

NORTHERN IRELAND POLICING BOARD

COMMITTEE REPORTS

1 April 2020 – 31 March 2021

CONTENTS

1	INTRODUCTION/OUTCOMES OVERVIEW	2 - 3
2	AUDIT AND RISK ASSURANCE COMMITTEE REPORT	4 - 9
3	PARTNERSHIP COMMITTEE REPORT	10 - 16
4	PERFORMANCE COMMITTEE REPORT	17 - 26
5	RESOURCES COMMITTEE REPORT	27 - 33
6	MEMBER ATTENDANCE	34
7	GLOSSARY	35 - 36

1. INTRODUCTION

The Northern Ireland Policing Board is an independent public body made up of 10 Political and 9 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. The Board is responsible for overseeing all aspects of policing

The Board is responsible for overseeing all aspects of policing. In addition to monthly meetings, the Policing Board has four Committees to take forward detailed scrutiny of the work of the Police Service of Northern Ireland (PSNI) and fulfil its range of legislative duties. These are:

- [Audit and Risk Assurance Committee](#)
- [Partnership Committee](#)
- [Performance Committee](#)
- [Resources Committee](#)

This Report provides an overview of the work during the last year against the agreed Terms of Reference for the Standing Committees of the Policing Board. These can be found [here](#).

In addition to this published report, details of discussions and decisions taken by the Board's Committees are routinely published on the Board's [website](#) along with other information explaining the Board's role and work.

OUTCOMES OVERVIEW:

1 APRIL 2020 - 31 MARCH 2021



KEY DOCUMENTS



POLICING PLAN 2020-25 AND ANNUAL PERFORMANCE PLAN 2020-21

The Policing Plan has been developed in partnership with the PSNI following public consultation and outlines our ambitions for policing in the next five years. It outlines three outcomes for policing: that we have a safe community, we have confidence in policing, and we have engaged and supportive communities.



HUMAN RIGHTS ANNUAL REPORT

The Report provides an account of the performance of the PSNI in its compliance with the Human Rights Act 1998 (up to the end of March) and an overview of the monitoring work carried out during the year by the Board. It highlights good policing practice and areas in which practice could be improved with specific recommendations.



ANNUAL REPORT

The Board's Annual Report and Account provides an overview of work during the financial year and provides an assessment of Board performance against the Corporate Plan and police performance against the Policing Plan.



TACKLING PARAMILITARY ACTIVITY, CRIMINALITY AND ORGANISED CRIME

Our Partnership Committee reviewed the performance of the PSNI in tackling paramilitarism in the 2019-20 period.



THEMATIC REVIEW ON THE POLICING APPROACH TO COVID-19

This examined how the policing service responded to the COVID-19 pandemic, the Report focuses on the period 23 March – 30 June 2020 and made 18 recommendations.

[READ MORE ON NIPOLICINGBOARD.ORG.UK](https://www.nipolicingboard.org.uk)

APPOINTMENT PROCESSES

1 Chief Operating Officer

2 Assistant Chief Constables



12 Board Meetings



9 Board Public Accountability Sessions



36 Committee Meetings



47 PSNI Committee Reports/Briefings



248 Oral Questions



118 Publications



27 Written Questions

POLICING BOARD RESOURCES

19 Board Members

46 Members of Staff

4.3m Board Funding

1.4m Board PCSP Funding

5.7m Total Funding

2. AUDIT AND RISK ASSURANCE COMMITTEE REPORT

2.1 Background

The Audit and Risk Assurance Committee (hereafter referred to as the Committee or ARAC) Terms of Reference state at paragraph 5.3 that “*the Committee will provide the Board with an Annual Report, timed to support finalisation of the Accounts and the Governance Statement, summarising its conclusions from the work it has done during the year*” and so the 2020-21 Report is presented for the Board’s information.

2.2 Audit and Risk Assurance Committee Meetings and Membership

The Committee’s Terms of Reference states that it is required to meet at least four times a year. During 2020-21, the Committee met seven times with meetings held on: 14 May 2020, 25 June 2020, 30 July 2020, 24 September 2020, 17 December 2020, 17 February 2021 and 25 March 2021. During 2020-21, the following were Members of the Committee:

Colm McKenna, Chair	Edgar Jardine, Vice Chair
Michael Atkinson	Gerry Kelly MLA
Joanne Bunting MLA	Frank McManus

2.3 Internal Audit

The Northern Ireland Civil Service’s (NICS) Group Internal Audit Team, from the Department for Communities (DfC) were appointed NIPB’s Internal Auditors from 1 July 2019 and Lacey Walker is the Head of Internal Audit. The Department of Justice (DoJ) Internal Audit Team audit the PSNI and so to avoid a perceived conflict of interest it was agreed in 2019 that the Board’s Audit Team would be from DfC.

At the meeting on 25 June 2020, the Committee considered the draft 2020-21 Internal Audit Annual Work Plan and the final Annual Work Plan was presented and approved by the Committee at its meeting on 24 September 2020.

During 2020-21, Internal Audit completed five audits, one consultancy review and one

desktop review and an overview of this work is included below.

The Committee met in private session with Internal Audit Representatives before its meeting on 19 May 2021 to discuss the audits completed during 2020-21 and the Head of Internal Audit’s Annual Opinion which was presented at the meeting on 19 May 2021; the opinion on NIPB’s governance, risk management and internal control system for 2020-21 was ‘satisfactory’ and was based on internal audit activity carried out during 2020-21 and cumulative assurances derived from internal audit activity during 2019-20 and 2018-19.

Summary of 2020-21 Internal Audits

Audit	Assurance Rating	Number of Recommendations by Risk Priority Rating			Status
		Priority 1	Priority 2	Priority 3	
Procurement and Contract Management (this internal audit commenced during 2019-20 but was paused due to the impact of COVID-19)	Satisfactory	0	0	1	Final Report Received.
Freedom of Information and General Data Protection Regulation	Satisfactory	0	2	0	Final Report Received.
NIPB Human Resources Recruitment	Satisfactory	No Priority 1, 2 or 3 Recommendations were made as a result of this audit. Internal Audit made one Best Practice Recommendation.			Final Report Received.
Financial Management and Budgetary Control	Satisfactory	No Priority 1, 2 or 3 Recommendations were made as a result of this audit.			Final Report Received.

Audit	Assurance Rating	Number of Recommendations by Risk Priority Rating			Status
		Priority 1	Priority 2	Priority 3	
Business Continuity Planning	Satisfactory	0	1	3	Final Report Received.
Belfast Policing and Community and Safety Partnership	Desktop Review - Assurance Rating not provided.	Desktop Review – Risk Based Priority Recommendations not provided.			Final Management Letter Received
Consultancy Review of Police Property Fund Procedures	Consultancy Review – Assurance Rating not provided.	Consultancy Review – Risk Based Priority Recommendations not provided.			Final Management Letter Received.

Open Internal Audit Recommendations

During the year, Board Officials updated Members on the implementation of open audit recommendations. At 1 April 2020, there were 11 audit recommendations being progressed to implementation by Officials, and at 31 March 2021 there were four audit recommendations that had to be implemented.

The Committee received a quarterly update on the progress to implement audit recommendations, and in relation to the outstanding Priority 1 Recommendation (to establish a Case Management System within Police Administration Directorate) following the 2012-13 audit of Police Administration Procedures it was noted, at the meeting on 24 September 2020, that this Recommendation had been superseded by the March 2020 Northern Ireland Audit Office Report “Injury on Duty Schemes for Officers in the PSNI and NIPS”. This Report addressed the outstanding Priority 1 recommendation and recommended a new case management system to be taken forward following a fundamental review of the Scheme.

2.3 External Audit and NIPB Annual Report and Financial Statements for the year ended 31 March 2021

At the Committee meetings on 19 May 2021 and 17 June 2021, the Committee considered

the draft Annual Report and Financial Statements for the year ended 31 March 2021.

At the meeting on 25 March 2021, the External Auditors provided an overview of their planned 2020-21 External Audit Strategy and at the meeting on 17 June 2021 (tbc), the External Auditors updated the Committee on the progress of the External Audit and presented the draft Report to Those Charged with Governance from the Comptroller and Auditor General (C&AG). This Report included the C&AG's unqualified opinion on the Annual Report and Financial Statements to 31 March 2021. The final Report To Those Charged with Governance will be made available to the Committee at its next meeting in September 2021.

The Committee also met in private session with External Audit Representatives before its meeting on 19 May 2021 to discuss the progress of the external audit.

2.4 NIPB Governance Statement 2020-21

The Accounting Officer (Chief Executive) is required to prepare an Annual Governance Statement for inclusion in the Annual Report and Financial Statements. The Governance Statement is designed to bring together all disclosures relating to governance, risk and control and ensure transparent reporting. The Committee reviewed the 2020-21 Governance Statement at its meetings on 19 May 2021 and 17 June 2021, and as noted above, at the meeting on 19 May 2021, the Committee considered the Head of Internal Audit's Annual Opinion on the Board's internal control and risk management framework which was which was 'satisfactory'- this Annual Opinion is a key document in preparation of the Governance Statement. At the meeting on 17 June 2021, the Committee agreed to recommend that the Governance Statement be signed by the Accounting Officer.

2.5 Risk Management

The Board owns the organisation's risks and throughout 2020-21, the Committee, on behalf of the Board, spent a considerable period of time considering the approach to risk management.

In July 2020, the Committee met with the Board's Senior Management Team (SMT) to discuss the identification of the Board's corporate risks. In February 2021, external risk management training was provided for all Board Members and during this training Members discussed establishing a risk appetite for each o/f the Board's risks. The ARAC met during

February 2021 and agreed a risk appetite recommendation to the Board which the Board approved and so a risk appetite has been established for each corporate risk and is documented on the Corporate Risk Register.

In March 2021, the Committee also held a joint meeting with the PSNI ARAC to discuss the interdependencies of each organisation's risks. This meeting was facilitated by Michelle Anderson, NICS Head of Internal Audit and Lacey Walker, NIPB Head of Internal Audit.

At each Committee meeting in 2020-21 the Committee reviewed the Corporate Risk Register and received an update from Officials about the material changes to the Register, and while a review of the Corporate Risk Register was undertaken during the year the Committee has asked Officials to further review the Risk Register which will be progressed during 2021-22.

2.6 Stewardship Statement to the Department of Justice

In accordance with the Management Statement and Financial Memorandum, the Chief Executive as the organisation's Accounting Officer provides a bi-annual Stewardship Statement to the DoJ Accounting Officer which enables the DoJ Accounting Officer to satisfy themselves that all relevant risk management practices are being adhered to. Stewardship Statements were provided to the Committee at their meetings in September 2020 and March 2021 for noting.

2.7 Governance

Throughout the year, the Committee considered a number of Governance matters including:

- NIPB Direct Award Contracts (DACs).
- NIPB Complaints Update.
- Dear Accounting Officer correspondence from the DoF.

Direct Award Contracts

An update on NIPB DACs was provided regularly during the year, and one DAC was reported to the Committee.

NIPB Complaints Update

The Committee received updates on the complaints received by the Board and the outcome of each complaint.

PSNI Governance Presentation

At the Committee meeting on 17 December 2020, Deputy Chief Constable Hamilton attended a private meeting with Members and gave a presentation on the PSNI's Governance Structures which had been reviewed to provide a more streamlined structure and to provide the Chief Constable with the required level of assurances as Accounting Officer.

2.8 Fraud

An update on NIPB Fraud was provided regularly during the year, and the Committee were advised that there was no suspected or actual fraud to report.

2.9 Gifts and Hospitality

The Committee monitored the Gifts & Hospitality Register on a quarterly basis, but because of the impact of COVID-19 no gifts or hospitality were offered or declared during the year.

2.10 PSNI ARAC

The PSNI's ARAC have five scheduled meetings per year and each meeting is attended by the Chief Executive, who provides a verbal update to the Board's ARAC, at its next meeting, on the material items considered at the meeting including but not limited to PSNI Corporate Risks, PSNI Internal Audit Reports, and PSNI DACs. ARAC Members also receive a copy of the PSNI's ARAC meeting papers for information.

As was discussed above, the Committee held a joint meeting with PSNI ARAC in March 2021 to discuss the interdependencies of each organisation's risks. During the year the Committee also referred matters of interest to the Board's Resources Committee – for example queries around PSNI DACs which fall within the remit of the Resources Committee's Terms of Reference.

2.11 Audit and Risk Assurance Committee Minutes

Committee Minutes can be found on the Board's website or by clicking this [link](#).

3. PARTNERSHIP COMMITTEE REPORT

3.1 Role of the Partnership Committee

The Partnership Committee is responsible for providing scrutiny and delegated decision making in relation to a number of areas that are facilitated by the Partnership Directorate of the Board.

3.2 Partnership Committee Meetings and Membership

During 2020-21 the Committee met on nine occasions. It did not meet in April 2020 as the Board was reconstituted at that time, and it did not meet in July 2020 and August 2020.

During 2020-21, the following were Members of the Committee:

Dolores Kelly MLA (Chair)	Michael Atkinson (Vice Chair)
John Blair MLA	Carmel McKinney
Tom Buchanan MLA	Seán Lynch MLA
Joanne Bunting MLA	Mike Nesbitt*
Janet Gray	Mervyn Storey MLA
Liz Kimmins MLA	

*Joined the Board July 2020 / joined Partnership Committee September 2020

During the reporting period, as a result of political change on the Board Alan Chambers was replaced by Mike Nesbitt. Details of Member attendance is included at Section 6.

3.3 Key Issues Considered against the Committee Terms of Reference

The Committee’s role and remit is set out in its Terms of Reference where the Committee’s responsibilities are noted as follows:

- Monitor police performance against measures specific to the committees in the Annual Policing Plan and support the Board in holding the Chief Constable to account for delivery on the Plan, the supporting strategies and the Continuous Improvement Projects;
- Secure confidence in policing through the development and embedding of a Policing with the Community culture in PSNI;

- Making arrangements for obtaining the co-operation of the public with the police in the prevention of crime;
- Develop, promote, support and monitor the effectiveness of Policing and Community Safety Partnerships (PCSPs) including appropriate linkages with the PCSP Joint Committee;
- Oversee the development and administration of the Police Property Fund
- Oversee engagement activity which contributes to securing community involvement in policing;
- Oversee Board communications activity and monitor PSNI communications plans and activity;
- Monitor and promote the Independent Custody Visitors (ICV) Scheme and the Independent Community Observer (ICO) Scheme.

3.4 Partnership Committee areas of focus - 2020-21

Set out below are the key areas of business scrutinised during the reporting period.

3.4.1 Monitoring Police Performance against the Policing Plan

The Partnership Committee was responsible for monitoring measures within the Policing Plan and holding the Police to account in relation to these. Over the last twelve months the Committee has provided analysis and oversight on the following areas:

2019-20 Policing Plan:

- Measure 2.2.1: Roads Policing

2020-2021 Annual Performance Plan for the Northern Ireland Policing Plan 2020-2025:

- Measure 2.1.1 : Number of people in Northern Ireland who are confident that PSNI is Accessible, Visible, Responsive and Victim Focused
- Measure 3.1.1 : In collaboration with the community deliver the commitments outlined in the Local Policing Review
- Measure 2.2.1: Number of victims who are satisfied with the service they have received
- Measure 1.3.1: Number of people in Northern Ireland who feel safe in their local area, local high street or town centre and own home
- Measure 1.3.2: Rate of places repeatedly victimised

- Measure 1.2.2: Repeat offending of Organised Crime Groups (OCGs) and paramilitary organisations

Reports on each of these measures were brought to the Partnership Committee for scrutiny and senior officers including the Deputy Chief Constable (DCC), Assistant Chief Constables (ACC) attended Committee to present the latest information on the performance of PSNI and to answer queries and questions from Members. Further information on the scrutiny of the measures are contained within the sections below.

3.4.2 Secure confidence in policing through the development and embedding of Policing with the Community culture in PSNI

The Partnership Committee has responsibility for analysing and monitoring the progress in embedding a Policing with the Community culture within PSNI. Members used the information presented particularly against the Policing Plan Measures 2.1.1, 3.1.1, 2.2.1, 1.3.1 and 1.3.2 to assess and oversee the work being done by PSNI in this regard.

Senior PSNI Officers attended Committee to provide updated information in relation to relevant measures contained in the Policing Plan.

3.4.3 Making arrangements for obtaining the co-operation of the public with the police in the prevention of crime

Local Policing Review

In 2018, the Board in partnership with PSNI carried out a significant consultation exercise in relation to Local Policing in Northern Ireland, with over 4,000 responses to the consultation. The responses were independently analysed and a Consultation Response was produced which contained 45 delivery actions, led by either PSNI, the Board or a collaboration of both organisations.

During the last year, the Partnership Committee were provided with updates on the progress of delivery against the actions with two presentations being provided to Committee against Measure 3.1.1 of the 2020-2025 Policing Plan. It was noted that the COVID-19 pandemic has created challenges in completing delivery of a number of actions, and members took the opportunity to discuss and agree proposed revisions to delivery timeframes.

Tackling Paramilitarism

Throughout the year Members considered how PSNI had performed against Tackling Organised Crime and Paramilitarism. In addition, the Partnership Committee carried out a Review on Tackling Paramilitary Activity, Criminality and Organised Crime (2019/20) which was published on the Board's website in October 2020.

<https://www.nipolicingboard.org.uk/publication/committee-review-tackling-paramilitary-activity-criminality-and-organised-crime-1>

In addition to providing updates in respect of work undertaken to address Board specific actions contained within the Executive Action Plan, the Committee Review also contained five Recommendations and eleven operational areas for improvement in relation to PSNI Performance in this work area.

In February 2021, three of the Independent Reporting Commissioners attended Partnership Committee to provide members with an overview of some of the key findings and recommendations relating to the role and remit of the Board as noted in their Third Report (published November 2020).

This was followed by a presentation by Department of Justice Tackling Paramilitarism Programme Team (TPPT) which provided members with an update on work carried out to deliver the Executive's commitments to tackle paramilitarism and organised crime. A small number of these commitments are actions which the Board are responsible for implementing, namely A5 to A8. The TPPT also gave Members sight of the proposed Organised Crime Strategy for 2021-2024.

3.4.5 Develop, promote, support and monitor the effectiveness of Policing and Community Safety Partnerships (PCSPs) including appropriate linkages with the PCSP Joint Committee

In its role to monitor the work of the PCSPs, the Partnership Committee, during the 2020/21 year recommended to the Board 118 new Independent Members in advance of the formal reconstitution date of 15 June 2020.

The reconstitution process was overseen by an Impartial Assessor, to ensure that it is conducted in a manner which is open, transparent, fair and equitable. The Impartial Assessor's report on the process can be accessed via the following link:

<https://www.nipolicingboard.org.uk/publication/impartial-assessor-report-appointment-independent-members-pcsp>

In addition, Members were provided with updates on implementation of PCSP Action Plans through the challenges presented by the COVID-19 pandemic. This included the work of the Joint Committee, the Community Safety Board and the Collectively Preventing Harm working group. In January 2021, the Committee recommended to the Board that the Annual Effectiveness Report for the 2019/20 financial year be approved for publication on the Board's website.

3.4.6 Oversee the development and administration of the Police Property Fund

Following development and approval of Programme documents in relation to the Police Property Fund, the Partnership Committee agreed that the Fund launch could take place in May 2020. However, due to the ongoing COVID-19 restrictions, the launch was deferred until early 2021 and finally agreed to take place on 18 March 2021.

In considering the launch, Members agreed to launch the Small Grants Scheme initially and have multi calls for this Scheme. Members also agreed to launch the Large Grants Scheme in the latter part of 2021. Information on the Police Property Fund can be accessed on the Board's website through the following link:

<https://www.nipolicingboard.org.uk/police-property-fund>

3.4.7 Oversee engagement activity which contributes to securing community involvement in policing

The Board published its Engagement Strategy 2020-23 in October 2020 which is aligned with the Annual Programme of Work 2020-21. Due to COVID-19 it was not possible to hold or participate in any face to face events, however the Board Chair held several meetings with Key Stakeholders (primarily on Zoom). These included meetings with the Commissioner for Older People NI, NI Children and Young Persons Commissioner, Women's Aid NI, the Rainbow Project, NI Policing Associations including the PSNI Ethnic Minority Police Association and the African and Caribbean Support Organisation NI.

Three webinars were also held for PCSP members on the following themes;

- Hate Crime;
- The role of Neighbourhood Policing Teams and engagement with local communities; and
- The work of the National Crime Agency in Northern Ireland.

3.4.8 Oversee Board communications activity and monitor PSNI communications plans and activity

During the reporting period the Committee was updated on a range of communications activity including plans to support the Policing and Community Safety Partnerships Reconstitution, the development of new branding to support the recruitment of Independent Community Observers and the launch of the Police Property Fund.

The Committee was also advised of ongoing communications issues and opportunities to raise awareness and the profile of the Board. This included the publication of the Committee Review on Tackling Paramilitarism and presentations received by the Committee on progress against Plan measures and issues around PSNI Corporate Branding.

3.4.9 Monitor and promote the Independent Custody Visitors (ICV) Scheme and the Independent Community Observer (ICO) Scheme

Thirteen new ICV recruits were inducted in September 2020. As part of this, the ICV Handbook was extensively reviewed and reprinted. Training was held for ICVs on the themes of Resilience and Mental Health Awareness. An article on the ICV Scheme was also published in the Law Society e-zine The Writ.

The Board was awarded Investing in Volunteers reaccreditation for three years in October 2020 for both the ICV and ICO Schemes. An ICO Recruitment Campaign was launched in March 2021 which included a rebranding and publication of an information leaflet;

<https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/community-observer-information-booklet.PDF>

3.5 Reports Published by Partnership Committee

The following reports have been brought to Partnership Committee and subsequently published on the Board's website in the last 12 months:

- Impartial Assessor Report : Appointment of independent members to PCSPs;
<https://www.nipolicingboard.org.uk/publication/impartial-assessor-report-appointment-independent-members-pcsp>
- NIPB Engagement Strategy 2020- 2023;
<https://www.nipolicingboard.org.uk/publication/nipb-engagement-strategy-2020-2023>
- Annual Custody Visitors Annual Report April 2019- March 2020;
<https://www.nipolicingboard.org.uk/publication/annual-custody-visitors-annual-report-april-2019-march-2020>
- Committee Review on Tackling Paramilitary Activity, Criminality and Organised Crime;
<https://www.nipolicingboard.org.uk/publication/committee-review-tackling-paramilitary-activity-criminality-and-organised-crime-1>

3.6 Visits to the Police Estate

Due to the COVID-19 pandemic it was not possible to arrange visits to the Police Estate.

3.7 Partnership Committee Minutes

Committee Minutes can be found on the Board's website or by clicking this [link](#).

4. PERFORMANCE COMMITTEE REPORT

4.1 Role of the Performance Committee

The role of the Performance Committee is to support the Board in its responsibilities for issues related to PSNI operational performance, to include performance against the Policing Plan measures specific to the Committee; Human Rights compliance; and the Professional Standards of Police Officers. The Committee also oversees the exercise of the functions of the National Crime Agency (NCA) and Her Majesty’s Inspectorate of Constabulary Fire and Rescue Services (HMICFRS) in Northern Ireland.

4.2 Performance Committee Meetings and Membership

There were nine Performance Committee meetings held from April 2020 to March 2021. During 2020/21, the following were Members of the Committee:

Mervyn Storey MLA (Chair)	Carmel Mc Kinney (Vice Chair)
Joanne Bunting MLA	Gerry Kelly MLA
Trevor Clarke MLA	Liz Kimmins MLA
Edgar Jardine	Mike Nesbitt MLA
Dolores Kelly MLA	Deirdre Toner

4.3 Key issues considered by Committee against Terms of Reference

The Committee’s role and remit is set out in its Terms of Reference where the Committee’s responsibilities are identified as follows:

Governance and General Matters

- Review policies and procedures pertinent to the Committee’s Terms of Reference and make recommendations to the Board in respect thereof;
- Monitor police performance against the measures/indicators specific to the Committee in the Annual Policing / Performance plan and support the Board in holding the Chief Constable to account for delivery of the Plan.

Other Police Performance

- Keep under review the outcome of external inspections/research or reviews of PSNI performance in the core policing functions of preventing and detecting crime;
- Monitor the implementation of recommendations from PSNI oversight bodies in respect of police performance, practice and policy;
- Consider reports from Independent Reviewers in respect of PSNI use of powers in the Terrorist Act 2000 (TACT) and the Justice & Security (NI) Act 2007(JSA);
- Monitor the work of PSNI Legacy Investigation Branch.

Human Rights

- Monitor PSNI compliance with the Human Rights Act 1998;
- Produce an annual report on PSNI compliance with the Human Rights Act 1998 and consider and make recommendations to the Board in respect thereof;
- Consider the Board's human rights thematic reports and make recommendations to the Board in respect thereof;
- Monitor the implementation of recommendations from the Board's Human Rights Reports.

Police Professional Standards

- Revise the Code of Ethics for Police Officers and make recommendations to the Board in respect of the publication thereof;
- Assess the effectiveness of the Code of Ethics;
- Monitor trends and patterns in complaints against PSNI;
- Keep under review the outcome of disciplinary procedures;
- Consider investigation reports of the Police Ombudsman and liaise with the Police Ombudsman in relation to policy and practice;
- Keep under review the outcome of Police Appeal Tribunals;
- Consider appeals on PSNI Officer Business Interests.

National Crime Agency

- Lead on the Board's oversight responsibilities with regard to the operation of the National Crime Agency (NCA) in Northern Ireland;
- Consider any changes to the Memorandum of Understanding between the Board and the NCA and make recommendations to the Board in respect thereof.

During 2020/21 the Performance Committee made the following progress against these areas:

4.3.1 Governance and General Matters

During 2020/21 the Performance Committee's focus in this area was on monitoring Police Performance against the Policing Plan. The new five year 2020-2025 Policing Plan was agreed by the Board in March 2020. The Performance Committee started its analysis of the new Measures from September 2020 using the recently introduced Outcome Based Accountability (OBA) methodology with the PSNI reporting to Committee through the OBA Report Card. Board Officials provided Members with a analysis paper for each Measure Report Card and identified the key issues and opportunities in order to inform discussion and scrutiny with senior PSNI officers when they attended Committee.

During the period from September 2020 to March 2021 the Committee scrutinised the following Policing Plan Measures:

- September 2020 Measure 1.1.1 Repeat Victimisation (Domestic Abuse);
- October 2020 Measure 1.1.1 Repeat Victimisation (Child Sexual Abuse and Exploitation);
- November 2020 Measure 1.1.1 Repeat Victimisation (Hate Crime and Overall);
- December 2020 Measure 1.2.1 Repeat Offending;
- January 2021 Measure 1.4.1 Benchmarking Crime Rates;
- March 2021 Measure 2.4.1 Crime Outcomes.

Members held senior PSNI officers to account for police performance in each of these areas by identifying the key issues and discussing the key questions in relation to:

- How much did the PSNI do? (Quantity);
- How well did they do it? (Quality); and
- Is anyone better off? (Impact).

The main feedback from Members found that PSNI were performing well in terms of quantity and quality of work in these areas. However, it has been acknowledged that identifying the impact will require further work. This is to be expected at this stage in the first year of a five year plan but it is an area that Members will continue to scrutinise further.

Other Police Performance

Over the course of the year the Performance Committee considers and scrutinises the performance of the PSNI by keeping itself informed of the work of Her Majesty's Inspectorate of Constabulary and the Fire and Rescue Services (HMICFRS), the reports of the Criminal Justice Inspectorate Northern Ireland (CJINI) and the Independent Reviewers of Terrorism Legislation, Justice and Security Act and National Security.

4.3.2 HMICFRS

During the 2020/21 year, HMICFRS completed an inspection report entitled "The PSNI - An Inspection of how well the service treats its workforce and the people of Northern Ireland." HMICFRS Officials presented their findings to the full Board at its October meeting and Members expressed their views on the findings in relation to Use of Force, Body Worn Video, the PSNI's Performance Review System and their identification of talent. The Performance Committee continues to scrutinise the PSNI's implementation of HMICFRS's recommendations in this report.

4.3.3. Independent Reviewers

The Committee carried out scrutiny and analysis on the work of three Independent Reviewers at the UK level, but particularly focused on their comments in relation to Northern Ireland and the role of the PSNI. In December 2020 the Committee considered the most recent annual reports from the Independent Reviewer of Terrorism, Mr Jonathon Hall QC and the Independent Reviewer of Justice and Security (NI) Act, Mr David Seymour CB. Both Mr Seymour and Mr Hall attended the Performance Committee in December 2020 to provide an overview of the reports and to highlight any key concerns and challenges for PSNI. A number of issues were discussed with both Reviewers including more use of Body Worn Video and issues in relation to Stop and Search authorisations. In January 2020, the Performance Committee also considered the Report of the Independent Reviewer of National Security Arrangements in Northern Ireland during 2019 and gave consideration to his points regarding the PSNI compliance with principles A to D of the St Andrews Agreement and the Board ability to monitor PSNI compliance with the Human Rights Act.

PSNI Legacy Investigation Branch

In March 2020, the Committee received a briefing from PSNI Legacy Investigations Branch, headed by T/ACC Roberts. The Committee were informed of the current caseload, the case

sequencing model, disclosure, outcome of cases, the budget, current challenges facing the PSNI in addressing legacy.

4.3.4 Human Rights: Monitor PSNI compliance with the Human Rights Act 1998

The Northern Ireland Policing Board is required by section 3(3)(b)(ii) of the Police (Northern Ireland) Act 2000 to monitor the performance of the Police Service Northern Ireland in complying with the Human Rights Act 1998. During the course of the year, the Committee considered and monitored PSNI's compliance with the Human Rights Act across a number of areas and below is a summary of the main issues considered:

Stop and Search

Following discussions with community and academic representatives at the Performance Committee meeting on 8 October 2020, Officials prepared a briefing for Members on the key strategic issues in relation to the PSNI's use of Stop and Search powers. The paper was presented to the Committee on 12 November 2020 and Members agreed to write to the PSNI to seek views on the issues identified. Overall, the Committee considered the overarching questions of: Given the consistently low outcomes, the potentially damaging impact on community relations and the lack of evidence to suggest Stop and Search reduces crime, why has PSNI's approach to Stop and Search not been subject to reform? PSNI are due to engage with the Committee again in May 2021 to follow up on these issues.

Spit and Bite Guards

From September 2019 the Performance Committee entered into a process of discussions with the PSNI in relation to the introduction of Spit and Bite Guards. These discussions started prior to the pandemic. However, with the onset of the pandemic, the Chief Constable introduced Spit and Bite Guards as a temporary measure in March 2020. The Performance Committee, along with the Ombudsman's Office, has continued to engage with the PSNI in terms of this temporary introduction and has closely monitored their use and any human rights implications. At its meeting on the 5th November 2020, the Board agreed the "Report on the Thematic Review of the Policing Response to COVID-19". The Report contained a number of recommendations specifically on the use of spit and bite guards including that their temporary use should cease by 31 December 2020. A number of outstanding issues remain to be addressed in relation to these recommendations including the Committee taking receipt of an Evidence Report from the PSNI and the findings of the PSNI's public consultation and Equality Impact Assessment later this year.

Covert Human Intelligence Sources (Criminal Conduct) Act 2021

The Performance Committee tracked the discussions in Westminster in relation to this Bill going through the Houses of Parliament. It also identified the potential issues and impacts for PSNI. The Human Rights Advisor presented a paper to the Committee in December 2020 highlighting the main issues and the potential implications of the Third Direction Case. The Committee intends to continue this work with further engagement on this issue with PSNI as the Bill has now become law and as the guidelines for its introduction are being developed.

Small Unmanned Aircraft (SUA)

The Performance Committee considered a paper summarising the use of SUAs and the draft Service Instruction for Governance, Use and Accountability in September 2020. Members also provided feedback to the PSNI on the draft Service Instruction. Members discussed the information available and highlighted the need to request additional information in relation to the purpose and use of the SUAs. The Human Rights Advisor is further analysing the use of SUA's and if there are any human rights consideration in this area and is due to report back to the Committee in May 2021.

4.3.5 Produce an annual report on PSNI compliance with the Human Rights Act 1998 and consider and make recommendations to the Board.

The Board is required by section 3(3)(b)(ii) of the Police (Northern Ireland) Act 2000 to monitor the performance of the Police Service Northern Ireland (PSNI) in complying with the Human Rights Act 1998. Section 57 (2)(a)(ii) of the same Act also states that the Board's Annual Report should include an assessment of the performance of the police in complying with the Human Rights Act 1998. In practice, the Board has produced a separate annual report each year drafted by Board Officials and the Human Rights Advisor. During 2020/21 Performance Committee Members considered the draft Human Rights Annual Report 2019/20 at its meetings in June and September 2020 and agreed to recommend the report to the Board in October 2020. An extensive report analysis eleven policy areas and sixteen recommendations for the PSNI was then published on the Board's website.

4.3.6 Consider the Board's human rights thematic reports and make recommendations to the Board

The major issue during 2020/21 for policing was policing the COVID-19 pandemic. This resulted in police forces throughout the UK and Ireland being given very significant new

powers. The Board, therefore, requested its Human Rights Advisor to examine and assess the PSNI's response during the period from 23 March until the end of June 2020. The Human Rights Advisor and Board Officials focused on producing a thematic report over this period. The final report entitled "A Review of the PSNI's Response to COVID-19" was approved by the Board in November 2020. The Report was designed to capture the key challenges that faced the PSNI in complying with human rights in its response to the COVID 19 pandemic. The Human Rights Advisor was asked to consider the operational use of these new powers and if this has been in accordance with the law and compliant with human rights, specifically in relation to, the temporary introduction of spit and bit guards, the suspension of the Independent Custody Visiting Scheme and the health and safety issues for both the PSNI and the public. In addition, the Human Rights Advisor was also asked to consider any impact that policing during this period has had on community confidence and whether there are any recommendations or lessons to learn for continuing to police the ongoing pandemic. A significant report with 18 recommendations was produced and published in November 2020 that resulted in significant media coverage of the issue for the Board.

4.3.7 Monitor the implementation of recommendations from the Board's Human Rights Reports.

Throughout the year the Human Rights Advisor and the Performance Committee monitor the implementation of the recommendations made in the Annual Report and in Thematic Reports. This work is captured and reported on in the next year's Annual report. The Performance Committee is due to revisit the recommendations contained within the Review of the PSNI's Response to COVID 19 in May 2021 six months after its publication.

Also during this year the Performance Committee has been considering a review of the Board's Human Rights Monitoring Framework. A consultation exercise has taken place with key stakeholders during the early part of 2021 and a draft Human Rights Monitoring Framework has been produced by Officials to be considered by the Committee at its April 2021 meeting.

4.3.8 Police Professional Standards

Revise the Code of Ethics for Police Officers and make recommendations to the Board in respect of the publication.

The Board has a statutory duty to assess the effectiveness of the Code of Ethics and revise it when appropriate. The original Code was published in 2003 with a review carried out in 2008. Since that time there have been a number of significant developments in the area of police professional standards and misconduct. Over the course of the year 2020/21, the Performance Committee has been working closely with PSNI officers to develop a revised Code of Ethics. PSNI have presented various drafts to Members at its meetings in September and October 2020 and again in February 2021. A revised Code is due to be agreed with PSNI that the Performance Committee will then be responsible for carrying out a consultation on during 2021.

Assess the effectiveness of the Code of Ethics

This is monitored by the Performance Committee when they consider the trends and patterns in complaints and allegations and misconduct in PSNI where each breach of the Code is recorded. Members considered this information in November 2020.

Monitor trends and patterns in complaints against PSNI and keep under review the outcome of disciplinary procedures

The Board has a statutory duty to keep itself informed as to the measures in place to deal with PSNI complaints and disciplinary proceedings; and to monitor trends and patterns in complaints. The Performance Committee takes the lead for this responsibility by receiving an update on the work of the PSNI's Professional Standards Branch, this was reported in November 2020 and February 2021 when the Deputy Chief Constable presented the latest report to Committee. This briefing provided the Members with an overview of areas such as; breaches of the Code of Ethics, suspensions and repositioning of officers, misconduct, complaints and allegations against officers and police staff discipline.

Consider investigation reports of the Police Ombudsman and liaise with the Police Ombudsman in relation to policy and practice

In relation to the Police Ombudsman's reports, the Performance Committee considered the OPONI Annual Report for 2019/20 in relation to monitoring trends and patterns of complaints regarding the PSNI. The Committee also took into consideration the findings contained within

the PSNI's Professional Standards Annual Report for 2019/20 as well. In January 2020, the Committee considered the Ombudsman's report in relation to "An Investigation in to the Policing Policy and Practice of Protests in Northern Ireland". This report considered the PSNI's handling of the COVID 19 Regulations throughout the year and was complementary to the Board's report in relation to the Review of the PSNI's Response to COVID 19. The Committee also considered the Ombudsman's report in relation to the Review under Section 61(4) of the Police (Northern Ireland) Act 1998 in relation to OPONI's legislation.

Keep under review the outcome of Police Appeal Tribunals

Due the COVID-19 pandemic no Police Appeals Tribunals were held during the year April 2020 to March 2021, however, four appeals were received and are in varying stages of the process.

4.3.10 National Crime Agency

Lead on the Board's oversight responsibilities with regard to the operation of the National Crime Agency (NCA) in Northern Ireland.

The Board's key functions in respect of the operation of the NCA in Northern Ireland are to (a) monitor the exercise of the functions of the NCA in Northern Ireland; and (b) make arrangements for obtaining the cooperation of the public with the NCA in the prevention of organised crime and serious crime. To meet their responsibility of overseeing the activity of the NCA in Northern Ireland, the Performance Committee considers a six monthly report from the NCA every November and May. Board Officials analyse these reports in which the NCA set out their work across the areas of vulnerability, including child sexual exploitation and abuse and human trafficking; prosperity, including money laundering, fraud and cybercrime; commodities, including drugs and firearms; specialist capabilities, including major crime investigations and missing persons; and paramilitary crime task force, which includes all crime related to paramilitary activity. Reports are considered by Performance Committee to inform Members of the key issues in relation to NCA activity. Members are then in a position to raise any issues with the NCA Director at her six monthly meeting with the Board every December and June. In addition, Members also give consideration and feedback on the NCA Annual Plan 2021/22 was published in April 2021.

Consider any changes to the Memorandum of Understanding between the Board and the NCA and make recommendations to the Board in respect thereof.

An updated NCA MOU was considered by Performance Committee Members during last year and was signed off by the Board Chair.

4.4 Visits to the Police Estate

Due to the COVID-19 pandemic it was not possible to arrange visits to the Police Estate.

4.5 Committee Reports

The Committee has published one substantial report this year:

- Report on the Thematic Review of the PSNI's Response to COVID 19

<https://www.nipolicingboard.org.uk/sites/nipb/files/publications/report-on-the-thematic-review-of-the-policing-responser-to-covid-19.PDF>

4.6 Performance Committee Minutes

Committee Minutes can be found on the Board's website or by clicking this [link](#).

5. RESOURCES COMMITTEE REPORT

5.1 Role of the Resources Committee

The role of the Resources Committee is to support the Board in its responsibilities for issues related to PSNI Resources; to include performance against the Policing Plan measures specific to the Committee, PSNI Finance, Human Resources and the Police Estate. The Committee also has responsibility for oversight and approval of the Board’s financial management and the Board’s responsibilities in respect of police pension and injury on duty regulations and the appointment of Senior Police Officers and Civilian Staff. This report details the work of the Resources Committee during the 2020/21 financial year.

5.2 Resources Committee Meetings and Membership

There were 11 Resources Committee meetings held from April 2020 to March 2021. The Committee Vice Chair was elected at the meeting on 21 May 2020. During 2020-21, the following were Members of the Committee.

Gerry Kelly MLA (Chair)	Janet Gray (Vice Chair)
John Blair MLA	Colm McKenna
Tom Buchanan MLA	Deirdre Toner
Trevor Clarke MLA	Frank McManus
Seán Lynch MLA	

The Board Vice Chair, Tom Frawley, also attended 5 meetings of the Committee as an ex officio Member.

5.3.1 Monitor police performance against the measures specific to the Committee in the Annual Performance Plan

The 2020-25 Policing Plan was published on 1 April 2020 and was underpinned by the 2020/21 Annual Performance Plan. The Performance Plan contained 13 measures one of which was in respect of the representativeness of the police service, this measure falls under the remit of Resources Committee.

5.3.2 Improve representativeness of the service across ranks, grades and departments by gender and community and socio-economic background

The Committee considered information and received a briefing on this policing plan measure from the PSNI Director of Human Resources at the October and December meetings. Members were advised on steps taken to improve representativeness within PSNI which included outreach initiatives as part of the Recruitment Campaign and changes to the student officer physical competency assessment (PCA) which had positively impacted on the number of females successfully completing the PCA. In December Members received the representativeness information in report card format which will be used as a baseline going forward in terms of measuring success. Members were also advised of the launch of a police staff recruitment website and the use of a public relations agency to prepare advertisements for broader appeal and the plans for further outreach work which may include school and pre-school levels to encourage a positive perception of the police to work alongside the newly established Community Relations Taskforce.

5.3.3 Keep informed and as appropriate approve PSNI strategies relevant to the work of the committee

The draft PSNI People Strategy was initially considered by Committee Members in September when the PSNI Director of Human Resources briefed the Committee on plans to disseminate and implement the strategy. The final draft strategy and annual action plan was considered further by the Committee in January and Members provided feedback in respect of reporting on the action plan and the extent of external consultation in developing the plan.

At the February meeting of the Committee Members received a briefing on the draft PSNI Digital Strategy from the PSNI Director of Information and Communications. Members noted that a business case to enhance the use of digital technology to support front line policing was being progressed and was part of the Chief Constable's Service Modernisation Plan. They were further advised that the aim of the Digital Strategy was to encourage public engagement with the PSNI through a number of platforms including online channels and the provision of ruggedised laptops to police officers to ensure they had the capability to work anywhere whilst continuing to be visible to the community they serve. Members discussed

the financial challenges to rolling out the strategy and collaboration with other criminal justice agencies.

5.3.5 PSNI Financial Management

The Committee received briefings on the PSNI monthly financial position from the PSNI Director of Finance and Support Services at each meeting (with the exception of the meeting on 24 September). Members considered the Finance Report provided at each meeting which provided detailed information on police overtime, PSNI business cases and the impact of the cost of policing through the COVID-19 pandemic. Members discussed the position regarding the in-year monitoring rounds in June, November and January and the PSNI's capital spend during the period.

Due to the impact of the COVID-19 pandemic the PSNI Resource Plan for 2020/21 was not considered by the Committee until May when Members noted a shortfall in the PSNI requirement and the budget allocation provided to PSNI and were advised that PSNI were hopeful of receiving additional funding for EU Exit and Fresh Start. The Committee sought further assurances from the DCC in terms of contingency steps should the additional funding not materialise and this was considered further at the Committee meeting in June when Members made a recommendation to the Board to approve the PSNI 2020/21 Resource Plan.

The Deputy Chief Constable and the Director of Finance and Support Services briefed the Committee in January on the likely impact of the 2021/22 indicative budget allocation. Members noted the implications for police officer and staff recruitment and the difficulty and uncertainty of the various funding streams for EU Exit, COVID-19, Paramilitary Crime Task Force, Legacy and Fresh Start. Members considered the PSNI Resource Plan for 2021/22 at the March meeting and noted the £23m projected shortfall in the plan. The PSNI's Chief Operating Officer and the Director of Finance and Support Services briefed Members noting that whilst the Chief Constable had committed to protecting Neighbourhood Policing Teams other parts of PSNI including a reduction in headcount and overtime would be the consequences if additional funding was not received when the final budget was allocated. Members agreed to make a recommendation to the Board to approve the PSNI 2021/22 Resource Plan. It has since been noted that the final PSNI budget has been allocated and has resulted in an additional £12.3m being received.

Members initially considered a report from the Northern Ireland Audit Office (NIAO) on Reducing Costs within the PSNI at the May meeting and the Deputy Chief Constable briefed the Committee at the June meeting. The Committee subsequently received an action plan from PSNI on the implementation of the five recommendations for improvement made by the NIAO and the Committee received a further briefing at the January meeting from the Deputy Chief Constable and the PSNI Head of Innovation and Change Branch. Members were advised that a business case for a strategic partner to assist with the development of a Demand Model and the identification of the distribution of resources for the effective delivery of services.

At the September and October meetings Members considered two Above Delegated Authority requests from PSNI as the expenditure was above the Chief Constable's delegated limit for approval. The first was in relation to a charitable donation to the Rainbow Trust and Members requested and received further information on the evaluations undertaken on the impact of the Rainbow Trusts' initiatives. The second request was in respect of a charitable donation to the Police Arboretum Memorial Trust and Members noted that donations had been made in previous years. Both requests were approved at the Committee meeting in June.

At the September Committee meeting Members considered a request from PSNI for a Compensation Payment which was above the Chief Constable's delegated limit for approval. Members received briefings from the PSNI Head of Legal Services and the Director of Finance and Support Services. Further information was received and the request was considered and approved at the Committee meeting in October.

5.3.6 PSNI Human Resources (HR)

Members considered detailed information provided by PSNI in the form of an HR Dashboard which outlined the various the demographics of police officers and staff at the May, September and December Committee meetings. Briefings on each occasion were provided by the PSNI Director of Human Resources who updated Members on issues such as the ongoing Police Officer recruitment campaign, internal and external recruitment competitions, police officer and staff wellbeing and sickness absence as well as the impact of COVID-19

on the Service in terms of staff working from home and the internal COVID-19 track and trace systems in place.

At the May meeting of the Committee Members were updated on the emergency amendments to the Police Trainee Regulations (NI) 2001 that would allow for the use of student officers to provide resilience in terms of officer numbers should it be required during the COVID-19 pandemic.

At the February meeting of the Committee Members were briefed on the work of the PSNI Occupational Health and Wellbeing branch. The Chief Medical Advisor outlined various steps that had been undertaken to improve accountability and clinical governance within the branch which included the expansion of mental health services to provide a proactive service to build resilience among PSNI staff and officers and engagement with other health professionals, including pain management specialists and Rheumatologists to manage the cases of officers who have sustained injuries on duty.

Members received a briefing from PSNI at the November meeting in respect of the arrangements in place to provide international assistance to other police services and policing organisations which the Board is required to approve. An overview of recent projects was provided which included public safety and public order training in Oman and intelligence led policing in Bosnia-Herzegovina. Members noted the other work carried out from the PSNI International Programmes Unit which offers professional development opportunities for officers and staff.

On three occasions throughout 2020/21 Resources Committee Members considered requests from PSNI for an extension of police leased accommodation and storage of personal items for officers who had been forced to move out of their homes due to threat or intimidation. Under the Assisted Removals Scheme the Board is required to approve any extension over 26 weeks and on the three occasions in September, November and March the extension was approved.

Members considered and noted a report at the November meeting from the Board appointed Vetting Panel Member who sits on a panel of other human resources and legal specialists to

decide on the suitability of a candidate for appointment as a police officer or police staff member.

At the March meeting of the Committee Members considered the Board's submission to the Police Remuneration Review Body (PRRB) in respect of their view on police officer terms and conditions. The submission, which provided the views of Sub-Group of the Committee in respect of Police Pay, Competency Related Threshold Payments, Senior Officer Allowances and Chief Officer Recruitment was approved by the Committee who subsequently made a recommendation to the Board for approval.

5.3.7 NIPB Human Resources Responsibilities

Issues in relation to the Chief Constable's terms of appointment and remuneration were considered and decided upon at the Committee meeting in May.

At the June meeting of the Committee Members considered information in respect of the Recruitment of PSNI Civilian Staff and agreed to form a working group to progress the matter with the Chief Executive. Terms of reference for the working group were approved at the July meeting of the Committee along with job descriptions and person specifications for two of the posts.

Members considered the matter of Chief Officer and Senior Civilian Allowances at the meeting in July and agreed a way forward to be considered by the Board and a Chief Officer and Senior Civilian Relocation Policy was approved by the Committee at the October meeting.

5.3.8 NIPB Finance

The Committee considered and scrutinised the Board's management accounts at five of the meetings during the financial year and noted the financial position at various stages and the outcomes of the October and January monitoring rounds.

The Board's Resource Plan for 2020/21 was considered at the May Committee meeting and Members noted a number of strategic assumptions outlined in the plan. The Committee made a recommendation to the Board that the Resource Plan was approved.

At the February Committee meeting Members considered the Board's Resource Plan for the 2021/22 financial year. Again a number of strategic assumptions were outlined and Members received details of the Police and Community Partnership (PCSP) funding for the year. The Committee made a recommendation to the Board to approve the Resource Plan.

5.3.9 NIPB Responsibilities under Police and Police Pension Regulations

At the July meeting of the Committee Members were briefed on the implications of the Court of Appeal judgement in *McKee & Others v The Charity Commission for Northern Ireland* which held that the Charity commission could not delegate decisions to Members of staff. In light of the judgement Members agreed that the terms of reference for the Committee would be amended and agreed a new process for approval of decisions.

Following the agreed process above, the Committee considered and made decisions in respect of Ill Health Retirement and Injury on Duty cases at each meeting from September onwards.

Changes to the Transitional Arrangements to the 2015 Public Sector Pension Schemes were considered at by Members at the Committee meeting in November and a draft response to a Department of Finance Consultation on the Schemes to address discrimination identified in the transitional arrangements was approved. At the March meeting of the Committee Members received a briefing from the Board's Pensions Advisor on the Board's role and responsibilities as police pension Scheme Manager and an update on the McCloud judgement.

5.4.Visits to the Police Estate

Due to the COVID-19 pandemic it was not possible to arrange visits to the Police Estate.

5.5 Resources Committee Minutes

Committee Minutes can be found on the Board website or by clicking this [link](#).

6. MEMBER ATTENDANCE

Members' Attendance at Meetings

The table below provides details of attendance by the Members at Committee meetings from 1 April 2020 to 31 March 2021.

Members	Audit and Risk Assurance Committee Attendance	Partnership Committee Attendance	Performance Committee Attendance	Resources Committee Attendance
Michael Atkinson	7/7	9/9		
John Blair MLA		1/9		9/11
Tom Buchanan MLA		9/9		10/11
Joanne Bunting MLA	6/7	7/9	8/9	
Trevor Clarke MLA			9/9	9/11
Tom Frawley				
Doug Garrett				
Janet Gray		8/9		10/11
Edgar Jardine	7/7		9/9	
Dolores Kelly MLA		9/9	9/9	
Gerry Kelly MLA	6/7		9/9	11/11
Liz Kimmins MLA		9/9	9/9	
Seán Lynch MLA		9/9		10/11
Carmel McKinney		7/9	7/9	
Colm McKenna	7/7			8/11
Frank Mc Manus	7/7			10/11
Mervyn Storey MLA		9/9	9/9	
Deirdre Toner			9/9	11/11
Mike Nesbitt MLA (1)		7/7	7/7	
Alan Chambers MLA (2)			0/2	0/2

(1) Mr Mike Nesbitt MLA was appointed to the Policing Board on 2 July 2020

(2) Mr Alan Chambers MLA resigned from the Policing Board on 1 July 2020

7. GLOSSARY

ACC	Assistant Chief Constable
ARAC	Audit and Risk Assurance Committee
CARE	Career Average Re-valued Earnings
C&AG	Comptroller and Auditor General
CI	Continuous Improvement
DAC	Direct Award Contracts
DCC	Deputy Chief Constable
DfC	Department for Communities
DoF	Department of Finance
DoH	Department of Health
DoJ	Department of Justice
EU	European Union
HMICFRS	Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services
ICO	Independent Community Observer
ICV	Independent Custody Visitor
MLA	Member of the Legislative Assembly
NCA	National Crime Agency
OBA	Outcome Based Accountability
OCU	Organised Crime Unit
OCGs	Organised Crime Groups
NCA	National Crime Agency
NDPB	Non Departmental Public Body
NI	Northern Ireland
NIA	Northern Ireland Assembly
NIAO	Northern Ireland Audit Office
NICS	Northern Ireland Civil Service
NIO	Northern Ireland Office
NIPB	Northern Ireland Policing Board
NIPSA	Northern Ireland Public Services Alliance
NPT	Neighbourhood Policing Team
OCG	Organised Crime Group
OCTF	Organised Crime Task Force

PAT	Police Appeals Tribunals
PCSP	Policing and Community Safety Partnership
PCSPS(NI)	Principal Civil Service Pension Scheme
PSNI	Police Service of Northern Ireland
PwC	Policing with the Community
SMP	Selected Medical Practitioner
SOC	Strategic Outline Cases
SUA	Small Unmanned Aircraft
TACT	Terrorism Act
TPPT	Tackling Paramilitarism Project Team

Northern Ireland Policing Board

Waterside Tower
31 Clarendon Road
Clarendon Dock
Belfast BT1 3BG

 028 9040 8500

 information@nipolicingboard.org.uk

 www.nipolicingboard.org.uk

 [policingboard](https://www.facebook.com/policingboard)

 [@nipolicingboard](https://twitter.com/nipolicingboard)

 [nipolicingboard](https://www.youtube.com/nipolicingboard)

 [Northernirelandpolicingboard](https://www.linkedin.com/company/northernirelandpolicingboard)

DOCUMENT TITLE

**Northern Ireland Policing Board
Committee Reports
1 April 2020 – 31 March 2021**

ONLINE FORMAT

This document is available in PDF format from our website. This document may also be made available upon request in alternative formats or languages. Requests should be made to the Northern Ireland Policing Board.

DISCLAIMER

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