

NORTHERN IRELAND POLICING BOARD

AUDIT OF INEQUALITIES

APRIL 2019 - MARCH 2020

1. PROFILE OF THE NORTHERN IRELAND POLICING BOARD

The Board was established on 4 November 2001. It replaced the Police Authority for Northern Ireland, but differed in that its membership comprises democratically elected Members of political parties and independent Members.

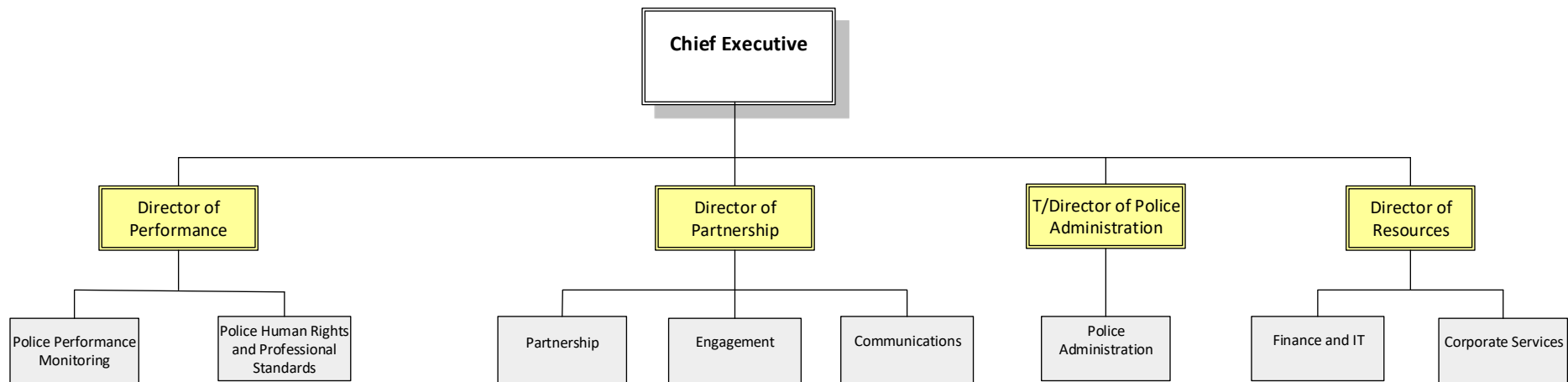
The main statutory duties and responsibilities of the Policing Board are to:

- secure an effective and efficient local police service;
- appoint (and dismiss, if necessary) the Chief Constable, Deputy Chief Constable, Assistant Chief Constables and senior civilian staff;
- consult widely with local people on how their area is policed;
- set priorities and targets for police performance;
- monitor the work of the police and how well they perform against the targets set by the Policing Board;
- publish a rolling three year policing plan each year which informs people what they can expect from their police service and reports on police performance every year;
- ensure local people get best value from the police;
- oversee complaints against senior officers; and
- discipline senior officers.

The role of Policing Board staff is to:

- support the Policing Board in carrying out its role and in fulfilling its statutory functions.
- advise the Policing Board on the development of strategies and policies and in the decision making process.
- implement the strategies, policies and decisions of the Policing Board.
- represent the Policing Board at meetings of officials involving other bodies or groups; and
- develop and maintain effective corporate governance arrangements.

NORTHERN IRELAND POLICING BOARD ORGANISATION CHART



2. AUDIT OF INEQUALITIES

The Audit of Inequalities is intended to provide a strategic picture of inequalities and to take stock of those social and economic inequalities that provide the context of Boards' activities, and in particular, consideration of how the Board might intervene through policies, programmes and services to reduce inequalities. It is not intended to be a finite list.

It was recommended by the Equality Commission that public authorities use this information to develop and implement an action to address inequalities relative to their functions. The Action Plan is also intended as a basis for monitoring performance on equality measures and for annual reporting to the Equality Commission.

3. IDENTIFYING INEQUALITIES

In conducting the Audit of Inequalities, the Policing Board has examined an extensive range of information sources, both external (relevant research and engagement with stakeholders, etc.) and internal (user feedback, statistical information, complaints, etc.). The Audit is informed by a wide range of research and evidence and includes:

2011 Census
Review of Policing Race Hate Crime
NISRA Statistics
Public Attitudes Survey
DOJ – DHSSP – Domestic Violence
Equality Commission NI
Rainbow Project
NI Policing Board
BBC NI
Employers for Childcare
TUC (Wales)

NI Crime Survey
Criminal Justice Inspections
NI Pace Monitoring Reporting
Police Services for NI Statistics
EQIA on Policing Plan (2015/16)
Northern Ireland Assembly Research & Information Services
Human Rights Commission for NI
Joseph Rowntree Foundation
Life & Times Survey
Disability Action

Population

The resident population of Northern Ireland increased by 7.5% (125,600) to 1.811 million, between 2001 and 2011.

KEY INEQUALITIES

| S75 Group | Quantitative and Qualitative Research | Inequalities Identified | | | | | | | | | |
|-----------------------------|--|--|---------------------|-----------------|--------------|------------------------|--------------|--------------|----------------------------|--------------|--------------|
| Religious Background | <ul style="list-style-type: none"> 45% of the population were either Catholic or brought up as Catholic, while 48% belonged to or were brought up in Protestant, Other Christian or Christian-related denominations <i>(NI Assembly paper on the 2011 Census)</i> Analysis by religion 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. <i>(https://www.nipolicingboard.org.uk/sites/nipb/files/publications/omnibus-survey-may-2018.PDF)</i> In the most recent Life and Times survey researchers found that 64% of Protestants felt that the PSNI keep their area safe whilst only 49% of Roman Catholics felt the same way. <i>(Life and Times Survey 2019)</i> Data gathered on the perceptions of crime from the | <p>PSNI Staffing</p> <table border="1" data-bbox="1205 513 2087 718"> <thead> <tr> <th>Policing Service NI</th> <th>Police Officers</th> <th>Police Staff</th> </tr> </thead> <tbody> <tr> <td>% Perceived Protestant</td> <td>66.60</td> <td>78.14</td> </tr> <tr> <td>% Perceived Roman Catholic</td> <td>32.13</td> <td>19.47</td> </tr> </tbody> </table> <ul style="list-style-type: none"> The breakdown of these figures illustrates that approximately two thirds of Police Officers are from a perceived Protestant background whereas one-third are from a perceived Roman Catholic background. With regards to Police Staff approximately 78% are from a perceived Protestant background while over 19% are from a perceived Roman Catholic background. <i>(PSNI Statistics)</i> DOJ, Perceptions of Paramilitarism in Northern Ireland: Findings from the 2017 Northern Ireland Life and Times Survey found that 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. Almost three fifths of respondents (56.7%) felt that people within their area were confident in reporting crime and | Policing Service NI | Police Officers | Police Staff | % Perceived Protestant | 66.60 | 78.14 | % Perceived Roman Catholic | 32.13 | 19.47 |
| Policing Service NI | Police Officers | Police Staff | | | | | | | | | |
| % Perceived Protestant | 66.60 | 78.14 | | | | | | | | | |
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| | <p>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%). This trend is similar to the previous year. (<i>Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey</i>)</p> | <p>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 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%). (https://www.justice-ni.gov.uk/sites/default/files/publications/justice/8-2019-nilts-perceptions-paramilitarism.pdf)</p> |
| Age | <ul style="list-style-type: none"> 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. (<i>EQIA Policing Plan</i>) PSNI statistics from 2018 show that where victim age was available, 30% were under 18 and 70% were aged 18+. 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 18+ were most likely to be victims of harassment (520 offences) or blackmail (86 offences) with an online crime motivation, representing 75% and 12% respectively of online crime where the victim was aged 18+. (PSNI) The percentage of staff aged between 18-35 in the | <ul style="list-style-type: none"> 25% of 18-24 year old agreed they don't feel confident reporting crime and antisocial behaviour to PSNI (<i>Life and Times Survey</i>) 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. (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) Respondents aged 25-34 displayed one of the lowest ratings for overall confidence in community engagement by the |

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| | <p>NIPB is approximately 24%. <i>(Staff Figures May 2019)</i></p> <ul style="list-style-type: none"> The percentage of staff in the NIPB aged between 36-45 is 22%. <i>(Staff Figures May 2019)</i> More than 1,000 children in Northern Ireland have received criminal convictions in the last five years. The youngest criminals convicted in that period were just 12 years old. It costs £324,000 per year to keep a young person in custody and NI's young offender population is proportionately larger than that of England and Wales <i>(BBC NI 2018)</i> In the 2018 NI report 'Trends in Police Recorded Crime in NI 1998/99 to 2017/18' states that 12% of victims were under 18, 81% were aged 18-64 and 7% were aged over 65%. The NICS 2017/18 identified that one of the groups least likely to have confidence in the work of the PSNI was young people aged 16-29. Older respondents, aged 85 and over (77%) generated the highest rating for overall confidence in their local police and compares with 69% of 16-24 year olds. Respondents from the 75+ age group also displayed some of the highest confidence levels in respect of the six individual aspects considered. | <p>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 <i>(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)</i></p> <ul style="list-style-type: none"> 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 (including burglary) and criminal damage. Where the victim of crime was under 18, offences were five times higher in 2016/17 than they were in 2007/08. However levels fell again in 2017/18. <i>(NI Crime Survey)</i> <p>Older People and Crime</p> <ul style="list-style-type: none"> Police Service of Northern Ireland (PSNI) data from 2010-2017 found that just 12% of crimes against people aged 65 or over were "cleared", compared to 17.5% for victims in younger age groups. This means older people were 46% less likely to see crimes against them solved <i>(Action on Elder Abuse NI)</i> A key issue highlighted through the work of the Youth Advisory Panel when devising a youth friendly questionnaire was stop and search. The Knowledge Exchange Seminar |

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| | <p><i>(DOJ Perceptions of Policing and Justice)</i></p> | <p>Series 2017/18 reported that 40% of children in North Belfast were claiming to have been stopped by PSNI 'for no reason.' <i>(Youth Action and KESS (NI Assembly))</i></p> |
| <p>Disabilities</p> | <ul style="list-style-type: none"> • 370,000 people in NI have a disability (1 in 5 adults) • 5% of those with disabilities are children • 40% of households have someone with a disability <i>(ECNI Conference Dec. 2018)</i> • 2% of NIPB staff has declared a disability <i>(Staff Figures May 2019)</i> • 43% of calls to the Equality Commission NI are concerning disability matters <i>(ECNI)</i> • The majority of disabled people have 'hidden' impairments that are not immediately obvious to someone who doesn't know their circumstances <i>(TUC Wales)</i> | <p>Crime and Disability</p> <ul style="list-style-type: none"> • In the 12 months from 1st October 2017 to 30th September 2018 increases were seen in levels of racist, homophobic and disability incidents and crimes • Figures published by Victim Support, show there were 111 hate crime incidents against people with disabilities reported to PSNI between July 2017 — June 2018, and 49 disability hate crimes over the same period • In 2015/16 there were 128 disability-related hate incidents and 70 hate crimes recorded by the Police. These figures are significantly under-reported <p>Public Appointments and Disability</p> <ul style="list-style-type: none"> • Only 2% of those who hold public appointments have declared a disability <p>Workforce and Disability</p> <ul style="list-style-type: none"> • 33% of disabled people are in employment, less than ½ the rate of non-disabled people • 50% of disabled applicants did not feel comfortable about disclosing their disability when applying for a job • 88% of queries reported by Disability Action related to reasonable adjustment in the workplace which indicates the lack of awareness among employers and the employment |

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| | | <p>rights and responsibilities <i>(Disability Action NI)</i></p> <p>Less than half of disabled adults are in employment and stigma and ignorance mean that those with impairments such as mental health problems, learning disabilities and autism spectrum conditions are even more likely to be out of work. <i>(TUC)</i></p> | | | | | | | | | |
| <p>Gender</p> | <ul style="list-style-type: none"> Females account for 51% of the population <i>(EQIA Policing Plan)</i> 66% of NIPB's staff is female <i>(Staff Figures May 2019)</i> 34% of NIPB's staff is male <i>(Staff Figures May 2019)</i> The recently reconstituted NI Policing Board consists of 67% men 33% women <i>(Northern Ireland Policing Board)</i> Police figures show one incident of domestic violence being reported every 17 minutes. <i>(Chief Inspector of Criminal Justice)</i> One in four women in Northern Ireland has at some point in their life been a victim of domestic violence. One of the most harrowing statistics found was that 30% of all domestic violence starts during pregnancy. 5 women per year are murdered as a result of domestic violence. Domestic violence against men has increased 40% in the last 9 years. From 2012-2013 the reporting of these | <p>Public Appointments & Senior Posts and Women</p> <ul style="list-style-type: none"> While 38% of public appointments in 2015 were held by women, 22% of chairs were female. A report published by the Commissioner for Public Appointments in 2014 found that, despite efforts to increase diversity, there was little impact on changing the profile of public appointments <p>In the field of employment, the 2011 Census indicated that 37% of managers, directors and senior officials were female</p> <p>Policing Staff and Gender</p> <table border="1" data-bbox="1182 901 2089 1031"> <thead> <tr> <th>Policing Service NI</th> <th>Police Officers</th> <th>Police Staff</th> </tr> </thead> <tbody> <tr> <td>% Female</td> <td>29.40</td> <td>57.91</td> </tr> <tr> <td>% Male</td> <td>70.60</td> <td>42.09</td> </tr> </tbody> </table> <p><i>(PSNI Statistics)</i></p> <p>NIPB and Gender</p> <ul style="list-style-type: none"> Staff Officer Grade and above within the NIPB breaks down to 69% female and 31% male. EO1 & below breaks down to 65% female and 35% male <i>(Staff Figures May 2019)</i> <p>Women and Domestic Violence</p> <ul style="list-style-type: none"> In 12 months from 1st October 2017 to 30th September 2018 there were 31,008 domestic abuse incidents in Northern | Policing Service NI | Police Officers | Police Staff | % Female | 29.40 | 57.91 | % Male | 70.60 | 42.09 |
| Policing Service NI | Police Officers | Police Staff | | | | | | | | | |
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| | <p>cases increased 25%. <i>(Rainbow Project)</i></p> <ul style="list-style-type: none"> 11% of all LGBT female respondents experience unwanted sexual contact. 29% of females who were victim of a homophobic incident in the last three years suffered unwanted sexual contact. <i>(Women's Aid & PSNI)</i> | <p>Ireland, an increase of 1,582 (5.4%) on the previous 12 months and the highest 12 month period recorded since the start of the data series in 2004/05. 98% of domestic violence issues in Northern Ireland are carried out by men <i>(PSNI Statistics)</i></p> <p>Men and Depression</p> <ul style="list-style-type: none"> Although young women in the Joseph Rowntree Foundation study experienced and talked about stress, feeling down and depression, the number of young men who did so was particularly striking. Their coping strategies and lack of knowledge was also of interest <i>(Joseph Rowntree Foundation)</i> |
| <p>Sexual Orientation</p> | <ul style="list-style-type: none"> 1 in 10 people in Northern Ireland would not identify as being heterosexual <i>(Rainbow Project)</i> <p><i>The figures of the NIPB staff on sexual orientation are not available</i></p> <p>Of a survey carried out by the Rainbow Project:</p> <ul style="list-style-type: none"> 30% of LGBT people have had contact with PSNI in the last year, most commonly through reporting crime. 39% of LGBT people alter their behaviour to avoid others knowing they are not heterosexual 39% of LGBT people have been victim of some sort of crime in the last three years. <i>(Rainbow Project)</i> | <p>Bullying and LGBT</p> <ul style="list-style-type: none"> Two-thirds of lesbian, gay, bisexual and transgender (LGBT) young people in Northern Ireland do not feel welcomed or valued in their post-primary school. Almost half had also experienced bullying as a result of their sexual orientation or gender identity. <i>(Department of Education)</i> <p>Laws and LGBT</p> <ul style="list-style-type: none"> Laws, policies & practices in NI discriminate extensively against lesbian, gay, bisexual and transgendered people. <i>(Human Rights Commission for NI)</i> <p>Experience and perceptions in policing</p> <ul style="list-style-type: none"> 21% of LGBT people have experienced problems with the police at some point, with 30% of these experiencing problems in the last year, most commonly an unsatisfactory |

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| | <ul style="list-style-type: none"> In a report Policing, Accountability and Lesbian, Gay and Bisexual community in Northern Ireland in 2006 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. <i>(Institute for Conflict Research)</i> PSNI has established a Domestic Abuse IAG which comprises relevant PSNI personnel and stakeholders including Women's Aid, Men's Advisory Project, the Rainbow Project, NSPCC, the Public Prosecution Service and Victim Support. <i>(NIPB Policing Plan Screening Document)</i> | <p>service and / or police being rude or impolite</p> <ul style="list-style-type: none"> 20% of those experiencing problems made complaints, the majority of which were made to the Police Ombudsman's Office or local police stations 56% of all incidents against LGBT people in the last three years, regardless of motivation, were never reported to police <i>(Rainbow Project)</i> The Policing Board has considered the Human Rights Thematic Review: Policing with and for Lesbian, Gay, Bisexual and Transgender individuals (2012) as its update report (2015) emphasises a number of the 18 recommendations relation to matters which require ongoing attention, e.g. training of PSNI and meaningful engagement. <i>(NI Policing Board)</i> In the 12 months to March 2019, 201 homophobic crimes were reported in Northern Ireland (an increase of 38 on the previous 12 month period). Homophobic crime represented 0.2% of all crime record. Six of the eleven Policing Districts showed an increase in homophobic incidents and crimes. Belfast city policing district, which accounts for around two in five homophobic incidents and crimes recorded in Northern Ireland, showed an increase of 18 in both incidents and crime. <i>(Incidents and Crimes with a Hate Motivation Record by the PSNI)</i> |
| Dependents | Caring Responsibilities <ul style="list-style-type: none"> The average cost of a full-time (f/t) childcare place in | Dependent Responsibility and Policing One in ten serving female police officers responded to a survey |

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| | <p>Northern Ireland is £166 per week, a slight drop on last year's figure of £168 (£171 per week for a day nursery / £165 per week for a childminder)</p> <ul style="list-style-type: none"> County Armagh continues to report the highest average cost of a full-time childcare place – £179 per week, whilst County Fermanagh experiences the lowest average full-time childcare costs of £148 per week County Fermanagh is where the highest proportion (83%) of parents believe there is insufficient childcare provision in their area whilst just over half (54%) of parents living in County Antrim believe there is insufficient childcare provision in their area 67% of childcare providers who responded to the Survey reported an increase in expenditure, yet only 19% increased their fees in the past year, with many reporting that they have absorbed increasing overheads, rather than passing them on to parents. This is not sustainable for childcare providers in the longer term, which will in turn further impact on families. <i>(Employers for Childcare)</i> | <p>conducted on behalf of the Police Federation and the Independent Commission into the Future of Policing</p> <ul style="list-style-type: none"> 20% were part time – nearly identical to the 19% found in the general working population Two thirds of police women have caring responsibilities, of not only children but also for aging parents <i>(Police Federation / Independent Commission for the Future of Policing)</i> <p>Lone Parents</p> <ul style="list-style-type: none"> 9% of households consist of a lone parent with one or more dependent children and over 90% of lone parents are female <i>(PSNI Statistics)</i> The Office of the Police Ombudsman (OPONI) found 44% of complainants over a 5 year 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 https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf |
| <p>Marital Status</p> | <ul style="list-style-type: none"> Almost half (48%) of people aged 16 years and over on Census Day 2011 were married, and over a third (36%) were single Just over 1,200 people (0.1%) were in registered same-sex civil partnerships | <p>Crime and Policing</p> <p>In the NI Crime Survey 2015/16 the participants most likely to state that their lives were greatly affected by 'fear of crime' were:</p> <ul style="list-style-type: none"> those living in areas with a self-perceived high level of ASB (11%); respondents who are widowed (10%) |

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| | <ul style="list-style-type: none"> A further 9.4% of residents were either separated, divorced or formerly in a same-sex civil partnership The remaining 6.8% were either widowed or a surviving partner <p style="text-align: right;"><i>(NI Assembly paper on the 2011 Census)</i></p> | <p>Social Deprivation & Marital Status</p> <ul style="list-style-type: none"> Of the demographic and socio-economic groups examined in NI Crime Survey 2015/16, among those most likely to perceive ASB as a problem in their local area include single adults with child(ren) (21%) <p style="text-align: right;"><i>(NI Crime Survey)</i></p> | | | | | | | |
| <p>Ethnicity</p> | <p>On census day 2011 1.8 per cent (32,400) of the usually resident population of NI belong to minority ethnic groups, more than double the proportion in 2001.</p> <ul style="list-style-type: none"> 98.2% of the population indicated their ethnic origin as 'white'; among black and minority ethnic (BME) groups, the breakdown is: <ul style="list-style-type: none"> Chinese (6,300 people), Indian (6,200 people) and mixed (6,000 people) backgrounds English was not the main language for 3.1% (54,500) of Northern Ireland residents aged 3 years and over. The most prevalent main language other than English was Polish (1.0%; 17,700) <p style="text-align: right;"><i>(EQIA Policing Plan)</i></p> <ul style="list-style-type: none"> Conducting an official fact-finding visit to NI in 2017, the UN Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance concluded that 'the legal framework governing racial equality in Northern Ireland contains serious gaps and requires urgent reform to bring it in line with international human rights standards'. Further commenting that, in | <p>Staffing and Policing</p> <table border="1" data-bbox="1182 571 2107 692"> <thead> <tr> <th data-bbox="1182 571 1451 651">Policing Service NI</th> <th data-bbox="1451 571 1789 651">Police Officers</th> <th data-bbox="1789 571 2107 651">Police Staff</th> </tr> </thead> <tbody> <tr> <td data-bbox="1182 651 1451 692">% Ethnic Minority</td> <td data-bbox="1451 651 1789 692" style="text-align: center;">0.51</td> <td data-bbox="1789 651 2107 692" style="text-align: center;">0.67</td> </tr> </tbody> </table> <p style="text-align: right;"><i>(PSNI Statistics)</i></p> <p>Prejudice in Northern Ireland</p> <ul style="list-style-type: none"> In respect of an Eastern European person 19% of people surveyed would not willingly accept them living and working as a resident of Northern Ireland; 30% would not willingly accept them as a resident in the local area; 38% would not willingly accept them as a colleague at work; 50% would not willingly accept them as a close friend; and 55% would not willingly accept them as a relative by way of marrying a close family member. <p style="text-align: right;"><i>(EQIA Policing Plan)</i></p> <p>Hate Crime</p> <ul style="list-style-type: none"> 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 2004/5. Levels peaked in 2014/15 and had been falling each year until 2017/18, before | | Policing Service NI | Police Officers | Police Staff | % Ethnic Minority | 0.51 | 0.67 |
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| | <p>Northern Ireland, 'racial and ethnic minority groups were critical of persisting challenges in securing convictions for hate crimes'. She hopes to address this issue in her final report. <i>(OHCR, end of Mission Statement, May 2018)</i></p> | <p>showing an increase in 2018/19</p> <ul style="list-style-type: none"> The number of incidents in 2018/19 is the third highest in the data series. There were 1,124 racist incidents recorded by the police in Northern Ireland, 99 higher than for the previous 12 months. The number of racist crimes record by the police was 702, an increase of 93 on the previous 12 months. Racist crimes represent 0.7% of all police recorded crime. Different ethnicity classifications have been used within the PSNI crime recording systems since 2007/8. In the twelve months to 31 March 2019, 49% of victims of racist crimes where white, 16% ethnicity mission / unknown person, 13% Asian, 10% black and 12% Mixed / Other. <p><i>(PSNI Incident and Crimes with a Hate Motivation Recorded by the Police in NI - Update to 31 March 2019).</i></p> <p>Staffing and NIPB</p> <ul style="list-style-type: none"> All staff within the NIPB have declared as white <p><i>(Staff Figures May 2019)</i></p> |
| <p>Political</p> | <ul style="list-style-type: none"> Of the 19 members of the NI Policing Board 10 political representation breakdown to DUP4, Sinn Fein 3, SDLP1, Alliance 1, Ulster Unionist 1 <p><i>(Staff Figures May 2019)</i></p> | |

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DOCUMENT TITLE

**Northern Ireland Policing Board
Audit of Inequalities April 2019 - March 2020
December 2019**

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