



## Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2018-19

### Contact:

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The Northern Ireland Policing Board was not legally constituted from April 2017 until December 2018 and therefore was unable to go to consultation on its draft Equality and Disability Action Plans. Since the reconstitution of the Board a review has taken place on the audit of inequalities and the equality and disability action plans. Actions were transferred from the 2017-2020 plans to more updated plans and contain new actions to represent the period from 2019-2023. The documents for this reporting period are attached with this report. The Equality Scheme remains the same (2018-2023). The new documents can be found on our website at: <https://www.nipolicingboard.org.uk/consultations>

### Signature:

Amanda Stewart 30/08/2019 (approval given in email dated 30/08/2019)

**This report has been prepared using a template circulated by the Equality Commission. It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.**

**This report reflects progress made between April 2018 and March 2019**

## **PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme**

### **Section 1: Equality and good relations outcomes, impacts and good practice**

- 1** In 2018-19, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

*Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.*

#### **1. Background**

The Northern Ireland Policing Board (NIPB) is an independent public body, comprising of political and independent Members, established to ensure for all the people of Northern Ireland an effective, efficient, impartial, representative and accountable police service, which will secure the confidence of the whole community, by reducing crime and the fear of crime.

During part of this reporting period (June-December 2018) and prior to that since March 2017 the Board continued to not be fully constituted, but during this time the Policing Board maintained its commitment to its draft Equality Scheme, delivering, where possible, from the draft Equality and Disability Action Plans including the 5 new commitments made in the 5 year review:

- To screen policies at the earliest opportunity and to ensure a system is in place to monitor the impact of these policies
- To ensure information and services are fully accessible to all parts of the community in NI
- To publish screening reports in a more timely manner
- To provide staff with training on equality matters
- To increase consultation period to 12 weeks when possible

***Supporting the Board with its statutory responsibilities by ensuring the Board's public information and materials are accessible to all.***

Throughout this period the NIPB undertook a review of its policies to ensure all were still relevant to the organisation and its business. Heads of Branches were aware in carrying out this process if considering any changes to a policy it would be subject to a re-screening exercise to ensure there was no adverse impact on any of the S75 groups and as can be seen from the table below quite a number of policies were reviewed. In completing a number of new policies, such as the Engagement Strategy, the NIPB shared its draft with the Northern Ireland Equality Commission for expert advice and recommendations.

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During the time from April 2018-March 2019 19 screening exercises took place across a range of the Board's work areas. Set out below is a list of the policies screened as either already existing/reviewed or new. All the screening documents have been included on the website and were circulated to the consultees who reflect the S75 groups held on the NIPB list.

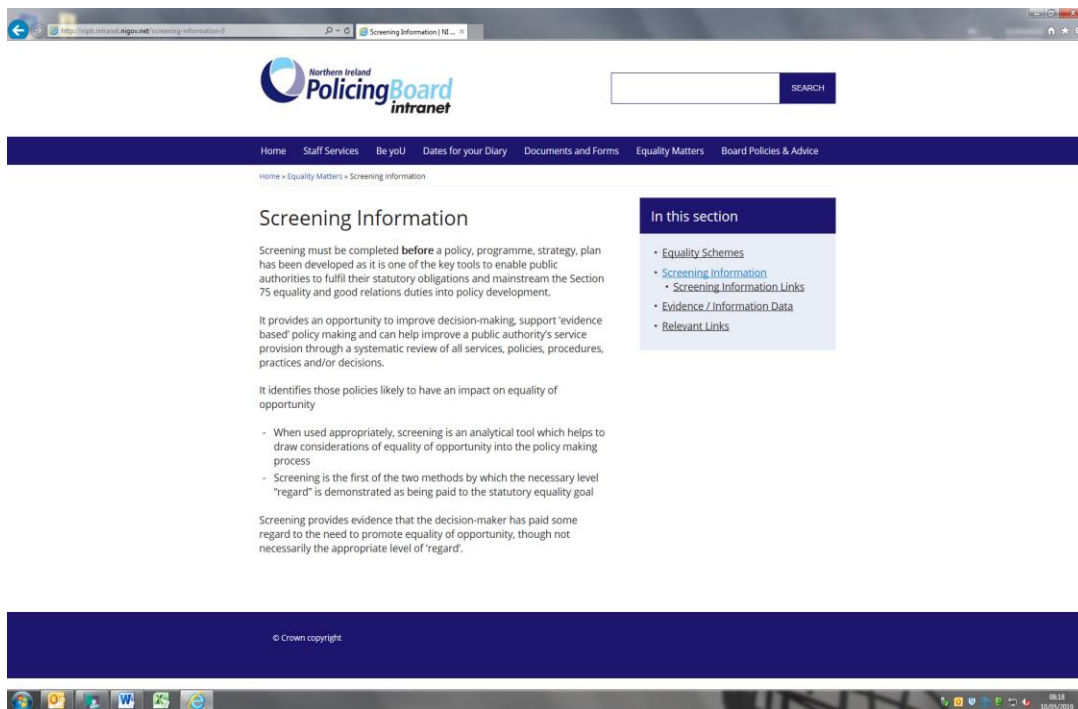
Policy	Existing / Reviewed	New
Security data incident reporting policy	✓	
Gifts and hospitality	✓	
Petty Cash	✓	
Cycle to work scheme	✓	
Acceptable use policy payroll	✓	
Research allowance	✓	
Consultancy	✓	
Payment of suppliers	✓	
Chief Executive as Accounting Officer	✓	
Asset management	✓	
Management accounts	✓	
PSNI cash drawdowns	✓	
Procurement	✓	
IT acceptable use	✓	
Handling of cases where consent is withheld of non-co-operation with the process		✓
Special bonus		✓
Engagement strategy		✓
Guidance for appointment of senior officers and police staff	✓	
Code of conduct for members of the Board	✓	

***Increase the awareness of Board Members and staff in respect of Equality, Diversity & Good Relations issues and the importance of promoting Equality of Opportunity***

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During the latter part of 2018 a new resource was created. A compilation of user friendly equality information was made available for easy access on the Intranet. The webpage ‘Equality Matters’ provides a central source in which to raise awareness with staff on the organisation’s commitment to its equality duty. The information provided includes how to access relevant material such as:

- **Equality Scheme:** a breakdown of the Schemes main commitments,
- **Screening:** Why and how
- **Evidence gathering:** –where and how to access evidence to reports, statistics and research on each S75 group.



Due to the length of time the Board was not fully constituted and the recruitment of a number of new staff to the organisation there was a need to analyse the extent of knowledge all staff had on equality issues. In order to find this out an internal equality audit was carried out throughout the organisation. Once completed the audit provided extremely valuable information to identify the level of knowledge and experience of staff on S75 issues and what areas of knowledge could be improved. Following this exercise a series of training programmes was developed based on need and responsibility. The roll out of these programmes will be monitored by senior management and HR.

Since the reconstitution of the Board in December 2018 and changes in Board Membership an audit of equality training needs of members will be carried out later in 2019.

As reported in the 2017/18 Annual Report to the Northern Ireland Equality Commission the NIPB was undertaking a systematic audit of inequalities in November 2017 which formed the

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basis of a revised draft Equality and Disability Action plan for the period of 2017-2020 . as a result of not having a fully constituted Board the approval and subsequent consultation could not be approved by the Board but further reference to the organisation's approach to dealing with this issue can be found throughout the report.

The NIPB was invited to participate on a newly formed justice 'family' Equality Network which was established in December 2018 and led by the Department of Justice. The membership of the *Criminal Justice Equality Network* comprises equality practitioners from the following member organisations:

The Department of Justice and agencies:-

- The Northern Ireland Prison Service
  - Youth Justice Agency
  - NI Courts & Tribunals Service
  - Forensic Science NI
  - Legal Services Agency NI
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- The Probation Board for Northern Ireland
  - The Public Prosecution Service
  - Office of the Police Ombudsman for Northern Ireland
  - Police Service of Northern Ireland
  - NI Policing Board

The purpose of the Network, as agreed in the terms of reference, is to focus on the effective implementation of the statutory duties described under Section 75 of Northern Ireland Act 1998 across the Criminal Justice sector and to support the Equality Managers in their delivery of their equality objectives. Meetings to date have provided a valuable insight to understanding the role and remit of criminal justice agencies and organisations, the challenges they face in dealing, delivering and reporting on equality of opportunity and good relations and a platform in which to share good practices which could provide solutions in delivering equality actions effectively.

In return, relevant equality information is shared with the staff in awareness raising within the organisation through the intranet webpages and *Equality Matters*.

Following the reconstitution of the Board in December 2018 it was important to ensure an opportunity existed for Resources Committee, once established and trained, to consider and approve the draft Equality and Disability Plans in order to facilitate these plans going out to public consultation. Senior management reflected on the contents of the Equality and Disability Action Plans for 2017-2020 in preparation for presentation to the Resources Committee. It was agreed that the plans and most of the actions could be strengthened. Furthermore, on reflection of the timescale of the drafts, 2017-2020, the Equality and Disability

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Action Plans would be required to be consulted on by around early August / September 2019 which would only leave 6 months until the Plans for 2020-2023 would require to be drafted and then a 12 week consultation would be required.

After a number of discussions with the Northern Ireland Equality Commission around the unique circumstances NIPB had experienced without a constituted Board the following was agreed:

- to update and complete an audit of inequalities using existing, reliable and verifiable data, both qualitative and quantitative for each of the section 75 equality and good relations categories
- to review the existing Equality and Disability Action Plans and extend to a new timeline – 2019-2023. The new plans would include actions from the 2017-2020 plans
- to prepare and present the draft Plans to the Resources Committee for consideration and approval
- to develop a 12 week consultation period

- 2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2018-19 (*or append the plan with progress/examples identified*).

***The Board attracts recruits and selects PSNI Senior Officers and Senior Civilian Staff to reflect the community it serves.***

The Police (NI) Act 2000 Section 35 (1) and (2) provides the Board with the statutory responsibility to appoint all Chief Officers and Senior Police Staff Equivalents above the rank of Chief Superintendent. During 2018/19 the Board was aware of a number of PSNI Senior Officer and Civilian vacancies, but these could not be filled on a substantive basis in the absence of a legally constituted Board. To maintain the efficiency and effectiveness of the PSNI these posts were filled on a temporary promotion basis. The NIPB has no role in PSNI temporary promotions; decision making authority for this rests with the Chief Constable.

The Board was reconstituted in December 2018 and set a key priority to fill the vacant posts on a permanent basis, but the decision by the Chief Constable to retire at the end of June 2019 resulted in the Chief Constable appointment being given priority. The appointment process applied for the Chief Constable position was in line with the Board's Guidance on the Appointment of Chief Officers and has ensured the principles of merit, fairness and openness were adhered to. Following adverse media and public commentary and in order to provide further assurance and confidence the Board agreed to provide an extra level of scrutiny, probity and transparency including:

- Appointing an independent Equality, Diversity and Humans Rights Advisor to support the design stage of the process; and
- Independent quality assessment of the Appointment Panels' interview reports.

Work to develop the Chief Constable competition progressed beyond March 2019 and it was planned to advertise the position from early April 2019. The Board agreed that the desirable criteria of 2 years' service in a police force other than the PSNI should not be included within the recruitment process and it was anticipated this would increase the size and diversity of the applicant pool for the Chief Constable position. Four applications (2 internal/2 external) were received against a national average of 2.1 applications per Chief Officer post. The Board has successfully appointed Mr Simon Byrne and he took up position on 1<sup>st</sup> July 2019.

***Highlight the effects of Hate and Signal Crime and constantly seek improvements to Policing to eradicate these forms of Crime***

The Human Rights & Professional Standards (HR&PS) Branch is responsible for monitoring the performance of the police in complying with the Human Rights Act 1998 and reporting its findings to the Board's Performance Committee. In carrying out their

duties, Board officials refer to international human rights standards which require the PSNI to protect all members of the community and provide an equal service to all. The Board's Human Rights Monitoring Framework identifies 12 key areas which set out in detail the standards against which the performance of the police in complying with human rights legislation is monitored. Therefore the framework sets out to build equality and human rights into the police service and provides guidance for improvement which the service can use to identify and set their own equality and rights-based objectives. Throughout 2018/19 Board officials from the HR&PS Branch closely monitored PSNI and prepared an assurance report against the areas within the framework which is due for publication in September 2019. During the course of this reporting period Board officials additionally monitored the implementation of any outstanding recommendations made in previous Human Rights Annual Reports and Thematic Reviews.

Some of the HR&PS monitoring activities are thematic, in that they focus on areas where police services and strategies may have a disproportionate effect on diverse communities and, in particular, those sections of the population who have differing needs (such as minority groups or those who are vulnerable). The identification of these priority areas are based on the latest statistical data and research based evidence and external guidance to ensure police performance is robustly monitored, evaluated and action is taken to tackle any negative effects or results. Therefore equality considerations remain central to the work of the HR&PS, aiming to promote good relations across Northern Ireland as a whole.

Board officials regularly seek opportunities to interact and hear from key stakeholders, including the Board's criminal justice partners, community organisations and victims' groups, in order to promote equality and diversity throughout the monitoring framework and uphold a rights-based focus on citizens. For example, Board officials sit on Independent Advisory Groups and/or Delivery Groups in respect of the police service provided to victims of domestic abuse and sexual violence, hate crime and children and young people. From these discussions Board officials were able to inform the Performance Committee of timely and significant issues across criminal justice organisations and the community, which informed the Committee's Programme of Work for 2019/20. As a result of the gravity and community impact of the issues discussed, the Performance Committee sought input from researchers with relevant expertise, victim organisations and, where required for complex matters of legal compliance, Counsel's opinion.

***Maintain a workforce that is representative of the community***

This is completed through monitoring and reporting to the Equality Commission annually on the community background of staff with The Policing Board. A full analysis of trends



and patterns since The Board was re-established was considered by the Senior Management Team in April and brought to The Board for information in May 2019. This information is used by The Senior Management team to inform ongoing and future recruitment.

***Maintain and further develop a well-being and delivery plan (BU) which focusses on the well-being and resilience of staff***

A number of key deliverables from the BU action plan, for example, to increase staffs' awareness of mental health issues through seminars have been delivered in the past year. Furthermore the training of 4 staff members as Mental Health First Aiders has been completed. 'Move It Mondays' has also proved successful for a number of staff.

***Maintenance of the Board's premises to ensure a workplace that is inclusive and welcoming.***

There is a programme of planned maintenance in place to along with preventative maintenance in place to ensure premises are fit for purpose and accessible to all.

***Advocate and support improvements in the representativeness of underrepresented Section 75 groups as part of the PSNI workforce (especially gender and community background) (officers & Support)***

The NIPB has a statutory duty to keep itself informed of trends and patterns in recruitment of the police and police support staff<sup>1</sup> and the extent to which the membership of the police and police support staff is representative of the community in Northern Ireland.<sup>2</sup> The Board shall also make, and from time to time revise, an action plan for monitoring the number of women in the police and police support staff and, if they are under-represented, seek to increase their number.<sup>3</sup>

Measure 1.1.6 of the Policing Plan 2018-19, which aims to improve under-representation in respect of gender and community background across branches and departments of the PSNI, is one means of the Board fulfilling those statutory functions.

PSNI have reported to the Board that the newly established Positive Action Group analyses areas within the organisation based on a range of section 75 considerations, set against PSNI's Equality, Diversity and Good Relations Strategy. PSNI has implemented an updated Equality, Diversity and Good Relations Action Plan in addition to the PSNI Equality Scheme following extensive benchmarking, with progress on both reported to the Positive Action Group and Culture Ethics and Diversity Board on a quarterly basis. The Board's Resources Committee is scheduled to receive a briefing on the Equality,

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<sup>1</sup> Section 3(3)(c)(iv), Police (NI) Act, 2000.

<sup>2</sup> Section 3(3)(c)(v), Police (NI) Act, 2000.

<sup>3</sup> Section 48(1), Police (NI) Act 2000.

## Diversity and Good Relations Action Plan in September 2019.

In reporting against the Policing Plan, PSNI has provided an account of a range of different initiatives targeted at improving under-representation across the organisation. For example, they have taken part in the Gender Project<sup>4</sup> which is a business-led collaboration including Baker McKenzie, Belfast City Council, Belfast Harbour Commissioners, Belfast Health and Social Care Trust, Business in the Community, Citi, Fire and Rescue Service NI, the Northern Ireland Assembly, and Translink, in order to achieve better gender balance across their organisations. The rationale behind the Gender Project is that having a more gender-balanced workplace creates efficiency savings, enhances employee engagement, boosts productivity, meets the diverse needs of customers and suppliers and improves brand reputation. As part of this work, PSNI signed up to the Northern Ireland Gender Charter Mark.<sup>5</sup> This enables organisations to apply for a charter mark which will recognise their commitment to, and progress on, gender diversity. The Charter follows a methodology of self-assessment, target-setting and review, and it prioritises continuous progression with goals set by, and appropriate to, each individual organisation. PSNI was awarded the Bronze Award based on its self-assessment.

PSNI also submitted its second Stonewall Workplace Equality Index<sup>6</sup> in October 2018 which included the Stonewall Workplace Equality Index Staff Survey that was issued by email across the whole organisation. The Workplace Equality Index is a benchmarking tool for employers to measure their progress on LGB&T inclusion in the workplace. Participating employers are required to demonstrate their work in 10 areas of employment policy and practice and staff from across the organisation complete an anonymous survey about their experiences of diversity and inclusion at work. Organisations then receive their scores, enabling them to understand positive developments and practice and where they need to focus their efforts, as well as see how they've performed in comparison with their sector and region, with the 100 best-performing organisations celebrated publicly. The results of the 2017 index ranked PSNI at 341 of 434 respondents. The results and recommendations are currently being taken forward by PSNI's Positive Action Group.

In the first report submitted in June 2018 against this measure, PSNI reported that it was considering bringing in a specific policy with regard to the menopause and the impact that this has on the workforce. There are now more women in work than ever before, with 71.3% of women aged from 16 to 64 years in work, the joint highest employment rate for women since comparable records began in 1971. The increase in the

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<sup>4</sup> <http://www.bitcni.org.uk/wp-content/uploads/2015/07/The-Gender-PRoject-information-sheet-v2.1.pdf>

<sup>5</sup> <http://diversity-mark-ni.co.uk/>

<sup>6</sup> <http://www.stonewall.org.uk/workplace-equality-index>

employment rate for women over the last few years has been partly due to ongoing changes to the State Pension age for women, resulting in fewer women retiring between the ages of 60 and 65 years.<sup>7</sup> PSNI is currently scoping what other police services in the UK have done in response, particularly Nottinghamshire Police which has implemented a menopause policy and associated managers guide document. PSNI publicly announced in April 2018 that it was considering introducing a health policy on menopause which garnered significant local press coverage. PSNI also worked collaboratively with the Police Federation Northern Ireland (PFNI) in order to undertake further research, with five key recommendations emerging for implementation in relation to treating it as an occupational health issue, awareness training, dedicated wellbeing support, workspace conditions (temperature and ventilation), and flexibility in working hours.<sup>8</sup> The PFNI and PSNI were collaborating through the Employee Engagement Wellbeing Group to discuss how best these recommendations can be implemented.

Across the organisation as a whole, Roman Catholic representation among police officers increased by 0.6% in 2018/19 when compared to 2017/18, with a very small decrease of 0.1% among police staff. The percentage of Roman Catholic police officers in Other Departments (3.2%)<sup>9</sup>, Crime Operations (2.4%) and Operations Support (1.2%) all increased, while the proportion in District Policing (-0.6%) decreased in 2018-19. In terms of police staff the proportion of Roman Catholics increased in Crime Operations (0.5%), District Policing (0.9%) and Operations Support (0.8%), while decreasing in Other Departments (-1.1%).

There has been a further small increase in the number of female police officers in 2018-19 which is the highest percentage of female police officers in the PSNI to date. The comparison to England and Wales shows that the percentage of female police officers is roughly in line with the total makeup of the 43 police forces as at 31 March 2018 (PSNI – 29.5%, E&W – 29.8%).<sup>10</sup>

***In planning for the recruitment of the Independent Members of the PCSPs in 2019 due cognisance is taken of the need to ensure that PCSP's are representative of all sections of the community that they serve.***

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<sup>7</sup> Office of National Statistics, UK labour market: July 2018, <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/july2018>

<sup>8</sup> <https://www.policefed-ni.org.uk/members/services/the-menopause>

<sup>9</sup> PSNI has grouped the smaller departments together for comparison purposes with the larger departments, for example, it is not like for like to compare the representation of HR Department of c100 with Crime Operations Department of c2,500. It also reduces the workload of the Workforce Planning and Equality Monitoring Teams in keeping the data analysis at headline level.

<sup>10</sup> Home Office Statistical Bulletin 11/18, Police Workforce, England and Wales, 31 March 2018, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/726401/hosb1118-police-workforce.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/726401/hosb1118-police-workforce.pdf), pp. 28-29. Statistics for March 2019 will not be published until July 2019.

The Code of Practice for the Appointment of Independent Members of the PCSPs and DPCSPs which was developed by the Department of Justice sets out guidance in line with legislation to ensure that the recruitment process is open to all, transparent, fair and equitable. A fundamental aspect of the process is to ensure that the membership of the PCSPs/DPCSPs is representative of the respective community.

In delivering this objective, a Communications Strategy was designed to engage stakeholders and attract applicants to the role so that there is a sufficient representation of all sections of the community and section 75 groupings in each. The key audiences were, the general public, section 75 and representative organisations, people currently engaged in volunteer work and partner agencies and groups working in the area of policing and criminal justice.

A key part of the process included Board officials directly communicating information at key events. The PSNI Local Policing Consultation provided an essential platform for Board officials to attend and publicise the recruitment. The 80 consultation events attracted much interest in the process with 125 attendees requesting to be added to a register of interest. In addition and to ensure the widest communication of information, the Policing Board Chair wrote to all organisations and individuals on the Board's engagement distribution list which includes groups representing all section 75 groupings. The letter offered bespoke information sessions or attendance at relevant events. As a result, Board officials attended key events such as two Hate Crime Engagement events run jointly by the PSNI and the Rainbow group, Pensioners Parliament, the University of Ulster and the Age Friendly Conference. These additional events generated a further 60 individuals who requested to be on the register of interest.

***The Board engages with PCSPs to develop initiatives to tackle 'paramilitary activity' and contributes to embedding a culture of 'lawfulness' addressing concerns raised by Section 75 groups***

PCSPs are required by the Joint Committee of the Policing Board and the Department of Justice to implement initiatives that embed a culture of lawfulness. In addition, and where appropriate, PCSPs are asked to develop activities that tackle paramilitary activity, including criminal gangs and coercive control of communities.

The 2018/19 PCSP Annual Reports evidenced a greater focus on these areas, particularly in relation to working with young people who may be vulnerable to criminal gangs and activities. Initiatives included diversionary projects, early intervention programmes and small grants programmes focused on the PSNI working with community groups. The Annual Effectiveness Report (2017/18), produced by Board officials details projects and initiatives intended to divert young people from involvement in criminal activity, including paramilitary. The Board approved this report in April 2019. The report is available on the Policing Board website.

***Implementation of a Programme of Engagement with cognisance of Section 75 groups***

Varied forms and methods of engagement have been undertaken this year, including: meeting with organisations; establishing and building on stakeholder relationships; and connecting with individuals and communities through various forms of engagement. Key messages included promoting the work of the Board, the importance of confidence in policing, the Local Policing Consultation and the PCSP reconstitution. All were about listening and aligning our engagement to our audience accordingly. These provided the ideal opportunity for officials to engage with a range of section 75 groups.

In order to engage with a diverse and large footfall exhibition stands were deployed at targeted events across the year, including Pensioners Parliament; joint justice corner at Balmoral Show, Belfast Pride and Mela; The National Black Police Officers Association Conference; NILGA Conference; Ulster University; Expo 50+; Young at Heart Retirement Exhibition and Chief Officers 3<sup>rd</sup> Sector Conference. These events offered the Board outreach and engagement with a variety of individuals within the Section 75 grouping.

The Board intends to develop an Engagement Strategy and prior to embarking on its development, and in line with best practice, Engagement Branch undertook Equality Screening on the process. It established that an Equality Impact Assessment was not required as programmes developed within the Strategy would be screened where applicable. This ensures that any future Engagement Strategy, when developed, complies with the Board's Equality Scheme.

***Maintain and support the Custody Visiting Scheme and the Independent Community Observer Scheme to ensure that both schemes have participants who are representative of Section 75 groups and that PSNI act on their recommendations***

Two volunteer schemes are managed within the Engagement Branch – the Independent Custody Visiting Scheme and the Independent Community Observer Scheme. The Board's Equality Scheme refers to the importance of ensuring both schemes have volunteers who are representative of Section 75 groupings. As no recruitment campaigns have occurred within 2018/19 the configuration of the volunteers has stayed the same. On managing the Schemes the Board is committed to supporting volunteer development and invited all Independent Custody Visitors to attend Mental Health Awareness training, Human Rights Training and within Induction Training the importance of equality was highlighted and discussed as a key area within the training.

The Board and PSNI jointly completed a 10 week public consultation process on the Local Policing Review 2018 from 30 August - 9 November 2018.

Prior to the Consultation launching officials engaged with key stakeholders to ensure the approach proposed was Section 75 compliant. Adjustments were made following these meetings which included a youth specific consultation document and subtitled videos.

In relation to the Board's Equality Scheme consultees were notified of the consultation via email with consideration given to its accessibility and format and specific thought on how to best communicate with Section 75 groups. This included providing 87 events for people to attend, disability accessibility, use of appropriate language, deliver across Northern Ireland, a wide variety of delivery times (day time and evening), and signer and / or interpreter provision.

The Consultation included extensive forms of communications and a programme of engagement that worked in partnership with as many individuals and groups as possible in a wide ranging consultation process. Vis-à-vis Section 75 partners, the Board and PSNI, recognised the need for a collaborative approach and developed a fluid approach to deliver proactive meaningful targeted sectoral engagement as part of the wider consultation. This included older persons; young people; disability groups; faith based organisations; rural groups; business sector; hate crime fora; the LGBTQ+ community; ethnic minority groups; women's groups; political parties; and wider community groups. Thus demonstrating the Board's and PSNI's consciousness of the fact that Section 75 affected individuals and representative groups may have different needs when it comes to policing.

A variety of forms for consultation submissions were offered to enable all to respond their views should they wish.

***Supporting the Board with its statutory responsibilities by ensuring that the Board's public information and materials are accessible to all***

A number of communications channels are used to inform the community, stakeholder groups and partner agencies about the Board's work. Information, such as minutes, plans and reports, policies and procedures, are routinely published on the Board's online channels (website and social media) so that the public can see the discussions and decisions that the Board has in respect of policing and better understand the types of work that its Members carry out. Public meetings of the Board are livestreamed so that those who can't attend in person can see the Board question the Chief Constable on policing matters. Seminar sessions are also held which provide the opportunity to engage with interested parties to have more in depth discussions on issues of policing importance.

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**3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2018-19 reporting period? (*tick one box only*)

X Yes  No (go to Q.4)  Not applicable (go to Q.4)

Please provide any details and examples:

- A commitment to review policies and procedures to ensure compliance with S75
- A staff audit carried out to identify training needs for S75 understanding
- The development of relevant training programmes for staff on equality issues
- The creation of an internal website to update and inform staff on S75 issues

**3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

The Engagement Strategy is a new policy which when screened was identified as having an impact on all S75 groups but the strategy was visionary and none of the individual programmes of work were identified. The commitment was made that any new programmes of work arising from the strategy would be screened individually in order to ensure inclusion and recognise if any adverse impact on any S75 group.

**3b** What aspect of the Equality Scheme prompted or led to the change(s)? (*tick all that apply*)

X As a result of the organisation's screening of a policy (*please give details*):

During the screening process it was apparent that the Engagement Strategy did not detail the individual programmes of work which had still to be developed and therefore it would not be possible to identify any adverse impact on any S75 group. It was identified that each programme of work would be individually equally screened.

As a result of what was identified through the EQIA and consultation exercise (*please give details*):

As a result of analysis from monitoring the impact (*please give details*):

As a result of changes to access to information and services (*please specify and give details*):

Other (please specify and give details):

## Section 2: Progress on Equality Scheme commitments and action plans/measures

### Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2018-19 reporting period? (tick one box only)

Yes, organisation wide

Yes, some departments/jobs

No, this is not an Equality Scheme commitment

No, this is scheduled for later in the Equality Scheme, or has already been done

Not applicable

Please provide any details and examples:

The Board employs all staff on Northern Ireland Civil Services (NICS) terms and conditions and utilises the NICS Competency Framework as the performance management tool. The Framework acknowledges and requires adherence with Equality, Diversity & Good Relations duties.

5 Were the Section 75 statutory duties integrated within performance plans during the 2018-19 reporting period? (tick one box only)

Yes, organisation wide

Yes, some departments/jobs

No, this is not an Equality Scheme commitment

No, this is scheduled for later in the Equality Scheme, or has already been done

Not applicable

Please provide any details and examples:

See above



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6 In the 2018-19 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2018-19 report
- Not applicable

Please provide any details and examples:

Since the Board was reconstituted in December 2018 a new Business Plan for 19/20 was developed in March 2019 and included objectives and targets for consultation on the equality and disability action plans.

**Equality action plans/measures**

7 Within the 2018-19 reporting period, please indicate the **number** of:

Actions completed:	0	Actions ongoing:	17	Actions to commence:	
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Please provide any details and examples *(in addition to question 2)*:

As a result of the NI Policing Board not being legally constituted from 2017 until 2018 during this time it was not possible to fully complete actions which have now been incorporated into the new draft Equality and Disability Action Plans for 2019-2023.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2018-19 reporting period *(points not identified in an appended plan)*:

N/A

9 In reviewing progress on the equality action plan/action measures during the 2018-19 reporting period, the following have been identified: *(tick all that apply)*

- Continuing action(s), to progress the next stage addressing the known inequality
- Action(s) to address the known inequality in a different way

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- x Action(s) to address newly identified inequalities/recently prioritised inequalities
- Measures to address a prioritised inequality have been completed

**Arrangements for consulting (Model Equality Scheme Chapter 3)**

**10** Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

- X All the time                       Sometimes                       Never

**11** Please provide any **details and examples of good practice** in consultation during the 2018-19 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

The Board and PSNI jointly completed a 10 week public consultation process on the Local Policing Review 2018 from 30 August - 9 November 2018. Prior to the Consultation launching officials engaged with key stakeholders to ensure the approach proposed was Section 75 compliant. Adjustments were made following these meetings which included a youth specific consultation document and subtitled videos. The consultation was carried out in 87 locations across Northern Ireland with a focus on accessibility and inclusion.

**12** In the 2018-19 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- X Face to face meetings
- X Focus groups
- X Written documents with the opportunity to comment in writing
- X Questionnaires
- X Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other *(please specify)*: subtitled videos

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

PART A

At the close of the consultation on the Local Policing Review there were:

- **4,328** individual responses received;
- **87** meetings held;
- **3,067** individuals in attendance (across the 87 meetings); and
- **15** organisational responses received.

Thus, this consultation process provided a rich source of information that consisted of:

- **4,328** individual responses to the simulator including written comments;
- **886** responses to the three consultation questions;
- **15** written organisational responses; and
- Notes of feedback provided at the **87** public consultation events.

**13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2018-19 reporting period? (*tick one box only*)

Yes                      X No                       Not applicable

Please provide any details and examples:

**14** Was the consultation list reviewed during the 2018-19 reporting period? (*tick one box only*)

X Yes                       No                       Not applicable – no commitment to review

**Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)**

All The Board screening documents are available on The Board’s website at <https://www.nipolicingboard.org.uk/publications-search/type/equality-screening-reports-18>.

**15** Please provide the **number** of policies screened during the year (*as recorded in screening reports*):

19

**16** Please provide the **number of assessments** that were consulted upon during 2018-19:

PART A

19	Policy consultations conducted with <b>screening</b> assessment presented.
0	Policy consultations conducted <b>with an equality impact assessment (EQIA)</b> presented.
0	Consultations for an <b>EQIA</b> alone.

17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

The screening assessments of policies are quarterly produced and sent to a consultee S75 list for comment / information.

18 Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

Yes
  No concerns were raised
 No
 Not applicable

Please provide any details and examples:

N/A

**Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)**

19 Following decisions on a policy, were the results of any EQIAs published during the 2018-19 reporting period? *(tick one box only)*

Yes
  No
 Not applicable

Please provide any details and examples:

N/A

**Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)**

20 From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2018-19 reporting period? *(tick one box only)*

Yes
  No, already taken place  
 No, scheduled to take place at a later date
  Not applicable

PART A

Please provide any details:

Due to the reconstitution of the Board it was not possible to carry out the audit and this will be done as the Board is firmly established as a fully functioning organisation.

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

X Yes                       No                       Not applicable

Please provide any details and examples:

A policy was developed in relation to Reward & Recognition and during screening it was identified that research has indicated that there could be an adverse impact on 2 particular S75 groups – women and disabled. The mitigation included in the new policy is the commitment to monitor the distribution of the awards to staff by gender, age, disability and grade.

- 22** *Please provide any details or examples of where the monitoring of policies, during the 2018-19 reporting period, has shown changes to differential/adverse impacts previously assessed:*

N/A

- 23** *Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:*

A spreadsheet has been developed and is available through the intranet which collates and provides relevant information/data under each of the S75 groups in order to support management in the development or monitoring of policies

***Staff Training (Model Equality Scheme Chapter 5)***

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2018-19, and the extent to which they met the training objectives in the Equality Scheme.

The Board was recently reconstituted in December 2018. New staff has been recruited and the training plan/programme has just been reviewed and is to be implemented and is to be implemented over the next year.

PART A

- 25** Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

Those responsible for the development of the review of the Disability Action Plan attended a training programme provided by the NI Equality Commission which included a series of workshops on disability action planning

**Public Access to Information and Services (Model Equality Scheme Chapter 6)**

- 26** Please list **any examples** of where monitoring during 2018-19, across all functions, has resulted in action and improvement in relation **to access to information and services**:

N/A

**Complaints (Model Equality Scheme Chapter 8)**

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2018-19?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

N/A

**Section 3: Looking Forward**

- 28** Please indicate when the Equality Scheme is due for review:

will be reviewed in 2023

- 29** Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

Consultation – Audit of Inequalities, Equality Action Plan, Disability Action Plan

Training – staff, Board

- 30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2018-19) reporting period? *(please tick any*

PART A

*that apply)*

- X Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- X Nothing specific, more of the same
- Other (please state):

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

**1. Number of action measures for this reporting period that have been:**

**8**

Fully achieved

Partially achieved

**1**

Not achieved

**2. Please outline below details on all actions that have been fully achieved in the reporting period.**

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
National <sup>iii</sup>			
Regional <sup>iv</sup>			
Local <sup>v</sup>	<p>Monitoring of NIPB volunteer cohort</p> <p>Engagement Team in place from October 2017</p>	<p>Ensure all S75 categories participate in the Board’s volunteering scheme. Identify target actions if required</p> <p>All Section 75 Groups are included in the engagement exercises carried out by the</p>	<p>Improve awareness and participation in policing issues and increase accountability of the policing Board and the PSNI to the public</p> <p>Implement an engagement plan that take into account S75 categories and focuses on any</p>



PART B

	<p>Effective and efficient management of the financial; human and physical resources of the PSNI and the Board</p>	<p>Board Ongoing monitoring of PSNI performance will request PSNI analysis of any adverse impact on section 75 groups, particularly with regards to People Strategy and Equality, Diversity and Good Relations Strategy.</p>	<p>inequality identified. PSNI has identified the need for a diverse and representative workforce as part of the People Strategy. Also the Equality, Diversity and Good Relations Strategy identifies the need to have a workforce reflective of the society being served, including the under-represented identified groups.</p>
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	<p>Board officials will ensure that all staff (within a 3 year period) undertake refresher training in diversity, with its particular emphasis of promoting a</p>	<p>4 staff responsible for developing and reviewing the Disability Action Plan took part in disability training workshops held by the Equality</p>	<p>Improvement public awareness and participation in policing issues and increase accountability of the Policing Board and the PSNI to the public</p>

PART B

	positive attitude towards people with disabilities.	Commission for NI (ECNI)  4 staff members trained as Mental Health First Aiders	All NIPB staff aware of the Mental Health First Scheme at work.
2			

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

	Communications Action Measures	Outputs	Outcome / Impact
1	Due to the lack of a fully constituted board there was no communication goals on the action plan.		
2			

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

PART B

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Sought training for 4 staff members to gain expertise in mental health first aid.	4 staff trained in mental health awareness	All Board staff is made aware of Mental Health First Aid scheme and how to ask for support.
2			

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

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			

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

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1				

PART B

2				

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

	Action Measures not met	Reasons
1	Board Official will prepare a Report for the Board on the progress of the Disability Action Plan	Due to the Board not being fully constituted this action could not proceed during this period of time.
2		

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

N/A – during this reporting period there was no constituted Board to take this action forward

PART B

(b) Quantitative

N/A – during this reporting period there was no constituted Board to take this action forward

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

Please select: Yes

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1	<p>We will develop and deliver a training programme to Board members and staff on disability equality legislation and disability awareness.</p> <p>This will include recognising:</p> <p>The barriers faced by disabled people (both attitudinal and environmental)                      The medical model –v- the social model of disability                      The use of appropriate language                      Stereotypes / misconceptions about disabled people</p> <p>We will include in the training programme delivery by people with disabilities.</p>	<p>To ensure feedback is monitored from Board, staff and training delivery provider to address any concerns or gaps.</p> <p>To address any concerns or gaps with additional training provision.</p> <p>In staff surveys to include an attitudinal question to monitor understanding.</p>	2019-2023

PART B

	Revised/Additional Action Measures	Performance Indicator	Timescale
	<p>We will ensure disability awareness training as part of the regular team brief sessions throughout each year. We will ensure Board members receive annual updated training on disability equality legislation</p> <p>We will ensure Board members and staff have the opportunity to attend relevant events to increase knowledge and awareness of disability equality legislation</p> <p>To carry out a staff survey on hidden disabilities within the organisation and to provide information and support on the outcome</p>		
2	<p>We will have put in place programmes which will heighten staffs' awareness of disability issues</p>	<p>We will raise awareness of mental health within the organisation which includes the following:</p> <p>Promotion and support of the 'Be Yourself' group</p> <p>Events and briefings on mental health for staff e.g. Resilience and Mindfulness programmes</p>	2019-Ongoing
3	<p>We will ensure the process for recruiting individuals for PCSPs includes the following:</p> <p>We will offer bespoke and tailored pre-recruitment events as appropriate to meet the needs of those with disabilities.</p> <p>We will provide a Guaranteed Interview Scheme (GIS)</p>	<p>Performance against the measures will be monitored through;</p> <p>Analysis of applicants with disabilities in terms of the number that apply, are shortlisted, are interviewed and are appointed.</p>	2019-2020

PART B

	Revised/Additional Action Measures	Performance Indicator	Timescale
	We will ensure facilitation of all special interview arrangements, including access and communication barriers.	The number of applicants utilising the GIS	
4	<p>We will manage the Board’s volunteer schemes. This will include:</p> <p>ensuring the process for the recruitment of volunteers is accessible to all</p> <p>ensuring the process for the recruitment of volunteers includes a Guaranteed Interview Scheme (GIS) providing reasonable adjustments to volunteers with a disability, for example, a Personal Emergency Evacuation Plan (PEEP)</p> <p>the provision of training for volunteers which encompasses disability elements, e.g. Equality Awareness, Mental Health Awareness</p>	<p>Collect applicants’ monitoring information to inform future recruitment campaigns and report to the Partnership Committee with a post-campaign paper.</p> <p>Monitor the number of GIS offered / accepted</p> <p>Ensure compliance with reasonable adjustments.</p> <p>Monitor the composition of volunteers to ensure a true reflection of society, including people with a disability.</p> <p>Delivery of training and evaluation of training, including volunteers’ disability mindfulness when carrying out their role.</p>	2019-2023
5			

PART B

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

Due to the Northern Ireland Policing Board not being fully constituted between 2017-2018 the 2017-2020 Disability Action Plan was not approved for consultation. At the end of 2018 the plan was reviewed in order to ensure the actions were effective and could be measured. The draft Disability Action Plan is currently out to 12 week consultation.

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<sup>i</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

<sup>ii</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

<sup>iii</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

<sup>iv</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level

<sup>v</sup> **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.