

**NORTHERN IRELAND POLICING BOARD**

**MINUTES OF THE MEETING OF THE NORTHERN IRELAND POLICING BOARD  
HELD ON THURSDAY 1 JULY 2021 AT 9.30 AM IN WATERSIDE TOWER,  
CLARENDON DOCK AND VIA VIDEO CONFERENCE FACILITY**

**PRESENT:**

- Mr Doug Garrett Chair  
Dr Tom Frawley Vice-Chair\*  
Mr Michael Atkinson  
(1) Mr John Blair MLA\*  
Mr Maurice Bradley MLA  
Mr Tom Buchanan MLA  
(2) Ms Joanne Bunting MLA  
(3) Mr Trevor Clarke MLA  
Dr Janet Gray  
Mr Edgar Jardine  
Mrs Dolores Kelly MLA\*  
Mr Gerry Kelly MLA  
Ms Liz Kimmins MLA\*  
Mr Colm McKenna  
Mr Frank McManus\*  
Ms Carmel McKinney\*  
(4) Mr Mike Nesbitt MLA  
Ms Deirdre Toner\*

**POLICE SERVICE OF  
NORTHERN IRELAND IN  
ATTENDANCE:**

- (5) Mr Simon Byrne, Chief Constable  
(5) Mr Mark Hamilton, Deputy Chief Constable  
(5) Ms Pamela McCreedy, Chief Operating Officer  
(5) Mr Alan Todd, Assistant Chief Constable  
(5) Mr Mark McEwan, Assistant Chief Constable  
(5) Mr John McCaughan, Superintendent

**NORTHERN IRELAND  
POLICING BOARD  
OFFICIALS IN  
ATTENDANCE:**

Mrs Amanda Stewart, Chief Executive  
Ms Aislinn McGuckin, T/Director of Police Administration  
Mr Adrian McNamee, Director of Performance  
Ms Jenny Passmore, Director of Resources  
Ms Dympna Thornton, Director of Partnership  
Four Board Officials

**OTHER OFFICIALS IN  
ATTENDANCE:**

Mr John Wadham, Human Rights Advisor

\*Attended meeting by video conference facility

- (1) **Part item 5 to end (Joined meeting at 9.45am)**
- (2) **Part item 8.3 to end (Joined meeting at 10.50am)**
- (3) **Item 9 to end (Joined meeting at 10.55am)**
- (4) **Part item 5 to part item 10 (Joined meeting at 9.50am and left at midday)**
- (5) **Item 10 only**

**1. APOLOGIES**

No apologies were received.

The Chair welcomed new Board Member, Mr Maurice Bradley MLA, to his first monthly Board meeting. The Chair extended thanks, on behalf of the Board, to Mr Mervyn Storey MLA who had resigned from the Board on 14 June 2021 following his appointment as Chair of the Northern Ireland Assembly's Justice Committee. The Chair also acknowledged the resignation of Mr Seán Lynch MLA from the Board and noted that Mr Lynch had also resigned as a MLA, effective 1 July 2021. The Chair extended thanks, on behalf of the Board, to Mr Lynch for his contribution to the Board and noted that Sinn Féin would advise the Board of the new member who would be appointed to the Board following Mr Lynch's resignation.

The Board agreed the Agenda for the meeting.

**2. CONFLICTS OF INTEREST**

No conflicts of interest were declared.

The Chair that noted that under "Any Other Business" a report from the Information Commissioner's Office (ICO) on "Mobile Phone Extraction by

Police in Northern Ireland” (June 2021) had been made available and a briefing paper from the Chief Executive was also included for Members information. The Chair advised that the Chief Constable would discuss the Report during the private meeting with Members but the Report would also be taken forwarded by the Committees.

### **3. DRAFT MINUTES OF THE BOARD MEETINGS HELD ON 17 MAY 2021 AND 3 JUNE 2021**

It was **RESOLVED**:-

- That the minutes of the Board meeting held on 17 May 2021 and 3 June 2021 be approved.

### **4 BOARD ACTION LOG**

Updates as detailed within the Action Log from the Board meeting held on **3 June 2021** were noted in addition to the following verbal updates provided by the Chief Executive and the correspondence dated 25 June 2021 received from the PSNI which responded to a number of queries raised at the meeting on 3 June 2021.

All Action Points arising from the meeting had been actioned and would be closed.

Updates as detailed within the Action Log from the Board meeting held on **6 May 2021** were noted in addition to the following verbal updates provided by the Chief Executive:

#### **Action Point 3**

The Chief Constable had responded to the Director of Public Prosecutions (DPP) correspondence and would not be disclosing the correspondence to the Board.

Updates as detailed within the Action Log from the Board meeting held on **4 February 2021** were noted in addition to the following verbal updates provided by the Chief Executive:

#### **Action Point 1**

Correspondence had been received from Deputy Chief Constable (DCC) Hamilton about the Operation Yurta Lessons Learned Report being progressed by Senior Counsel and the correspondence was available under agenda item 5.

In response to a Member's query about Action Point 1 from the 5 November 2020, the Chief Executive noted that following the Vice-Chair's discussion with the DCC about how the Board can receive assurances and fulfil its accountability role whilst respecting the operational sensitivities of Operation Kenova the Chief Executive agreed to follow up on correspondence expected from DCC on this issue **(AP1)**

In response to a Member's query about progress in the development the Board's Partnership Agreement with the Department of Justice (DoJ), the Chief Executive noted the Board had previously requested that the Board's Partnership Agreement be developed alongside the PSNI's Partnership Agreement and noted that progress may be discussed at the Board's Away Day with DoJ Officials.

## **5. CHAIRPERSON'S BUSINESS**

The Board noted a Report from the Chair advised Members of:

- The Chair's engagements, including meetings held by teleconference and video conference facilities during the period between 3 June 2021 and 25 June 2021.
- A list of correspondence received by the Chair during the period between 3 June 2021 and 25 June 2021.
- A list of correspondence issued by the Chair during the period between 3 June 2021 and 25 June 2021.

The Chair updated Members on his engagements and meetings he had attended including a meeting of the Strategic Oversight Group with Her Majesty's Inspector Matt Parr, the Police Ombudsman Marie Anderson and the Chief Inspector of Criminal Justice in Northern Ireland, Jacqui Durkin. In response to a request from a Member it was agreed that a note of the Strategic Oversight Meeting would be circulated to the Board. **(AP2)** The Chair also provided an update on the Board's Volunteer Recognition event which he attended at the Dunadry Hotel, Antrim with other Board Members.

Members discussed the correspondence received from the DCC in relation to the delay in the Operation Yurta Lessons Learned Report and the Chair noted that he spoken with the DCC, impressed the urgency of the matter and also written to him on 23 June 2021 about the issue. Members noted their dissatisfaction in providing the Lessons Learned Report and other Reports, including the South Armagh Policing Review. It was agreed that the Chair would write to the DCC reiterating the Board's views in respect of the delay to providing the Operation Yurta Lessons Learned Report. **(AP3)**

## **6. CHIEF EXECUTIVE'S REPORT**

The Board noted a Report from the Chief Executive which provided an update on various items of business. The Board further noted the Board's Annual Report and Financial Statements for the year ended 31 March 2021 which were appended to the Chief Executive's Report.

The Chief Executive provided a verbal synopsis on a number of issues including that the Northern Ireland Audit Office had shared a draft of its 2019-20 and 2020-21 Continuous Improvement in Policing Reports with the Board for factual accuracy checking. Members were advised that no matters of significance had been identified in the Reports and that they contained unqualified audit opinions for both the 2019-20 and 2020-21 years.

A verbal update on the accommodation move to James House was also provided noting that sufficient car parking was not provided at the premises and a business case in relation to this was being progressed for submission to the DoJ. The Chief Executive noted that a substantive update on the accommodation move to James House would be provided in her September 2021 Report to the Board.

The Chief Executive also provided an update on the plans for the Board Development Day over 5/6 July 2021 noting that a draft of the PSNI's South Armagh Policing Review Report would be circulated to Members once received from the PSNI, and would be discussed at the Development Day.

In response to a Member's query, the Partnership Committee Chair provided an update on the convening of Panels to consider Police Property Fund applications.

The Director of Performance provided an update on the correspondence dated 7 June 2021 received from the Northern Ireland Assembly's Justice Committee regarding information recorded by the PSNI in relation to section 75 (Northern Ireland Act 1998) groups. The Director of Performance noted that the correspondence had been forwarded to the PSNI for their views and in response to a Member's query, asked that Members' feedback be provided to him so that it may be forwarded to the Committee for consideration.

## **7. COMMITTEE REPORTS**

### **7.1 Performance Committee 10 June 2021**

The Board noted the Performance Committee Chair's Report and draft minutes of the meeting held on 10 June 2021. The Committee Vice-Chair also provided a verbal overview of the material items considered at the meeting which included an update on Policing Plan Measure 1.1 from T/ Assistant Chief Constable (ACC) Bobby Singleton, a briefing from the DCC and Chief Superintendent Philip Knox on the 2021-22 Professional Standards Report, the Draft Human Rights Annual Report and Draft Human Rights Monitoring Framework, which would be considered later in the meeting.

### **7.2 Resources Committee 16 June 2021**

The Board noted the Resources Committee Chair's Report and draft minutes of the meeting held on 16 June 2021. The Committee Chair also provided a verbal update on matters considered at the meeting which included an update on the equality analysis following the 2020 PSNI officer recruitment campaign from the PSNI COO and Director of Human Resources, an update on the arrangements for the selection and development of Chief Officers, and consideration of the draft Terms of Reference for research into the barriers to ACC Recruitment. It was noted that following the meeting, Members had provided feedback to Officials and the final draft Terms of Reference were included for the Board's approval.

Members discussed the lack of diversity within the PSNI leadership team and the Chief Executive noted that Criminal Justice Inspectorate Northern Ireland (CJINI) had recently published Terms of Reference for an upcoming inspection on leadership development within the criminal justice system. It was agreed the Director of Resources and the Resources Committee Chair

and Vice-Chair would engage with CJINI over the summer period and discuss the upcoming inspection with reference to the PSNI. **(AP4)**

Following discussion, it was **RESOLVED**:

- That on the recommendation of the Resources Committee, the Terms of Reference for research on barriers to ACC Recruitment be approved.

### **7.3 Audit and Risk Assurance Committee 17 June 2021**

The Board noted the Audit and Risk Assurance Committee Chair's Report and draft minutes of the meeting held on 17 June 2021 and the Committee Chair also provided a verbal update on matters considered at the meeting which included the Committee's Annual Report to the Board, the draft Annual Report and Financial Statements for the year ended 31 March 2021, the Letter of Representation to the Comptroller and Auditor General, an update from the External Auditors on the external audit and consideration of the draft Report to Those Charged with Governance. The Chair further noted that the Committee approved the 2021-22 Internal Audit Work Programme and had also considered the Internal Audit Charter which the Committee had agreed to recommend to the Board be approved.

It was **RESOLVED**:

- That the Audit and Risk Assurance's Committee Annual Report be approved for reference where appropriate, within the Board's Annual Report and Financial Statements for the year ended 31 March 2021, and the Committee Annual Report be approved for publication on the Board's website as part of the composite Committee Report.
- Internal Audit Charter 2021-22 be approved.



#### **7.4 Partnership Committee 18 June 2021**

The Board noted the Partnership Committee Chair's Report and draft minutes of the meeting held on 18 June 2021. The Committee Chair also provided a verbal update on matters considered at the meeting which included a briefing from the DCC, ACC Alan Todd, Chief Superintendent Wendy Middleton and Superintendent Kelly Moore on Policing Plan Measure 3.1.1, a presentation from ACC Todd on the Performance Framework for Contact Management Centres, and consideration of events for the Policing Board's 20<sup>th</sup> Anniversary in November 2021 which would be considered later in the meeting.

### **8. BOARD BUSINESS**

#### **8.1 Draft Human Rights Monitoring Framework**

The Board noted a paper which asked it to approve the Draft Human Rights Monitoring Framework. The Human Rights Advisor, Mr John Wadham, provided a verbal overview of the work undertaken to develop the new Draft Human Rights Monitoring Framework following a request from the Performance Committee, including consultation and engagement with various stakeholders and Board Members.

The Chair thanked Mr Wadham for the work undertaken to develop the Framework and following discussion, it was **RESOLVED**:

- That the Draft Human Rights Monitoring Framework be approved.

#### **8.2 Policing Plan - Report of the Outcome 3 Working Group**

The Board noted a paper which requested that it approve the Recommendations, detailed within the paper, of the Outcome 3 Working

Group for the monitoring and evaluation of Measures 3.1.2 and 3.1.3 of the Policing Plan.

The Outcome 3 Working Group Chair provided an overview of the work undertaken by the Working Group to develop the Recommendations including engagement with the PSNI who were represented on the Working Group. The Working Group Chair also noted that it was proposed that updates be reported to the Partnership Committee in October 2021 and March 2022.

Following discussion, it was **RESOLVED**:

- That the Recommendations as detailed within the paper be approved including:

In relation to Measure 3.1.2:

- a. PSNI develop and report on the Neighbourhood Policing Performance Framework for each year of the Policing Plan 2020-2025.
- b. PSNI develop, implement and report on the Neighbourhood Policing Team Survey on annual basis.
- c. PSNI supplement the Neighbourhood Policing Team Survey instrument for the eight identified areas in 2021-22 with information on the particular local issues addressed by the respective Neighbourhood Policing Teams and the organisations with which they have engaged, with further areas identified in subsequent years.

In relation to Measure 3.1.3:

- a. Board Officials to develop, seek Board approval for, and report on a Community Survey of the eight identified areas in 2021-22 with new areas to be identified in subsequent years over the course of the Policing Plan 2020-2025.
- b. Board Officials to develop a draft engagement process with Stakeholder Focus Group, and that, subject to resources, these are carried out annually over the course of the Policing Plan.

- c. Board Officials to develop draft Terms of Reference for independent evaluation, in partnership with PSNI, during 2021 and secure the relevant budget to enable this work to proceed.

### **8.3 Plans to Mark the 20th Anniversary of NIPB**

The Director of Partnership presented a paper which provided an overview of the Partnership Committee's consideration of the plans to recognise the 20<sup>th</sup> anniversary of the Board in November 2021 noting that the Committee had reached a consensus on, and were recommending that the Board approve both a programme of communications and a stakeholder engagement event.

The Director of Partnership further noted that views were sought on a proposed Panel Event. Members noted their agreement with both the outlined programme of communications and a stakeholder engagement event and discussed the possibility of a Panel Event. Members were keen that any panel event should primarily focus on looking forward rather than reflect on the past. Several suggestions were put forward as to the prospective makeup of a panel which would bring focus to the present and future of policing in Northern Ireland and its associated accountability mechanisms. It was **RESOLVED**:

- That the proposed Programme of Communications and Stakeholder Engagement event in November 2021 be approved.
- The Board Chair and Director of Partnership to meet with Partnership Committee Chair to discuss progression of a possible Panel Event, and provide an update at the next Board meeting. **(AP5)**

### **8.4 Proposals for the Constitution of Recruitment Panels for Assistant Chief Officer Competitions**

The Chief Executive presented a paper which asked the Board to approve the proposed composition of Selection and Appointment Panels to progress the

recruitment of the PSNI Director of Corporate Services and PSNI Director of Transformation.

The Chief Executive also provided an update on PSNI Director of People and Organisational Development noting that the PSNI were making a temporary appointment via the Interchange Programme to allow a recruitment competition to fulfil the vacancy on a permanent basis to be progressed. The Chief Executive further noted that following the resignation of Mr Seán Lynch MLA, a member of the Director of People and Organisation Development Selection and Appointment Panel, the composition of the Panel would be reviewed.

An update on the ACC Recruitment Competition due to launch in December 2021 was also provided.

The Chief Executive provided an update on the arrangements to recruit a new NIPB Chief Executive Officer following her appointment to the role of CEO of the PBNi and agreed to liaise with Board Members to establish a Selection and Appointment Panel for the CEO competition as soon as practicable.

**(AP6)**

It was **RESOLVED**:

- That the PSNI Director of Transformation Selection and Appointment Panel would be comprised of Mr Doug Garrett (Panel Chair), two Political Members, Ms Carmel McKinney and Mr Frank McManus.
- That the PSNI Director of Corporate Services Selection and Appointment Panel would be comprised of Mr Tom Frawley (Panel Chair), two Political Members, Ms Deirdre Toner and Dr Janet Gray.

*The meeting adjourned at 10.57am to allow Members to commemorate the Battle of the Somme and was reconvened at 11.15am*

## **9. KEY ISSUES OF PUBLIC INTEREST**

The Board noted a paper which detailed recent issues of public interest which were relevant to the Board's areas of work.

## **10. PRIVATE SESSION WITH THE CHIEF CONSTABLE INCLUDING CHIEF CONSTABLE'S REPORT**

The Chair welcomed the Chief Constable, DCC Mark Hamilton, Pamela McCreedy, Chief Operating Officer (COO) and ACC Alan Todd and ACC Mark McEwan to the meeting.

The Chief Constable made introductory remarks on a number of topics including policing of the upcoming summer period, bonfires and parades, engagement with the cross ministerial group on contentious bonfires and parades, the ongoing investigation into the death of Noah Donohue, and temporary senior command changes while current members of the Service Executive Team completed the College of Policing Strategic Command Course.

During the meeting Members discussed a number of issues with the Chief Constable including:

- The delay to the Board receiving the Operation Yurta Lessons Learned Report from the PSNI. Members discussed with the Chief Constable their dissatisfaction at the unacceptable delay in receiving the report which was due to be provided to the Board by June 2021 and the Chair noted that he would be writing to the Chief Constable on the matter.

The DCC provided an update on his engagement with senior counsel and advised that while senior counsel had progressed the work required to prepare the Report, a number of substantial legal issues

had been identified that senior counsel had advised required thorough examination. The DCC further advised that he had conveyed the Board's position to senior counsel however they remained of the view that further time was needed before the Report could be completed. The DCC agreed to provide an interim report on senior counsel's initial findings in certain areas and also advised Members that senior counsel had offered to meet with the Board to discuss their concerns if it was felt that would be helpful.

- The delay to providing to the Board the South Armagh Policing Review Report and the Chief Constable noted that the draft Report would be circulated to Members ahead of the Away Day on 5/6 July at which time the report would be discussed further.
- The Chief Constable's desire to achieve the number of 7,500 officers and whether there was flexibility in achieving this number of officers if, for example, more digital technology was made available to the PSNI. The Chief Constable noted that there was an evidence base to support the PSNI's request for 7,500 officers and advised that during 2021-22 the PSNI intended to recruit 300 officers to bring the total to 7,100 officers. The Chief Constable noted the recent investment in digital technology, including the ongoing rollout of ruggedised laptops to front line officers which brought efficiencies to the PSNI and he would welcome further investment.
- The Chief Constable's decision not to disclose to the Board a copy of his correspondence replying to the DPP following the decision not to prosecute anyone for alleged breaches of the COVID-19 Regulations when attending the funeral of Mr Bobby Storey in June 2020. The Chief Constable noted that he would take the Board's request away for further consideration and that he had recently met with DPP and they continued to have a good working relationship.
- In response to a Board Member's question in relation to recruitment practices of the security agencies, the Human Rights Advisor advised

he would engage with the Board Member to ascertain what information or assurance he could provide. **(AP7)**

- How the Board may support future PSNI recruitment initiatives and the extent to which community background and/or socio-economic status impacted on recruitment. The COO noted that in line with the PSNI's People Strategy and Action Plan, engagement and outreach activities were being progressed including through the Independent Advisory Group. The COO also noted that alternative recruitment routes to the PSNI were being considered including internships and placements which were intended to increase representativeness within the PSNI. She also welcomed the Board's continued support and advocacy on the PSNI's behalf with the DoJ and NI Executive.
- The Chief Constable provided an overview of the 'Police Now' programme in England and Wales which aimed to recruit and train officers and improve representativeness. The Chief Constable noted that a societal shift was needed and that the Board could provide support by advocating on behalf of the PSNI.
- The recently published ICO Report "Mobile Phone Extraction by Police in Northern Ireland" and PSNI's response to the Report. Members sought clarity on the organisational arrangements within the PSNI around this area of work and noted that an update on how PSNI intended to address the Report's findings would be brought to the relevant Committee in the Autumn.
- The continued increase in the number of scam crimes and the PSNI's work to identify the criminals and intercept their crimes. The Chief Constable provided an overview of the PSNI's awareness raising media campaigns, including via social media, of scam crimes. ACC McEwan noted that the PSNI's Operation Grandeval had investigated a number of fraud crimes and the fraudsters had presented themselves as police officers which had the potential to impact confidence in policing.

- ACC McEwan further noted that the PSNI worked closely with a number of partners including the National Crime Agency as a number of the criminals perpetuating the crimes were based outside the UK.
- The potential impact that policing over the summer period may have on policing resources. ACC Todd provided an overview of the policing operation and advised a larger number of small parades would take place on 12<sup>th</sup> July as a result of the COVID-19 pandemic rather than the usual, larger, county demonstrations. He also noted that there was ongoing good cooperation and engagement with the stakeholders involved.
- Due to timing constraints a Member asked the Chief Constable for responses in writing to a number of questions including in relation to human trafficking and also the number of case files prepared and forwarded to the PPS for prosecution over the last 2 years involving members of both the loyalist and republican communities.

The Chair thanked the Chief Constable, DCC, COO, ACC Todd and ACC McEwan for their private briefing to the Board.

## **12. QUESTIONS FOR THE CHIEF CONSTABLE**

### **12.1 Issues Arising from Committees**

There were no issues arising from recent Committee meetings for the Board's attention.

### **12.2 Committee Written Questions and Responses**

No written questions had been submitted to the Chief Constable from the Committees.

### **12.3 Individual Members' Written Questions and Responses**



The Board noted the responses provided by the Chief Constable to Members individual questions.

### **13. COMMUNICATION ISSUES**

Members noted the issues that the Chair would be commenting on within the opening statement at the public Board Meeting, and that a press briefing would be held with the Chief Constable following the public Board Meeting.

### **14. ANY OTHER BUSINESS**

No other business was conducted.

### **15. DATE OF NEXT MEETING**

The next Board Meeting was scheduled for Thursday 2 September 2021 at 9.30am.

The meeting closed at 12.25pm.

*The private meeting closed and the Board moved into public session at 12.45pm which was held by a video conference facility and livestreamed. A verbatim recording of the Board meeting in public is available on the Board's YouTube page @nipolicingboard*

### **Corporate Services**

**Date:** July 2021

**Chair**