated their area was ‘neither of these’, whilst 11.5% stated they couldn’t choose. Almost two thirds of respondents (65.7%) strongly agreed or agreed that there is a strong sense of community within their area and 90.7% felt that they had some sense of belonging to their neighbourhood. However, almost three in four respondents did not feel that they had any influence upon the local decisions made about their area (73.5%).</p> <p>Respondents were subsequently asked how safe they felt living in their area. Of 1,199 respondents, 73.9% stated they felt ‘very safe’ and 0.2% felt ‘very unsafe’ living in their area. More Protestants strongly agreed or agreed that PSNI keeps their area safe (66.5%) compared with Catholics (47.8%). More Protestants disagreed or strongly disagreed that paramilitary groups create fear and intimidation in their area (72.7%) compared with respondents of no religion (62.8%).¹⁷</p>
Racial group	<p>2011 Census:</p> <p>On Census Day 2011, 1.8 per cent (32,400) of the usually resident population of Northern Ireland belonged to minority ethnic groups, more than double the proportion in 2001 (0.8 per cent). The main minority ethnic groups were Chinese (6,300 people), Indian (6,200), Mixed (6,000) and Other Asian (5,000), each accounting for around 0.3 per cent of the usually resident population. A further 0.1 per cent (1,300) of people were Irish Travellers. Belfast (3.6 per cent), Castlereagh (2.9 per cent) and Dungannon (2.5 per cent) had the highest proportions of residents from minority ethnic groups.</p> <p>A new Census question for 2011 revealed that English was not the main language for 3.1 per cent (54,500) of Northern Ireland residents aged 3 years and over. The most prevalent main language other than English was Polish (17,700 people; 1.0 per cent). The rates for other languages included: Lithuanian (6,300 people; 0.4 per cent); Irish (4,200 people; 0.2 per cent); and Portuguese (2,300), Slovak (2,300), Chinese (2,200), Tagalog / Filipino (1,900), Latvian (1,300), Russian (1,200), Malayalam (1,200) or Hungarian (1,000) - all 0.1 per cent.</p> <p>PSNI, Incident and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland:</p> <p>Statistics from PSNI suggest that the number of racist incidents and crimes recorded have tended to fluctuate since the beginning of the data series in 2004/05. Levels peaked in 2014/15 and had been falling each year since until 2017/18. In the 12 months from 1st October 2017 to 30th September 2018 there were 1,056 racist incidents recorded by the police in Northern Ireland, 22 higher than for the previous 12 months. The number of racist crimes recorded by the police was 643, an increase of 14 on the previous 12 months. Racist crimes represented 0.6% of all police recorded crime. Different ethnicity classifications have been used within the PSNI crime recording systems since 2007/08. In the twelve months to 30</p>

¹⁷ DOJ, Perceptions of Crime: Findings from the 2016/17 Northern Ireland Crime Survey; <https://www.justice-ni.gov.uk/publications/perceptions-crime-findings-201718-northern-ireland-crime-survey>

September 2018, 49% of victims of racist crimes were White, 15% Ethnicity Missing/ Unknown Person, 13% Asian, 12% Black and 11% Mixed/Other.¹⁸

Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey:

The 2017/18 NICS on perceptions of crime indicated that 22% of respondents perceived racism as one of the major causes of crime in NI. According to the Northern Ireland Life and Times Survey 2017, 49% of respondents believe there is generally more racial prejudice in Northern Ireland now than there was 5 years ago, with only 13% saying it has got better. 19% of respondents described themselves as either 'a little prejudiced' (17%) or 'very prejudiced' (2%) against people of minority ethnic communities. 8% of people surveyed would not willingly accept a person from a minority ethnic background as a resident living and working in Northern Ireland; 15% would not willingly accept them as a resident in the local area; 25% would not willingly accept them as a colleague at work; 36% would not willingly accept them as a close friend; and 41% would not willingly accept them as a relative by marrying a close family member. Over half of the respondents would not accept a Muslim (52%) or an Irish Traveller (56%) as a relative by marriage.¹⁹

Northern Ireland Policing Board, Thematic Review of Policing Race Hate Crime:

In response to the high levels of race hate crime experienced in 2014/15, the Board through its Performance Committee undertook a human rights thematic review to examine the policing of race hate crime by PSNI.²⁰ Throughout the review process the Committee, through its Human Rights Advisor, engaged with relevant PSNI personnel and a wide range of stakeholders. The work culminated in a thematic report which outlines the key findings of the review and makes 14 recommendations for PSNI. Board officials have monitored PSNI progress as to the implementation of the recommendations and since 2018 have attended the quarterly meetings of the PSNI Race Hate Crime Delivery Group.

CJINI, Inspection of the Criminal Justice System's response to Hate Crime in NI:

During this time Criminal Justice Inspection (Northern Ireland) (CJINI) were similarly carrying out an investigation of the criminal justice system's response to hate crime in Northern Ireland which was published on December 2017. While CJINI stressed the 'substantial progress' PSNI has made in recent years with regard to the extensive revision of system barriers, they identified '*it was at the point of contact between victims and witnesses and the first responders where problems continued to arise*'. Therefore CJINI

¹⁸ PSNI, Incident and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland, Update to 30 September 2018 <https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2018-19/q2/hate-motivations-bulletin-sep-18.pdf>

¹⁹ DOJ, Perceptions of Crime: Findings from the 2016/17 Northern Ireland Crime Survey; <https://www.justice-ni.gov.uk/publications/perceptions-crime-findings-201718-northern-ireland-crime-survey>

²⁰ NIPB, Thematic Report on Policing Race Hate Crime <https://www.nipoliceboard.org.uk/sites/nipb/files/media-files/race-hate-crime-thematic-review.PDF>

	<p>concluded that training for staff and officers should focus on developing essential skills to ensure incidents are handled in an empathetic and effective way that safeguards the continued involvement of victims. The rationale being that, <i>'keeping victims engaged with the system and building confidence within the victims' communities [will] improve reporting rates'</i>.²¹ The Board's Performance Committee examined a number of issues relating to the deliverance of training, which the Board and the PSNI alike continually keep under review.</p> <p>Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland</p> <p>In the OPONI's Equality Monitoring Report 2017/18, the vast majority of complaints were made by people who reported their race to be White (97%). Complainants that were of a minority ethnic group mainly reported being from a Black African, Irish Travelling Community or Mixed Ethnic Group.²²</p>
Age	<p>2011 Census</p> <p>The 2011 Census provides the latest data on Northern Ireland's population showing approximately one third of the population is made up of children and young people with just under 21% aged under 16 and 12.6% in the 16-24 age group. Older people aged 65+ make up 14.6% of the population.²³</p> <p>DOJ, Experience of Crime: Findings from the 2017/18 Northern Ireland Crime Survey</p> <p>The NI Crime Survey for 2017/18 estimates that 7.9% of all households and their adult occupants were victims of any NI Crime Survey crime during the 12 months prior to interview (equating to estimated 119,000 incidents of crime).²⁴</p> <p>The 2018 report entitled, 'Trends in police Recorded Crime in Northern Ireland 1998/99 to 2017/18' states that 12% of victims were under 18, 81% were aged 18-64 and 7% were aged over 65.²⁵</p> <p>PSNI, Trends in Police recorded Crime in Northern Ireland 1998/99-2017/18</p> <p><u>Victim aged under 18:</u> 69% of victims aged under 18 were victims of violence against the person offences, 25% were victims of sexual offences and 6% were victims of theft (inc burglary) and criminal damage.</p> <p><u>Victim aged 18-64:</u> 44% of victims aged between 18 and 64 were victims of violence against the person offences, 52% were victims of</p>

²¹ CJINI, Inspection of the Criminal Justice System's response to Hate Crime in NI, December 2017
<http://www.cjini.org/TheInspections/Inspection-Reports/2017/October-December/Hate-Crime>

²² OPONI, Equality Monitoring Report 2018: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

²³ NISRA, Census 2011: <http://www.nisra.gov.uk/census/2011Census.html>

²⁴ DOJ, Experience of Crime: Findings from the 2017/18 Northern Ireland Crime Survey 2017/18:
<https://www.justice-ni.gov.uk/sites/default/files/publications/justice/experience-crime-findings-201718-nics.pdf>

²⁵ PSNI, Trends in Police recorded Crime in Northern Ireland 1998/99-2017/18:
<https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/police-recorded-crime-statistics/documents/police-recorded-crime-in-northern-ireland-1998-99-to-2017-18.pdf>

theft offences (including burglary), 21% were victims of criminal damage. 2% were victims of a sexual offence and 1% of robbery.

Victim aged 65+: 80% of victims aged 65 or over were victims of theft (inc burglary) and criminal damage and 1% were victims of robbery. 16% were victims of violence against the person offences and 1% of sexual offences.

Online crime: Where the victim age was available 30% were under 18 while 70% were aged 18 and over. Those aged under 18 were most likely to be victims of sexual activity offences with an online crime motivation with 121 such offences recorded (41% of all online crime where the victim was under 18). Those aged over 18 were like to be the victim of online harassment (520 offences) or blackmail (86 offences) with an online crime motivation, representing 75% and 12% respectively where the victim was over 18.

Sexual offences: Where the victim of crime was under 18 offences were 5 times higher in 2016/17 than they were in 2007/08. However levels fell again in 2017/18.

Police Ombudsman, Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland

The Survey of Complainants to Northern Ireland Police Ombudsman 2017/18 shows that the largest group of complainants were aged 45-54 (25%), followed by 25-34 (24%) and 35-44 (22%). Much smaller numbers of complainants were from the under 18 category (3%) and 65 and over (5%).²⁶

DOJ, Perceptions of Policing, Justice and Organised Crime: Findings from the 2011/12 and 2012/13 Northern Ireland Crime Surveys

The NICS (Perceptions of Policing, Justice, and Organised Crime) 2013/14 identified that one of the groups least likely to have confidence in the work of the PSNI was young women aged between 16-24. Older respondents, aged 75 and over (81%), generated the highest rating for overall confidence in their local police and compares with 60% of 16-24 year olds and the NICS 2012/13 average of 65%. Respondents from this age group (75+) also displayed some of the highest confidence levels in respect of the six individual aspects considered.²⁷

Respondents aged 25-34 displayed one of the lowest ratings for overall confidence in community engagement by the police and partnership agencies (35%) and compares with 48% of those aged 75 and over, a proportion that increases to 52% for men of this age group.

²⁶ Police Ombudsman, Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

²⁷ DOJ, Perceptions of Policing, Justice and Organised Crime: Findings from the 2011/12 and 2012/13 Northern Ireland Crime Surveys: <https://www.justice-ni.gov.uk/sites/default/files/publications/doj/perceptions-of-policing-justice-and-organised-crime-findings-from-the-2011-12-and-2012-13-northern-ireland-crime-surveys.pdf>

Northern Ireland Life and Times Survey 2017

The Northern Ireland Life and Times Survey 2018 found that only 23% of 18 year olds felt confident in reporting crime and anti-social behaviour to the PSNI. However 54% of the same age group felt that the PSNI kept their local area safe.²⁸

Young Persons' Behaviour & Attitudes Survey 2016

The Young Persons' Behaviour and Attitude Survey 2016 states that almost two thirds of pupils (63%) feel very safe in the area in which they live and 31% feel quite safe. A small number of pupils (4%) feel slightly unsafe in the area in which they live and 1% feel very unsafe.²⁹

Equality Screening Form for the NI Policing Plan 2017/18

One of the key issues highlighted through the work of the Youth Advisory Panel when devising a youth friendly questionnaire was stop and search³⁰.

Northern Ireland Assembly, Knowledge Exchange Seminar Series 2017/18

The Knowledge Exchange Seminar Series 2017 reported that 40% of children in North Belfast were claiming to have been stopped by PSNI 'for no reason'.³¹

Economic and Social Research Council, Northern Ireland Life and Times Survey 2017

In May 2018 ARK published research exploring young people's experiences of police stop and search powers in Northern Ireland through ARK's Young Life and Times (YLT) survey. The survey provided for the first time a comprehensive dataset related to the attitudes and experiences of 16 year olds in relation to stop and search practice. The research was designed to elicit understanding of stop and search from the perspective of young people directly. At a general level, just over half (54%) of YLT respondents agreed or agreed strongly that young people in their area are treated fairly by the PSNI, with 14% who disagreed or disagreed strongly. Males and females were just as likely to agree or disagree with this statement, while respondents who said that lived in a 'big city' were significantly less likely to agree (37%). 49% of Catholic respondents agreed or strongly agreed that PSNI treated young people fairly in the area where they lived, this proportion was much higher among Protestants (65%).

The survey found that young males from urban, socio-economically deprived backgrounds experience disproportionate levels of stop and

²⁸ Economic and Social Research Council, Northern Ireland Life and Times Survey 2017:
https://www.ark.ac.uk/nilt/2017/Community_safety/AREAREPC.html

²⁹ NISRA, Young Persons' Behaviour & Attitudes Survey 2016:
<https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/YPBAS-2016-Headline-Bulletin.pdf>

³⁰ Equality Screening Form for the NI Policing Plan 2017/18

³¹ Northern Ireland Assembly, Knowledge Exchange Seminar Series 2017/18:
http://www.niassembly.gov.uk/globalassets/documents/raise/knowledge_exchange/briefing_papers/series7/toppi ng090518.pdf

	<p>search, and have the least sense of actual and perceived fairness of treatment. It also found that being stopped and searched has a negative impact and that this impact is experienced more by those young people from a catholic or republican background. However this does not mean that the power is being used disproportionately in those areas; it means that its impact is perceived differently in those areas.³²</p> <p>Northern Ireland Pensioners Parliament Report 2011 The Northern Ireland Pensioners Parliament Report 2011 states that fear of crime was a major concern across the province with almost two thirds of pensioners (63.9%) listing this as an issue. It suggested that more visible policing in communities would have the biggest impact on reducing this fear.³³</p> <p>The Board has published a Human Rights Thematic Review ‘Policing with Children and Young People’ resulting in PSNI implementing all but one of the thirty recommendations made. These focus on engagement, knowledge and skills of officers, discretion and other diversionary disposals, respect for young people’s rights and data collection. The Board will continue to monitor the implementation of all Human Rights thematic report recommendations.³⁴</p>
Marital status	<p>DOJ, Perceptions of Policing, Justice and Organised Crime: Findings from the 2011/12 and 2012/13 NICS The most recent report on Perceptions on Policing, Justice and Organised Crime 2012/13 found that married or cohabiting adults were slightly more likely to feel that the PSNI were providing an ordinary day-to-day policing service for all the people of Northern Ireland. It also concluded that households with adults and children as opposed to single parent families were more likely to feel that the PSNI were doing a very or fairly good job in Northern Ireland as a whole. People who were divorced were slightly less likely to feel that the PSNI and other agencies would seek their views on anti-social behaviour and crime issues that mattered in their area. More people not living as a couple viewed the Criminal Justice System as being effective than those who were married or co-habiting.³⁵</p> <p>Police Ombudsman, Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland The Survey of Complaints to the Police Ombudsman for Northern Ireland report 2017/18 shows that the highest number of complaints</p>

³² Economic and Social Research Council, Northern Ireland Life and Times Survey 2017
<https://www.ark.ac.uk/nilt/2017/>

³³ Northern Ireland Pensioners Parliament Report 2011:
https://www.agesectorplatform.org/sites/default/files/nipp_report2.pdf

³⁴ NIPB, Human Rights Thematic review: Policing with Children and Young people, Update on PSNI implementation of recommendations 2011: <https://www.nipoliceboard.org.uk/sites/nipb/files/media-files/human-rights-thematic-review-policing-with-children.pdf>

³⁵ DOJ, Perceptions of Policing, Justice and Organised Crime: Findings from the 2011/12 and 2012/13 Northern Ireland Crime Surveys: <https://www.justice-ni.gov.uk/sites/default/files/publications/doj/perceptions-of-policing-justice-and-organised-crime-findings-from-the-2011-12-and-2012-13-northern-ireland-crime-surveys.pdf>

	<p>made during this period was by single people (39%) followed by married and civil partnered (33%). Much fewer reports were made by divorced, co-habiting, widowed and separated people.³⁶</p> <p>Northern Ireland Policing Board, Equality Impact Assessment (EQIA) on the Policing Plan 2015-16 EQIA Final Report The EQIA Final Report for the 2015/16 Policing Report states that those not living as a couple showed a higher rate of victimisation than those living as a couple. Marital status also appears to play a role in the likelihood of an adult suffering domestic abuse, with results indicating that those that were living as a couple, or more specifically, married, typically displaying lower victimisation rates than those who were not.³⁷</p> <p>PSNI, Domestic Abuse Statistics 2019 The number of domestic abuse reports to PSNI have remained relatively unchanged over the past 8 years but there is no differentiation made on PSNI statistics between co-habiting, married etc.³⁸</p> <p>Community Relations Council, Northern Ireland Peace Monitoring Report 2018 Although not directly related to marital status it is interesting to note that in interviews conducted with more than 100 women about intimate partner violence (IPV) Doyle and McWilliams (2018) found that the demobilisation of paramilitaries has had positive outcomes for victims of IPV in Northern Ireland in so far as 'perpetrators of IPV were no longer able to draw readily on paramilitary connections'.³⁹</p>
Sexual orientation	<p>NIPB, Human Rights Thematic Review: Policing with and for Lesbian, Gay and Bisexual (LGB) Individuals: Update on PSNI implementation of recommendations 2015 Opportunities for public consultation on the policing plan were provided through public engagement at PRIDE and the LGBT Awareness Week to specifically target these Section 75 groups. The Policing Board has considered its Human Rights Thematic Review: Policing with and for Lesbian, Gay, Bisexual and Transgender individuals (2012) when developing the 2019-20 updated Policing Plan.⁴⁰ As the update report (2015) emphasises a number of the 18</p>

³⁶ Police Ombudsman, Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

³⁷ Northern Ireland Policing Board, Equality Impact Assessment (EQIA) on the Policing Plan 2015-16 EQIA Final Report: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/policing-plan-egia-consultation-report.pdf>

³⁸ PSNI, Domestic Abuse Statistics 2019: <https://www.psni.police.uk/inside-psni/Statistics/domestic-abuse-statistics/>

³⁹ Community Relations Council, Northern Ireland Peace Monitoring Report 2018: <https://www.community-relations.org.uk/sites/crc/files/media-files/NIPMR%205%20%282%29%20new%20version.pdf>

⁴⁰ NIPB, Human Rights Thematic review: Policing with and for Lesbian, Gay, Bisexual and Transgender Individuals 2012: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/lgbt-thematic-review.pdf>

recommendations relate to matters which require ongoing attention, e.g. the training of PSNI staff and meaningful engagement.⁴¹

Police Ombudsman, Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland

Complaints data from the OPONI (2017-18) provides valuable data and information. This report has identified that 92% of complaints were made by a person who reported that their sexual orientation was towards people of the opposite sex. A further 6% reported being sexually attracted to people of the same sex and 1% attracted to the same sex and opposite sex.⁴²

Institute for Conflict Research, Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland 2006

A report titled, 'Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland' produced by the Institute for Conflict Research in 2006 found that of those surveyed 31% had been the victim of crime within the past year. Of these 58% perceived it to be a homophobic crime. 56% of those who reported the crime were either satisfied or very satisfied with the PSNI's response whereas 25% of those who had experienced problems with the PSNI felt it was due to their sexual orientation.⁴³

NIPB, Through our Eyes: Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland 2009

In a report published by The Rainbow Trust (2005) entitled, 'Through Our Eyes – Perceptions of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in N. Ireland' identified that 39% of Lesbian, Gay and Bisexual (LGB) people had been victims of some sort of crime in the past 3 years, 30% of those experiencing homophobic hate incidents in the previous 3 years were physically injured and 29% of those experiencing the same type of crime were psychologically injured.⁴⁴

PSNI, Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland

PSNI's report of 2018, 'Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland' found that homophobic related incidents and crimes generally increased between 2004 and 2016. However in 2017-18 they fell to below the level recorded for

⁴¹ NIPB, Human Rights Thematic Review: Policing with and for Lesbian, Gay and Bisexual (LGB) Individuals Update on PSNI implementation of recommendations 2015: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/thematic-review-update-policing-with-lgb-individuals.pdf>

⁴² Police Ombudsman, Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

⁴³ Institute for Conflict Research, Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland 2006:

https://www.researchgate.net/publication/265286238_Policing_Accountability_and_the_Lesbian_Gay_and_Bisexual_Community_in_Northern_Ireland

⁴⁴ NIPB, Through our Eyes: Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland 2009: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/through-our-eyes.pdf>

	<p>2013/14. In the rolling 12 month period to September 2018, 182 homophobic crimes were reported in Northern Ireland (an increase of 28 on the previous 12 month period). Homophobic crime represented 0.2% of all crime recorded. Eight of the eleven Policing Districts showed an increase in homophobic incidents and crimes over the same period while 3 showed a decrease.⁴⁵</p> <p>In considering the above research the Strategic Objectives for Policing and the Policing Plan 2018/2019 include objectives in relation to ‘protection of people and communities and specifically those most vulnerable’. Other Strategic Objectives which the above data helped to inform were ‘to ensure increased trust and confidence in policing’ and ‘working in partnership to reduce offending’</p>
Men and Women generally	<p>Board officials and PSNI continue to liaise closely with community groups in regards to victims of domestic abuse and sexual violence, both male and female. PSNI has established a Domestic Abuse IAG which comprises relevant PSNI personnel and stakeholders, including from Women’s Aid, Men’s Advisory Project, the Rainbow Project, NSPCC, the Public Prosecution Service and Victim Support.</p> <p>Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey: Data findings from NICS 2017/18 show that women are more likely than their male counterparts to have experienced domestic abuse at some point since age 16.⁴⁶ The NICS 2015/16 indicated women were over twice as likely as men (2.5%) to have been victims of domestic abuse but overall, men were more likely to become victims of violent crime compared to women. Women however, still have a higher ‘fear of crime’ compared to males, as well as being less likely than men to express overall confidence in policing, with the lowest rating found in women aged 16-24.⁴⁷</p> <p>PSNI recorded crime statistics – 2017/18: PSNI statistics show that there was an overall increase in crime in the 12 months from 1st January 2017 to 31st December 2018. From the 99,225 crimes recorded during this time, significant increases were seen across violence against the person (34,919 recorded incidents) and sexual offences (3,563 recorded incidents). Violence against the person increased by 2.6% (878 offences). Sexual offences increased by 6.1% (204) and within this classification, rape offences increased by 11.3% (108 offences).⁴⁸ During 2017/18, 29,913 domestic abuse incidents were recorded, an increase of 1,521 recorded incidents in comparison to statistics observed in</p>

⁴⁵ PSNI, Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland: https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2018-19/q2/_hate-motivations-bulletin-sep-18.pdf

⁴⁶ DOJ, NICS- Experience of Crime: Findings from the 2017/18 Northern Ireland. Research and Statistical Bulletin 37/2018: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/experience-crime-findings-201718-nics.pdf>

⁴⁷ DOJ, NICS- Experience of Crime: Findings from the 2015/16 Northern Ireland Crime Survey. Research and Statistical Bulletin 7/2017: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/experience-of-crime-findings-2015-16-ni-crime-survey-feb-17.pdf>

⁴⁸ PSNI recorded crime statistics 2017/18: <https://www.psnipolice.uk/inside-psni/Statistics/police-recorded-crime-statistics/>

2015/16. Of the 2017/18 findings, 68% of all domestic abuse crime victims were female and 32% per cent were male, compared with 75% female and 25% male in 2004/05. In 2004/05, over three quarters of victims (77%) were between the ages of 20-49; by 2017/18 this has fallen to 61%. 2017/18 findings show, increasing proportions were seen in both the younger and older age groups, but particularly in relation to victims under the age of 15. There were 11 female victims of domestic abuse crimes aged 18+ per 1,000 of the female population 18+ and there were 5 male victims of domestic abuse crimes aged 18+ per 1,000 of the male population aged 18+. Also stated was that females were most likely to be victims of harassment (394 offences) and sexual offences (140 offences) with an online crime motivation, representing 64 per cent and 23 per cent respectively of online crime where the victim was female. Males were most likely to be victims of harassment (230 offences) and blackmail (69 offences) and with an online crime motivation, representing 61 per cent and 18 per cent respectively of online crime where the victim was male.⁴⁹

Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18:

OPONI's report on complaints for 2017/18 found that males (66%) made nearly twice as many complaints as females (34%). This gender profile of complaints is similar to previous years as seen through the 2014/15 report were 70% of males compared to 30% of females made a complaint to the Police Ombudsman. In terms of gender and age combined, around three in ten complaints received during 2017/18 were from females aged over 25 and more than a half were from males aged over 25.⁵⁰

Public Achievement research 2010 – Beyond the Margins: Building Trust in Policing with Young People:

Public Achievement research in 2010 found that male respondents were found to have lower levels of positive engagement with the police and more frequently experienced unacceptable police behaviour.⁵¹

The Northern Ireland Policing Board – Thematic Inquiry on Domestic Abuse, Human Rights and Professional standards committee 2009:

As previously discussed in other sections, the Board's thematic reviews have helped inform the development of the strategic objectives for policing. The Board's report on domestic abuse highlighted the prevalence of domestic abuse, the high number of murders, rapes and other sexual offences with a domestic abuse motivation, and the frequency with which PSNI are called out to

⁴⁹ PSNI domestic abuse statistics 2017/18: <https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/domestic-abuse-statistics/documents/domestic-abuse-incidents-and-crimes-in-northern-ireland-2004-05-to-2017-18.pdf>

⁵⁰ OPONI- Equality Monitoring Report: Survey of Complaints to the Ombudsman for Northern Ireland 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

⁵¹ Public Achievement research 2010: Beyond the Margins: Building Trust in Policing with Young People. Public Achievement, March 2010

	<p>domestic abuse incidents and crimes. The prevalence and serious nature of abuse remains applicable today and reflect the priority that should be afforded to encouraging reporting, responding to call outs, investigating and securing outcomes, risk assessing and safeguarding victims.⁵²</p> <p>A Thematic Inspection Of The Handling Of Sexual Violence and Abuse Cases By The Criminal Justice System in Northern Ireland, 2018:</p> <p>More recently, a thematic inspection of the handling of sexual violence and abuse cases by the Criminal Justice system in Northern Ireland was published by CJINI in November 2018. The report acknowledges a failure to deliver acceptable outcomes for victims of Domestic violence abuse as well as outline the issue of sexual violence and abuse in Northern Ireland due to a continuing rise in reported crimes of sexual offences and the largest amount of sexual offences recorded by the PSNI in 2016/17 since 1998/99. The report makes three strategic recommendations and six operational recommendations which are designed to make improvements to current processing of cases through the CJS again highlighting the prevalence of domestic abuse and the rising concerns of how this is dealt with.⁵³</p>
Disability	<p>2011 Census:</p> <p>Just over 20% of the population indicated in the 2011 Census that they have a disability or long term health problem that restricts their day-to-day activities.⁵⁴</p> <p>Perceptions of Crime: Findings from the 2013/14 Northern Ireland Crime Survey:</p> <p>The NICS 2013/14 found that; people with a long standing illness or disability were almost twice as likely as those without to worry about crime and personal safety, especially those whose illness/disability limits their activities, there was only a slight difference between the confidence levels expressed by people with a long standing illness or disability and those without and that respondents with a long-standing illness or disability displayed higher victimisation rates than those without.⁵⁵</p> <p>Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18:</p> <p>OPONI research published in 2017/18 found that more than a third (34%) of respondents self-reported that they had a disability and 66% stated they did not have a disability. Disability is a complex concept and there are a number of ways of defining it. For monitoring purposes, OPONI provide a description of disability as defined by the</p>

⁵² NIPB thematic review on Domestic abuse: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/nipb-thematic-inquiry-on-domestic-abuse.pdf>

⁵³ CJINI- Thematic inspection of the handling of sexual violence and abuse cases by the Criminal Justice system Northern Ireland: <http://nexusni.org/wp-content/uploads/2018/11/CJI-FINAL-Sexual-Violence-and-Abuse-2018-Report-12-11-18.pdf>

⁵⁴ 2011 Census: <https://www.ons.gov.uk/census/2011census>

⁵⁵ NICS- Northern Ireland Crime survey 2013/14: <https://www.gov.uk/government/statistics/perceptions-of-crime-findings-from-the-201314-ni-crime-survey>

Disability Discrimination Act (1995) which is “a physical or mental impairment which has a substantial and adverse effect on a person’s ability to carry out normal day to day activities”.⁵⁶

Views and Experiences of people with learning disability in relation to policing arrangements in Northern Ireland – NI Policing Board & OPONI, 2011:

NI Policing Board & OPONI research, May 2011 considered whether policing arrangements meet the needs of people with learning disability. The research found that there was very limited understanding of how to make a complaint and almost one in ten (9%) people with a learning disability in the survey said that they are afraid of the police, with this more likely to be the case among women. However, the perception of how police treat victims and offenders was highly positive. Of the people with learning disability who had been victimised and who had contacted the police, 77% were satisfied with their contact with the police.⁵⁷

PSNI Statistics on Hate Crime 2017/18:

PSNI statistics in 12 months from 1st October 2017 to 30th September 2018 show that the number of crimes recorded increased across three motivations (racist, homophobic and disability) when compared with the previous 12 months. The number of incidents recorded in regards to disability motivated hate crime grew slightly from 2016/17 to 2017/18 (96 – 103 incidents) and this slight increase can also be seen from the total number of crime recorded from 2016/17 to 2017/18 (47 – 48 crimes).⁵⁸

PSNI Statistics on disability motivated crimes, 2004/05 – 2017/18:

PSNI 2004/05 to 2017/18 statistics show that disability motivated incidents and crimes were showing slightly decreasing levels between 2009/10 and 2011/12, after which levels started to increase considerably. While levels have fallen again since 2014/15, they remain higher than those experienced between 2009/10 and 2012/13. The numbers of incidents and crimes with a disability motivation are too small to provide a meaningful population rate.⁵⁹

The Institute of Conflict Research, 2008:

The Institute of Conflict Research, October 2008 showed that people with a disability reported experiencing a wide range of forms of hate crime, including verbal abuse, assaults and damage to property, and that such hostility occurs towards people with a wide range of forms

⁵⁶ OPONI- Equality Monitoring Report: Survey of complaints to the Police Ombudsman for Northern Ireland 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

⁵⁷ Views and Experiences of people with learning disability in relation to policing arrangements in Northern Ireland – NI Policing Board & OPONI May 2011.

⁵⁸ PSNI statistics on Hate Crime 2017/18: <https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2018-19/q2/hate-motivations-bulletin-sep-18.pdf>

⁵⁹ Trends in Hate Motivated Incidents and Crimes Recorded by the Police in Northern Ireland 2004/05 to 2017/18. Annual Bulletin: <https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/documents/hate-motivated-incidents-and-crimes-in-northern-ireland-2004-05-to-2017-18.pdf>

	<p>of disability. The importance of developing effective consultation with the people living with a disability was highlighted in the research.⁶⁰ This was taken into account when the Board held a number of specific engagements with the disabled community in partnership with Leonard Cheshire Disability in 2015 and held a number of public events as part of the Board's consultation on 2016-2020 priorities for policing.⁶¹</p>
Dependants	<p>Perceptions of Crime: Findings from the 2013/14 Northern Ireland Crime Survey & Northern Ireland Policing Board, Equality Impact Assessment (EQIA) on the Policing Plan 2015-16 EQIA Final Report: The NICS 2013/14⁶² and the Board's EQIA 2015/16⁶³ found that single parent families were less likely to express overall confidence in policing than households with two adults and children or no children at all. There was a higher rate of victimisation for households consisting of a single adult with children compared with other types of household. Single parent families were more likely than households with two adults and children or no children at all to be worried about crime and personal safety. They were also more likely than households with two adults and children or no children at all to perceive anti-social behaviour to be at a high level in their area.</p> <p>Perceptions of Crime: Findings from the 2013/14 Northern Ireland Crime Survey: Other data from NICS 2013/14 which showed women display higher victimisation rates than men for domestic violence were also taken into consideration, which is mirrored in the more recent NICS 2017/18⁶⁴ findings. This will have a positive effect on persons with dependants as domestic violence occurs not only without dependants but with dependants.</p> <p>Trends In Domestic Abuse Incidents and Crimes Recorded by the police in Northern Ireland 2004/05 – 2017/18: PSNI statistics show that between 2010/11 and 2017/18 the main changes in the distribution of the nature of the relationship between the victim and the offender have been an increase in the proportion of parent and child relationships and a fall in the proportion where the relationship details are missing or unknown.⁶⁵</p> <p>Equality Monitoring Report: Survey of Complainants to the</p>

⁶⁰ Conflict Research October 2008:

http://conflictresearch.org.uk/reports/hatecrime/hate_crime_against_people_with_disabilities.pdf

⁶¹ Leonard Cheshire Disability 2015: <http://beta.charitycommission.gov.uk/charity-details/?regid=218186&subid=0>

⁶² Perceptions of Crime: Findings from the 2013/14 Northern Ireland Crime Survey:

<http://www.octf.gov.uk/OCTF/media/OCTF/images/publications/perceptions-of-crime-findings-from-the-2013-14-northern-ireland-crime-survey.pdf?ext=.pdf>

⁶³ Northern Ireland Policing Board – Equality Impact Assessment (EQIA) on the Policing Plan 2015-

16: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/policing-plan-eqia-consultation-report.pdf>

⁶⁴ NICS- Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/experience-crime-findings-201718-nics.pdf>

⁶⁵ Trends in Domestic Abuse incidents and crime recorded by the police in Northern Ireland 2004/15 –

2017/18: <https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/domestic-abuse-statistics/documents/domestic-abuse-incidents-and-crimes-in-northern-ireland-2004-05-to-2017-18.pdf>

Police Ombudsman for Northern Ireland, 2017/18:

OPONI found 44% of complainants over a 5yr period stated that they had dependants and 56% stated that they did not. Female complainants were more likely than male complainants to state that they had dependants. There is no standard comparative figure for the population as a whole. OPONI 2017/18 found that nearly half (45%) of respondents stated that they had dependents and 55% reported that they do not have any dependents.⁶⁶

The Northern Ireland Policing Board – Thematic Inquiry on Domestic Abuse, Human Rights and Professional standards committee 2009:

As previously highlighted in other sections, all of the Board's Thematic Human Rights reviews have helped inform the development of the strategic objective for policing document. The Board's Human Rights report on domestic abuse highlighted the prevalence of domestic abuse, the high number of murders, rapes and other sexual offences with a Domestic Abuse motivation, and the frequency with which PSNI are called out to domestic abuse incidents and crimes. The prevalence and serious nature of abuse remains applicable today and reflect the priority that should be afforded to encouraging reporting, responding to call outs, investigating and securing outcomes, risk assessing and safeguarding victims.

A Thematic Inspection Of The Handling Of Sexual Violence and Abuse Cases By The Criminal Justice System in Northern Ireland, 2018:

As previously highlighted, a thematic inspection of the handling of sexual violence and abuse cases by the Criminal Justice system in Northern Ireland was published by CJINI in November 2018. The report acknowledges a failure to deliver acceptable outcomes for victims of Domestic violence abuse as well as outline the issue of sexual violence and abuse in Northern Ireland due to a continuing rise in reported crimes of sexual offences and the largest amount of sexual offences recorded by the PSNI in 2016/17 since 1998/99.

⁶⁶OPONI- Equality Monitoring Report: Survey of Complaints to the Ombudsman for Northern Ireland 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

Needs, experiences and priorities

16. Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories.

Section 75 Category	Details of evidence/information
Religious belief	<p>The evidence above indicates that Catholic respondents are more likely than Protestants to perceive high levels of anti-social behaviour and are more concerned about crime generally in NI. However research also reveals that those who identify as Catholic are less likely than those identifying as Protestant to express overall confidence in police response to crime.</p> <p>Additionally, Catholic respondents revealed lower levels of satisfaction that the PSNI treat members of the public fairly in Northern Ireland. Nevertheless OPONI recorded higher numbers of Protestant complainants than Catholic complainants in 2017/18.</p> <p>While Catholic respondents showed an increased wiliness to engage with PSNI in recent years, research conducted by LucidTalk indicated there is still no sense of ownership of PSNI as a representative service for the Catholic community. This could perhaps explain a reluctance to submit official complaints against the service if there is a sense they will not be dealt with adequately or fairly.</p> <p>Therefore increasing trust and confidence in policing, particularly in areas where confidence is lower, will remain a priority area for the Board and PSNI.</p>
Political opinion	<p>Taking account of the evidence above, it is apparent that confidence and experiences of crime and policing remain quite divided down political lines. Generally, individuals with a self-perceived Irish nationality were less likely to display confidence in policing than participants with a self-perceived British or Northern Irish nationality.</p> <p>NICS showed that respondents identifying as Irish were almost double as likely to perceive high levels of anti-social behaviour as those identifying as British or Northern Irish. However respondents with a perceived British nationality expressed more worry about crime and personal safety overall in comparison to individuals of perceived Irish or Northern Irish nationality.</p>

Racial group	<p>Northern Ireland has become an increasingly diverse society comprising individuals from different racial, religious, political, socio-economic and familial backgrounds. However, public attitudes towards people from minority ethnic groups show concerning levels of intolerance.</p> <p>Research shows that crimes motivated by hostility or prejudice towards a person's core human identity can cause extreme hurt and distress beyond the hurt experienced from comparable crimes which are not motivated by such hostility or prejudice. Hate crimes are 'signal crimes' or 'message crimes' that signal that the community of which the victim is a member is different and not accepted. Where hate crime occurs, there usually follows a sense of vulnerability and fear which resonates throughout the entire community.</p> <p>Furthermore, racial and minority ethnic groups face significant challenges in securing convictions for hate crimes, which may impact their confidence in reporting incidents to the police. In recent years, the Board's Performance Committee and PSNI have made significant progress to redouble efforts to ensure that victims of hate crime are protected and receive the quality of service to which they are entitled. Nevertheless, all public authorities should be mindful that race equality legislation in NI is far off developments elsewhere in the UK.</p>
Age	<p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Marital status	<p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Sexual orientation	<p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise</p>

	<p>groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Men and Women generally	<p>From the above outlined statistics, it is evident that women are more likely than their male counterparts to be victims of domestic abuse. It also highlights that males are more likely to be victims of more violent crimes, but that women still have a higher fear of crime. Additionally, it is evidenced that males are twice as likely to report complaints in comparison to female victims of crime; however women are also found to express less overall confidence in policing in comparison to males.</p> <p>Therefore, objectives which have been outlined in the 2018/19 Policing Plan, ensure that there is an improvement of service to the most vulnerable across PSNI policing districts and improves outcomes in collaboration with partners in relation to domestic abuse, hate crime, crimes against older people, sexual offences, mental health, child sexual abuse & exploitation and children who go missing, in collaboration with PCSPs and other partners.</p>
Disability	<p>From the above outlined statistics, it is evident that persons with long standing illness and disability were twice more likely than those without to worry about crime and personal safety and displayed higher victimisation rates than those without. This can be supported through statistical analysis of the number of incidents recorded in regards to disability motivated hate crime, which increased in 2017/18.</p> <p>Additionally, people with a disability reported experiencing a wide range of forms of hate crime, including verbal abuse, assaults and damage to property, and that such hostility occurs towards people with a wide range of forms of disability. Therefore, the importance of developing effective consultation with the people living with a disability is outlined.</p> <p>Objectives which have been outlined in the 2018/19 Policing Plan, ensure that there is an improvement of service to the most vulnerable across PSNI policing districts and improves outcomes in collaboration with partners in relation to domestic abuse, hate crime, crimes against older people, sexual offences, mental health, child sexual abuse & exploitation and children who go missing, in collaboration with PCSPs and other</p>

	partners.
Dependants	<p>From the above outlined statistics, it is evident that single parent families were less likely to express overall confidence in policing and have higher rates of victimisation than households with two adults and children or no children at all.</p> <p>Additionally, as reiterated in previous sections is statistical evidence that show women being more likely than their male counterparts to be victims of domestic abuse regardless of dependents but that 45% of complaints made to the ombudsman had dependents.</p> <p>Therefore, objectives which have been outlined in the 2018/19 Policing Plan, ensure that there is an improvement of service to the most vulnerable across PSNI policing districts and improves outcomes in collaboration with partners in relation to domestic abuse, hate crime, crimes against older people, sexual offences, mental health, child sexual abuse & exploitation and children who go missing, in collaboration with PCSPs and other partners.</p>

Part 2

SCREENING QUESTIONS

Introduction

17. In making a decision as to whether or not there is a need to carry out an equality impact assessment, consider questions 1-4 listed below.

18. If the conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the decision may screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, give details of the reasons for the decision taken.

19. If the conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

20. If the conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

21 (a) The policy is significant in terms of its strategic importance;

(b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;

(c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;

(d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;

(e) The policy is likely to be challenged by way of judicial review;

(f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

22 (a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;

(b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;

(c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;

(d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

23 (a) The policy has no relevance to equality of opportunity or good relations.

(b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

24. Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

Screening questions

Please note: The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.

<p>1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? Minor/Major/None</p>		
Section 75 category	Details of policy impact	Level of impact? Minor/Major/None
Religious belief	The Board will continue to prioritise progress against the strategic objective to increase trust and confidence in policing with an emphasis on areas where confidence is lower. This will be monitored by the Board through a range of mechanisms, including complaints to the OPONI. In addition the Board has included strategic objectives to reduce harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable and identification and service delivered to repeat victims which will have a positive effect on all religious beliefs.	Minor
Political opinion	When developing the 2016-20 Strategic Objectives for Policing in NI the Board included objectives to increase trust and confidence in policing, to ensure the protection of people through regular engagement with communities, specifically those who are most vulnerable; and to reduce harm caused by crime and anti-social behaviour. These objectives are reinforced by measures in the Policing Plan 2019/20 and it is anticipated that these will have a positive effect across Northern Ireland as a whole, and does not target or discriminate particular communities, political opinions or beliefs.	Minor
Racial group	The Policing Plan 2019/20 contains a measure (2.1.2), to improve service to the vulnerable groups with partners in relation	

	<p>to Hate Crime. This provides the Board with a specific mechanism to monitor police performance and ensure their race hate crime strategy is coherent, robust and uniformly applied. The Board's Performance Committee and PSNI have made significant progress to redouble efforts to ensure that victims of hate crime are protected and receive the quality of service to which they are entitled.</p>	<p>Minor</p>
Age	<p>There is significant amount of research and data available on people under 25 and people over 60. The Board in 2017 commissioned research into Young People's views on policing and this research has assisted the development of the Plan. Positive actions taken to prioritise groups may potentially lead to a negligible adverse impact on other groups if resources are re-allocated within the organisation. The Board are of the view that there is a minor impact and are confident that the strategic objectives will lead to the necessary resources being applied to supporting all age groups as a matter of priority, and will ensure that they continue to monitoring PSNI's performance. Furthermore PSNI are, to a large degree, a 'blue light' service that has a duty to respond to calls for service irrespective of their section 75 categorisation.</p>	<p>Minor</p>
Marital status	<p>The Board has developed strategic objectives to address the issues raised through research. These are: to ensure increased trust and confidence in policing, offending is reduced, protection of people and communities, specifically those who are most vulnerable.</p>	<p>Minor</p>
Sexual orientation	<p>In considering the research the Strategic Objectives for Policing and the Policing Plan 2017/18 include objectives in relation to protection of people and communities and specifically those most vulnerable. Other Strategic Objectives which the above data helped to inform were 'to ensure increased trust and confidence in policing' and working in partnership to reduce offending.</p>	<p>Minor</p>

Men and Women generally	In considering the above research, the Strategic Objectives for Policing and Policing Plan 2018/19 include objectives on ensuring trust and confidence in policing, offending is reduced, reducing harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable, and to work in partnership to address serious and organised crime.	Minor
Disability	The Board has developed strategic objectives and the Policing Plan 2018/19 to address the issues raised through the wide range of research detailed above. These are to ensure increased trust and confidence in policing, reduce harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable and identifying repeat victims will not only have a positive impact within the disabled community but society as a whole.	Minor
Dependants	The Board has developed strategic objectives and the Policing Plan 2018/19 to address the issues raised through the wide range of research. These are: ensure increased trust and confidence in policing, reduce harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable.	Minor

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	<ul style="list-style-type: none"> ➤ The Board's Equality Scheme Action Plan ➤ The Board's Communication Strategy ➤ PSNI's Policing with the Community Strategy 	
Political opinion	<ul style="list-style-type: none"> ➤ The Board's Equality Scheme Action Plan ➤ The Board's Communication Strategy ➤ PSNI's Policing with the Community Strategy 	
Racial group	<ul style="list-style-type: none"> ➤ PSNI Race Hate Crime Delivery Group. ➤ The Board's Equality Scheme Action Plan ➤ The Board's Communication Strategy ➤ PSNI's Policing with the Community Strategy ➤ The Board's Performance Committee; by monitoring the thematic review of Policing Race Hate Crime 	
Age	<ul style="list-style-type: none"> ➤ Through the Board's Equality Scheme Action Plan. ➤ Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work and by monitoring PSNI equality, diversity and good relations strategy. ➤ Through the Boards Youth Advisory Panel 	

Marital status		➤ Adequately covered within existing engagement programme
Sexual orientation	<ul style="list-style-type: none"> ➤ Through the Board's Equality Scheme Action Plan. ➤ Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work. 	
Men and Women generally	<ul style="list-style-type: none"> ➤ Through the Board's Equality Scheme Action Plan. ➤ Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work. 	
Disability	<ul style="list-style-type: none"> ➤ Through the Board's Equality Scheme Action Plan. ➤ Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work and by monitoring PSNI equality, diversity and good relations strategy. 	
Dependants		➤ Adequately covered within existing engagement programme.

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?
 Minor/Major/None

Good relations category	Details of policy impact	Level of impact Minor/Major/None
Religious belief	<p>The Board will continue to prioritise progress against the strategic objective to increase trust and confidence in policing with an emphasis on areas where confidence is lower. This will be monitored by the Board through a range of mechanisms, including complaints to the OPONI. In addition the Board has included strategic objectives to 'reduce harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable and 'identification and service delivered to repeat victims' which will have a positive effect on all religious beliefs.</p>	Minor
Political opinion	<p>When developing the 2016-20 Strategic Objectives for Policing in NI the Board considered research and evidence in this category and included objectives to increase trust and confidence in policing, to ensure the protection of people through regular engagement with communities, specifically those who are most vulnerable; and to reduce harm caused by crime and anti-social behaviour. Therefore it is anticipated that these measures will have a positive effect across Northern Ireland as a whole, and does not target or discriminate particular communities, political opinions or beliefs.</p>	Minor

Racial group	The Policing Plan 2019/20 contains a measure (2.1.2), 'to improve service to the vulnerable groups with partners in relation to Hate Crime'. This provides the Board with a specific mechanism to monitor police performance and ensure their race hate crime strategy is coherent, robust and uniformly applied. The Committee and PSNI have made significant progress to redouble efforts to ensure that victims of hate crime are protected and receive the quality of service to which they are entitled. This aims to have a positive impact on good relations across the Northern Ireland as a whole.	Minor
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4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes, provide details	If No, provide reasons
Religious belief	<ul style="list-style-type: none"> ➤ PSNI's Policing with the Community Project ➤ Policing and Community Safety Partnerships (PCSPs) 	
Political opinion	<ul style="list-style-type: none"> ➤ PSNI's Policing with the Community Project ➤ Policing and Community Safety Partnerships (PCSPs) 	
Racial group	<ul style="list-style-type: none"> ➤ PSNI Race Hate Crime Delivery Group. ➤ PSNI's Policing with the Community Project ➤ Policing and Community Safety Partnerships (PCSPs) 	

Additional considerations

Multiple identity

25. Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

Yes

26. Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

The impact is considered as low given the recent EQIA which provides data gathered on all S75 groups and this data will include persons with multiple identities. The likely equality impacts are apparent because there is adequate data available already as this issue was previously subject to a full EQIA (published in September 2015).

The Strategic Objectives for Policing in NI 2016-20 document and the supporting annual Policing Plans have been developed with a view to promoting equality of opportunity. The Board's continued engagement with various S75 groups representing persons with multiple identity means the Board are aware of the likely impact, and previous consultations have been collected and utilised to inform the Policing Plan 2019/20. Due regard was given to any relevant Codes of Practice or other guidance materials and advice issued by the Equality Commission.

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Part 3

Screening decision

27. If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

The Policing Board and PSNI recognise that policing objectives and strategies have a direct impact on all citizens and, in particular, those sections of the population who have differing needs. Policing Plans are relevant to the promotion of equality of opportunity and good relations; however the Board conclude that the Annual Policing Plan 2019/20 is likely to be of 'minor' impact to Section 75 groups in light of the evidence above and points set out below. An equality impact assessment will not be conducted.

The Policing Plan 2019/20 forms the final year of the Strategic Outcomes for Policing 2016-20 and ensures consistency with the objectives and strategies agreed in the four year document. All findings from the Board's previous EQIA in 2016 and associated consultation process, including recommendations for mitigating any adverse impacts and better achieving the promotion of equality of opportunity, were taken into account in the development of the Strategic Outcomes for Policing 2016-2020. Therefore the likely equality impacts are well-known for each Policing Plan within the four year period and there is adequate data and evidence available from each subsequent screening. It is reasonable to suppose that nothing further is likely to be gained by conducting additional exercises of this nature for the current policy.

Furthermore the Policing Board in partnership with PSNI will shortly commence the development of the next Strategic Outcomes for Policing 2020-2024. The Board is aware that it is essential that Section 75 processes are applied at the earliest possible stage of the development of the new four year strategy to ensure that equality considerations are central to its development and implementation.

It should be borne in mind that the demands on the police service are dynamic and often unpredictable and the PSNI must therefore retain the flexibility to divert resources towards priorities that may not be envisaged at this time in the Policing Plan. However the Board have established a comprehensive performance monitoring framework, enabling full and frequent analysis of the Policing Plans which will lessen the likelihood any adverse equality impact in relation to measures reflecting the needs of particular Section 75 groups. For example, any schemes which aim to target resources selectively will accommodate potential adverse impacts on those groups that are not selected for special attention and the monitoring mechanisms in place will ensure that these resources do not fall below adequate levels without this first coming to the Board's attention.

The policy has been developed with a view to promoting equality of opportunity, and in developing it due regard was given to any relevant Codes of Practice or other guidance materials or advice issued by the Equality Commission. The Board

believes the Policing Plan 2019/20 is not unlawfully discriminatory and any potential residual adverse impacts on individuals are likely to be negligible. The Annual Policing Plan 2019/20 is to be screened out without mitigation and a commitment on behalf of both organisations to regularly monitor, evaluate and lessen the likelihood of any adverse equality impact throughout its implementation.

28. If the decision is not to conduct an equality impact assessment, consider if the policy should be mitigated or an alternative policy be introduced.

The decision is that the Policing Plan 2019/20 should be screened out without mitigation.

29. If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

N/A

30. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

Mitigation

31. When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

32. Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?
Not at present (see below).

33. If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

Notwithstanding the Board's view to screen out the Policing Plan 2019/20, the Board and PSNI recognise that policing strategies impact a large number people and are highly relevant to the promotion of equality of opportunity for all Section 75 groups in Northern Ireland. Annual Policing Plans highlight the Board's vision to help build a more confident, safe and peaceful society. Plans are revised annually, taking into account past performance and agreed desired outcomes, with a view to optimizing the range of measures relating to reduction of a particular type of crime, changing people's perceptions or achieving specific initiatives at appropriate interventions.

Therefore it is difficult to clarify specific mitigating measures at any one point. As noted above, demands and priorities of the police service are dynamic and often unpredictable, and accordingly Policing Plans must retain a degree of flexibility. While the current Plan is to be screened out without mitigation, due regard should be given to the Board's comprehensive oversight mechanisms which enable frequent consideration of alternative policies, strategies or measures which may mitigate any anticipating adverse impacts.

The Board has a statutory duty to make arrangements to secure continuous improvement in the way in which police service functions, and those of the Chief Constable, are exercised. This requires frequent engagement with a range of stakeholders, both in the community sector and criminal justice system, and the Board continually seeks views on the measures and priorities of policing in Northern Ireland. The Board is confident that equality considerations are at the forefront of its monitoring work, to protect and support even the most vulnerable groups within society which provides a more efficient and effective police service for all.

This screening document will be published on the Board's website.

Timetabling and prioritising

34. Factors to be considered in timetabling and prioritising policies for equality impact assessment.

35. If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

36. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

37. Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

38. Is the policy affected by timetables established by other relevant public authorities?

39. If yes, please provide details.

Part 4

Monitoring

40. Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).
41. The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).
42. Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

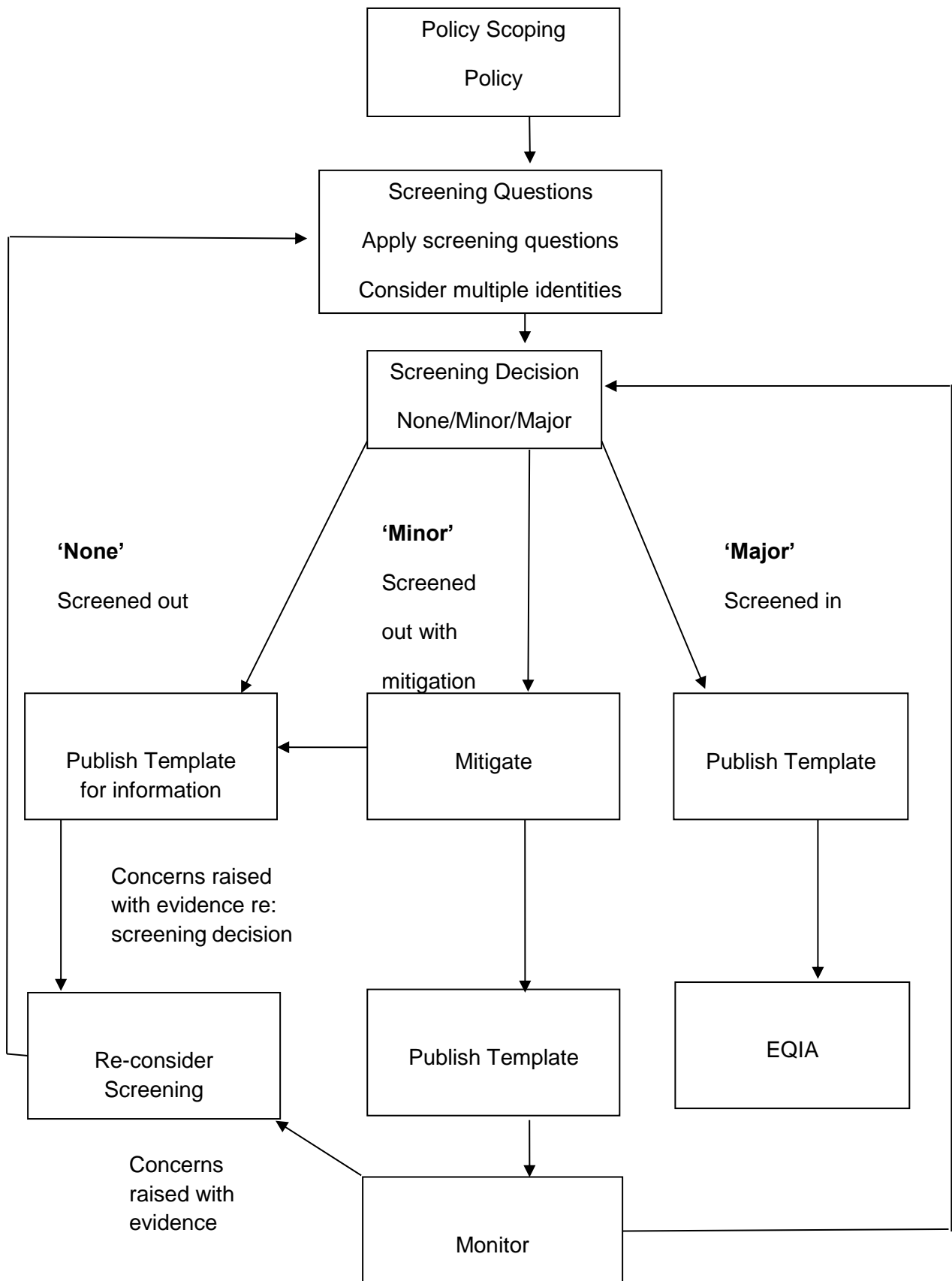
Part 5

Approval and authorisation

Screened by:	Position/Job Title/ Organisation	Date
Aislinn McGuckin	Director, Police Administration, NIPB	29/3/19
Andrew Robinson	Deputy Principal, Police Performance Monitoring, NIPB	29/3/19
Emily Mills	Staff Officer, Human Rights & Professional Standards, NIPB	29/3/19
Approved by:		
Jenny Passmore	Performance Director, NIPB	30/3/19

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the public authority's website as soon as possible following completion and made available on request.

SCREENING FLOWCHART



MAIN GROUPS IDENTIFIED AS RELEVANT TO THE SECTION 75 CATEGORIES

Category	Main Groups
Religious Belief	Protestants; Catholics; people of other religious belief; people of no religious belief
Political Opinion	Unionists generally; Nationalists generally; members/supporters of any political party
Racial Group	White people; Chinese; Irish Travellers; Indians; Pakistanis; Bangladeshis; Black Africans; Afro Caribbean people; people of mixed ethnic group, other groups
Age	For most purposes, the main categories are: children under 18; people aged between 18 and 65. However the definition of age groups will need to be sensitive to the policy under consideration. For example, for some employment policies, children under 16 could be distinguished from people of working age
Marital/Civil Partnership Status	Married people; unmarried people; divorced or separated people; widowed people; civil partnerships
Sexual Orientation	Heterosexuals; bisexual people; gay men; lesbians
Men and Women generally	Men (including boys); women (including girls); trans-gender and trans-sexual people
Persons with a disability and persons without	Persons with a physical, sensory or learning disability as defined in Schedules 1 and 2 of the Disability Discrimination Act 1995.
Persons with dependants and persons without	Persons with primary responsibility for the care of a child; persons with personal responsibility for the care of a person with a disability; persons with primary responsibility for a dependent elderly person.