



Section 75 – Northern Ireland Act 1998

ANNUAL PROGRESS REPORT 2011 - 2012

**Report to the Equality Commission on progress in the implementation
of our statutory duties under Section 75 of the Northern Ireland Act
1998**

Submitted to the Equality Commission – 28th September 2012

***This report can be made available in alternative formats or languages
upon request***

It can also be found on the Northern Ireland Policing Board Website:

www.nipolicingboard.org.uk

EQUALITY COMMISSION FOR NORTHERN IRELAND

Public Authority 2011 – 2012 Annual Progress Report on:

- **Section 75 of the NI Act 1998 and**
- **Section 49A of the Disability Discrimination Order (DDO) 2006**

This report template includes a number of self-assessment questions regarding implementation of the **Section 75 statutory duties** from *1 April 2011 to 31 March 2012 (Part A)*.

This template also includes a number of questions regarding implementation of **Section 49A of the DDO** from the *1 April 2011 to 31 March 2012 (Part B)*.

Please enter information at the relevant part of each section and ensure that it is **submitted** electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his / her absence, the Deputy Chief Executive to the Commission **by 31 August 2012**.

In completing this template it is essential to focus on the application of Section 75 and Section 49. This involves progressing the commitments in your equality scheme or disability action plan which should lead to outcomes and impacts in terms of measurable improvement for individuals from the equality categories. Such outcomes and impacts may include changes in public policy, in service provision and/or in any of the areas within your functional remit.

Name of public authority (Enter details below)

Northern Ireland Policing Board

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Part A: Section 75 Annual Progress Report 2011 - 2012

Executive Summary

What were the key policy / service developments made by the authority during this reporting period to better promote equality of opportunity and good relations and what outcomes were achieved?

During the period 1 April 2011 – 31 March 2012 the Northern Ireland Policing Board (The Board) continued to progress its duties in the promotion of equality of opportunity and good relations.

Partnership Branch

During this reporting period the Board had a statutory responsibility under the Police (Northern Ireland) Act 2000 to;

- Assess the effectiveness of District Policing Partnerships (DPPs) in performing their statutory duties as public authorities, and
- Assess the level of public satisfaction with the performance of the DPPs.

To meet this statutory responsibility the Board used a DPP Effectiveness Framework to assess individual DPP performance in a number of key work areas. Included within the 2011/12 Framework were targets relating to DPP engagement with local communities, promotion of equality of opportunity and good relations and compliance with their statutory duties as public bodies.

In addition to this, the Board produced an annual DPP Training and Development Plan which sought to not only develop the skills and knowledge of DPP Members but to also assist in their engagement with those various groups within their local communities which are included within the section 75 categories.

With effect from 1 April 2012, DPPs are being replaced by Policing and Community Safety Partnerships [PCSPs] and in Belfast District Policing and Community Safety Partnerships [DPCSPs];

- The Board began the recruitment process for appointing independent members to the Policing and Community Safety Partnerships (PCSPs) in January 2012. In conjunction with the Department of Justice, the Board developed and delivered an awareness raising campaign to bring the appointment process to the attention of the general public. This included a series of information evenings throughout Northern Ireland, which were attended by staff from both the Policing Board and the Department of Justice [DOJ].

Community Engagement Branch

The Board's Community Engagement Branch continued to implement the Board's Community Engagement Strategy to encourage the diverse communities that make up our society, to work with police to raise community confidence in policing and gain community co-operation in preventing crime.

The Community Engagement Branch continued to support a range of Reference Groups as part of our Community Engagement Strategy, to assist the Board in reaching out and engaging with those groups who are most vulnerable to becoming victims of crime or who historically have had a difficult relationship with the police. These Reference Groups include Young People, Women, Lesbian, Gay, Bisexual and Transgender [LGBT], Minority Ethnic Groups, People with a Disability and Older People. They assist the Board in holding the Chief Constable of the PSNI to account by providing information around service delivery.

Policy Branch

Our Policy Branch was responsible for taking forward the following areas of work during 2011/12.

- The Human Rights Annual Report 2011 was launched on 3 February 2012 in the University of Ulster's Magee Campus, Derry/Londonderry. The event was attended by over 100 people including stakeholders from section 75 groups. The Annual Report reported upon issues that affect certain section 75 groups, for example, there was a section on hate crimes based on transphobia, homophobia, faith/religion, disability, race

and sectarianism. There was also a chapter on children and young people.

- The Human Rights and Professional Standards Committee's (HR&PS) Human Rights Thematic Review: Policing with and for Lesbian, Gay, Bisexual and Transgender (LGB&T) individuals was launched on 8 March 2012. The event was organised in the evening to facilitate attendance by a wide range of stakeholders including, LGB&T individuals, advocacy groups and interested parties. The event was also very well attended by representatives and officers from the PSNI.
- A blog article summarising key aspects of the Human Rights Annual Report as it affects children and young people was prepared by the Board and posted on a website (www.faircop.org) aimed at engaging young people in discussion of policing issues. Similarly a blog article summarising the key aspects of the LGB&T thematic review was prepared by the Board and posted on the faircop website.
- The Board and Police Ombudsman's Office jointly commissioned and published research on the views and experiences of people with learning disabilities towards the Police Ombudsman, Board, the PSNI and District Policing Partnerships. The report was published on 24 August 2011 in Belfast and 9 December 2011 in Derry/Londonderry. The Board's HR&PS Committee monitors the implementation of recommendations arising from the report, with respect to the PSNI and is soon to be represented on a PSNI working group established to oversee implementation of the recommendations.
- Three roundtable meetings were held during the period with Members of the HR&PS Committee, the Human Rights Advisor and key community groups/representatives to receive input to the subject-matter and terms of reference for the Committee's next human rights thematic review.
- The HR&PS Committee's Programme of Work 2011/12 was issued to key stakeholders, including section 75 groups ahead of Committee meetings to encourage engagement and input from stakeholders on the work of the Committee. These submissions enable the Committee to challenge the PSNI, where appropriate, in key areas of policing. For example, the PSNI's use of stop and search powers, the PSNI's

approach to dealing with children and young people or the use of force adopted by the PSNI in certain situations.

- Summaries of both the Human Rights Annual Report and LGB&T thematic review were published in Irish and hard copies sent to Irish language stakeholders. The Irish summaries are also available to download through the Board's website.

Compliance Branch

During the reporting period 2011/12 Compliance Branch coordinated the Board's progress towards re-drafting its Equality Scheme in line with a formal request to do so from the Equality Commission. Work also began to conduct an audit of inequalities so that an action plan could be developed to prioritise and address the inequalities identified.

Due to organisational restructuring within the Board formal responsibility for this work passed to our Human Resources and IT Branch in November 2011.

Human Resources & IT Branch

The Board's **Human Resources & IT Branch** has sought expert support and guidance from a range of specialist agencies such as our Occupational Health Unit, Disability Advisory Service, Carecall, Department of Finance & Personnel Equal Opportunities and Welfare Branches, and our sponsoring department (Department of Justice). This has ensured that the branch has followed best practice for employees in ensuring equality of opportunity and the promotion of good relations.

Examples of work undertaken during 2011/12 includes (but not exclusively)

- Equal Pay – The Board has continued to work with the Department of Finance and Personnel (DFP) to ensure that all relevant staff are remunerated equally and in receipt of compensation as per the Northern Ireland Public Service Alliance (NIPSA) /DFP legal agreement.
- Continuation of the salary sacrifice scheme to assist with childcare costs for those with childcare responsibilities.

- The promotion of family friendly policies, including flexible working, part time working and home working.
- The removal of the default retirement age.
- The promotion of mental wellbeing in work, for example through services offered by Carecall and DFP Welfare section.
- The provision of equipment to accommodate requests for reasonable adjustments.
- Continuing action to address areas of under representation. We will review the annual monitoring return to assess the need for review of policies and procedures.
- Continuing to review the Board's Disability Action Plan and implement changes in line with best practice.
- Working with NIPSA to foster good employee relations and agree the sharing of relevant information, including section 75 data.
- All staff were issued with the Policies on Equal Opportunities, Staff Welfare and Dignity at Work Policies in June 2011.

HR & IT Branch (from November 2011) worked closely with other branches during the development of the Board's revised Equality Scheme. Work also continued to progress an audit of inequalities so that an action plan could be developed to prioritise and address the inequalities identified.

Police Administration Branch

Police Administration Branch continues to be responsible for the management of all applications for police medical pensions / Injury on Duty Awards, dependents allowances and pensions reinstatement. To assist individuals with these processes a facility exists whereby they may make a nomination for a representative to act on their behalf.

The Branch continues to ensure that the available guidance clearly outlines the arrangements in place to facilitate home visits for those individuals who are unable to travel to the assessment centre. The assessment centre is designed to facilitate disabled access and individuals attending an assessment are invited to have a relative or friend accompany them.

Forms and information is provided on the Board's website in an attempt to make them readily accessible. Arrangements have also been made with the Northern Ireland Retired Police Officers Association to assist former police officers to complete application forms.

Former police officers with specific medical issues may request for a paper exercise to be completed to prevent the individual having to travel for a face-to-face assessment.

Communications Branch

In line with the Board's online communications strategy, monthly Board meetings were recorded and uploaded to the Board's Facebook page which means they are available to those who were not able to attend the meetings but who are able to access the footage online. The Board's website also now carries a link direct to our Facebook page.

The Board has live streamed some publications launches such as the launch of the Board's Human Rights Thematic Review on policing with and for LGB&T individuals, to accommodate those who are not able to attend but who are able to access the event online.

The Board's provision of live streaming and use of social media has allowed us to target not only those who may not be able to engage with the Board through other means, but also those young people who are more likely to communicate through social media. It also meant that participants engaged in 'immediate communication' with the Board. The results from the live streaming of the Board's Human Rights Annual Report and the Human Rights Thematic Review on policing with and for LGB&T individuals were extremely positive.

Communications Branch has support a range of initiatives during the reporting period. In developing the awareness campaign for the

appointment of PCSP Members initiatives to ensure outreach to Section 75 groupings were included.

Part A: Section 75 Annual Progress Report 2011 – 2012 (cont)

What are the main initiatives planned in the coming year to ensure the authority improves outcomes in terms of equality of opportunity and good relations for individuals from the nine categories covered by Section 75?

Partnership Branch

Our Partnership Branch will undertake the following pieces of work –

- In conjunction with the Department of Justice, the Board will develop a PCSP Effectiveness Framework to monitor the work of the PCSPs, and included within its remit will be a measure to ensure that each PCSP complies with the statutory responsibilities placed upon them as public bodies.
- PCSPs will engage with their respective local communities to ascertain the public's views and concerns on policing and community safety issues, and the 'section 75' groups would be included within the consultation process.

Community Engagement Branch

Work carried out by Community Engagement during 2011/12 involved a range of activities. This work has been undoubtedly worthwhile, not least in building trust and confidence in the Board and policing, but importantly, in accessing a wealth of information and views on a range of topics for vulnerable groups across NI.

The Board is however evolving and community engagement work must adapt to these changes. Given their diverse range of interests and perspectives, it is important that effective ways are found to identify the range of views, issues and needs of communities.

Many techniques have emerged as methods to find out what communities are saying. But consultation alone is not enough. The Board needs to ensure that it is working interactively involving all the key stakeholders, and developing methods to monitor, evaluate and learn from the changes they are putting into place.

It will continue to be important to work with each of the reference groups throughout the coming year, but looking forward, the Board has agreed that community engagement work should focus on two principal areas; young people and Loyalist/Republican Working Class areas. This does not, however mean that work with the other reference groups will cease, rather it will be coordinated to link in with specific pieces of work across the Policing Board such as the development of the Policing Plan and the Human Rights Thematic reviews and key PSNI documents such as monitoring of the PSNI Equality, Diversity and Good Relations Strategy. Engagement with the reference groups will be coordinated with the PSNI Independent Advisory Groups (IAGs).

Additionally the method of engagement will evolve from gathering evidence and conducting consultations to analysing and researching specific areas and projects. The Board will aim to work collaboratively with the PSNI IAGs and work on this has already started. The aim will be to have a number of joint meetings throughout the year with the chairs of the reference groups and IAGs.

Policy Branch

As part of the process of producing the Human Rights Annual Report and thematic reports, the HR&PS Committee and Human Rights Advisor engages with a wide variety of stakeholders, including section 75 groups. Policy Branch will continue to engage with relevant section 75 stakeholders over the coming year, particularly through the Committee's Programme of Work 2012/13. Consideration is currently being given by the HR&PS Committee as to the subject matters and terms of reference for the fifth human rights thematic review. Once endorsed the process of engagement with stakeholders, including section 75 groups, will be undertaken to gain their views and perspectives on policing for input to the thematic report and any recommendations for improvement.

An update report is due to be published in the coming year on PSNI progress in implementing the 30 recommendations made in the Board's children and young people human rights thematic review.

The Human Rights & Professional Standards Committee will be following up on PSNI's response to the LGB&T thematic review in the coming year and discussing progress made in implementing the recommendations with stakeholders.

The Human Rights Annual Report, due to be published early 2013, will report upon issues affecting certain section 75 groups, for example, hate crime.

Human Resources & IT Branch

The Board's Human Resources & IT Branch intends to ensure its policies and procedures are fit for purpose and aligned with best practice.

- Ensuring all mandatory training is undertaken.
- Ensuring the NIPB Recruitment and selection policy is in line with best practice and reviewing the welcome statement for each recruitment competition.
- Pro-Actively Managing Disability.
- Work closely with DOJ as our Sponsor Body and DFP/Corporate Human Resources as the custodians of core HR Policies.

Human Resources & IT Branch will continue the work surrounding our revised Equality Scheme. It is intended that a revised scheme will be presented to the Equality Commission for consideration in the early part of the 2012/13 reporting period. Work will also continue to develop a draft action plan to address the inequalities identified from our audit of inequalities. This draft action plan will then be subject to a 12 week consultation period before a final version is presented to the Equality Commission.

Service Monitoring Branch

Service Monitoring Branch will continue to consult with a range of S75 groups in the development of future policing plans and provide feedback to these groups.

All Custody Visitors will be required to undertake Equality and Disability Awareness training within 1 year of appointment and every 3 years thereafter.

New / Revised Equality Schemes

- Please indicate whether this reporting period applies to a new or revised scheme and (if appropriate) when the scheme was approved?

The reporting period 2011/12 is covered by the Board's original Equality Scheme approved by the Equality Commission on 12 February 2003. Work is currently underway to produce a revised Scheme.

Section 1: Strategic Implementation of the Section 75 Duties

Please outline evidence of progress made in developing and meeting *equality and good relations objectives*, performance indicators and targets in corporate and annual operating plans during 2011-12.

Communications Branch

During this reporting period, a significant amount of work was undertaken to progress the PCSP appointments strategy to encourage take up of appointments from a range of groups such as young people, older people, those from ethnic minority groups, those with disabilities, women and those who identify as loyalist and republican. The Policing Board undertook a range of information events at venues around Northern Ireland. A corporate brand was developed for PCSP's in conjunction with DoJ and supporting guidelines developed for use. Support for advertising and awareness raising of PCSP's through media activity was also provided to PCSP's. Press releases were issued at the time of the competition opening and again to highlight the impending closing date. A range of articles were issued to local newspapers resulting in 41 local newspaper articles, 2 interviews, 9 online articles and social media commentary. Flyers were printed and distributed at the events.

In public relations and communications activity the needs of Section 75 groups were considered. For example, the needs of those with disabilities were given consideration when organising events through the events management checklist and appropriate steps taken, such as hiring a hearing loop for those who are deaf or hard of hearing, hiring a translator or signer and/or adjusting seating plans to accommodate those dependent on wheelchairs.

Communications Branch also supported a wide range of events designed to enhance community relations and promote good relations. The Board has held several meetings in public to discuss issues such as domestic abuse, human trafficking and issues relating to children and young people. There has also been a meeting held in the Irish language to cater for those who speak Irish as their first language and consultations with young people and older people.

The Board's monthly e-newsletter 'Policing Matters' highlighted a range of events and issues which support and promote issues relating to Section 75 groups.

In line with the Board's online communications strategy, monthly Board meetings were recorded and uploaded to the Board's Facebook page which means they are available to those who were not able to attend the meetings but who are able to access the footage online. The Board's website also now carries a link direct to our Facebook page.

The Board has live streamed some publications launches, to accommodate those who are not able to attend but who are able to access the footage online. For example the launch of the Board's Human Rights Thematic Review on policing with and for LGB&T individuals was streamed live on the internet. In addition invitations were issued to Section 75 stakeholders and a panel discussion was held in order to questions key Members and police officers on the recommendations and how they will be implemented. All these activities resulted in immediate communication.

In the use of photographic material the Board used images which positively promoted Section 75 groups in advertising, literature, online and in corporate branding.

The Board has continued to support advertising requests within business need. This has included adverts placed in magazines to promote good relations.

Policy Branch

Policy Branch has been involved in enhanced engagement with stakeholders including section 75 groups, through the thematic review process. They have also communicated with stakeholders and section 75 groups on the HR&PS Committee's Programme of Work in advance of each Committee meeting.

Human Resources & IT Branch

Human Resources & IT Branch implements the Board's recruitment policy, which was launched in May 2002. The policy states that external recruitment advertisements (for posts at and above Staff Officer level) should positively encourage Catholics to apply due to the imbalance in the religious belief category. In January 2007 the Board's staff was 55% Protestant, 43.5% Catholic, and 1% No Denomination. In January 2012 it was 59.6% Protestant and 40.4% Catholic.

In terms of gender at Jan 2007, the Board's staff was 35% male and 65% female. In January 2012 it was 44% male and 56% female. The Board recently decided to include a welcoming statement for a senior position to address an imbalance of females at the Senior Management Team level.

Section 2: Examples of Section 75 Outcomes / Impacts

Given the renewed focus of Section 75 aiming to achieve more tangible impacts and outcomes and addressing key inequalities; please report in this section how the authority's work has impacted on individuals across the Section 75 categories. Consider narrative in the following structure:

- *Describe* the action measure /section 75 process undertaken.
 - *Who* was affected across the Section 75 categories?
 - *What impact* it achieved?
- Please give examples of changes to policies or practices using **screening or EQIA**, which have resulted in **outcomes or impacts for individuals**. If the change was a result of an EQIA please indicate this and also reference the title of the relevant EQIA.

There have been no changes to our policies or practices as a result of using screening or EQIA during the 2011/12 reporting year.

- Please give examples of **outcomes or impacts on individuals** as a result of any **action measures** undertaken as part of your Section 75 action plan:

The Board's action plan is still under development. It will be subject to a 12 week consultation period during the 2012/13 reporting period, before a final version is presented to the Equality Commission.

- Please give examples of **outcomes or impacts on individuals** as a result of any **other Section 75 processes** e.g. consultation or monitoring:
(Enter text below)

Service Monitoring Branch

The Board consulted with all DPPs, the Board's Community Engagement Reference groups, and the wider general public on the issues they felt should be reflected in the Policing Plan. The Policing Plan took full account of the issues highlighted and they are reflected in the performance indicators detailed. There is now a specific reference to Children and Young People on Page 16 of the Policing Plan 2012-2015.

Partnership Branch

During this reporting period the Board had a statutory responsibility under the Police (Northern Ireland) Act 2000 to;

- Assess the effectiveness of District Policing Partnerships (DPPs) in performing their statutory duties as public authorities, and
- Assess the level of public satisfaction with the performance of the DPPs.

To meet this statutory responsibility the Board used a DPP Effectiveness Framework to assess individual DPP performance in a number of key work areas. Included within the 2011/2012 Framework were targets relating to DPP engagement with local communities, promotion of equality of opportunity and good relations and compliance with their statutory duties as public bodies.

In the 2011/2012 reporting year these targets were;

1. To provide the Board with an Annual DPP Consultation Report by 31st October 2011.

These reports summarise the outcome of each DPP's yearly programme of engagement and consultation with their local communities, and detail the range of community consultation and engagement work undertaken by the DPP throughout the year. The consultation process included not only those sections of the community covered by the various section 75 categories, but also those from the voluntary/community sector and the business community.

The information contained within the DPP Consultation reports was also used by local PSNI commanders and the Policing Board to inform community priorities for consideration of inclusion in both the local and Northern Ireland Policing Plans.

2. To provide the Policing Board with at least two examples in 12 month period of engagement or attempts to engage with a “hard to reach/not previously engaged” community stakeholder group.

This target was included within the DPP Effectiveness Framework to measure the extent to which DPPs engaged with all of the different communities in their area – especially those members of the community who had not previously engaged with the DPP which would have included some section 75 groups.

3. To comply with the statutory obligations placed on the DPP as a public authority and to report when requested by the Policing Board, D.O.J. or the Equality Commission.

DPPs were designated as ‘public authorities’ under the Commissioner for Complaints (Northern Ireland) Order 1996 (as amended) by the Police (Northern Ireland) Act 2000, and are therefore subject to the statutory duties placed on them by Section 75 of the Northern Ireland Act 1998 and the Disability Discrimination (NI) Order 2006. Each year the Board monitors DPPs’ continued compliance with their statutory duties as a public authority through the DPP Effectiveness Framework [i.e. all DPPs are required to formally report to the Board’s Chairperson regarding their compliance prior to a set deadline].

In addition to this, the Board produced an annual DPP Training and Development Plan which sought to not only develop the skills and knowledge of DPP Members but to also assist in their engagement with those various groups within their local communities which are included within the section 75 categories.

With effect from 1 April 2012, DPPs are being replaced by Policing and Community Safety Partnerships [PCSPs] and in Belfast District Policing and Community Safety Partnerships [DPCSPs];

- The Board began the recruitment process for appointing independent members to the Policing and Community Safety Partnerships (PCSPs) in January 2012. In conjunction with the Department of Justice, the Board developed and delivered an awareness raising campaign to bring the appointment process to the attention of the general public. This included a series of information evenings throughout Northern Ireland, which were attended by staff from both the Policing Board and the Department of Justice [DOJ].
- Through its network of reference groups, the Board also engaged with individuals from various section 75 groups [e.g. minority ethnic groups, young people and LGBT community etc.] to encourage their participation in the new partnerships.
- In appointing independent members, the Board has a statutory duty under the Justice Act (NI) 2011 to ensure that in so far as is practical, membership of PCSPs is representative of their local community.
- As part of the recruitment process for appointing independent members to PCSPs, the Board provided interview/selection training to all individuals who would be involved in the both Council and Board appointment panels.
- A draft Application Form and Information Booklet for candidates was produced for the recruitment competition. The Board took advice from the Equality Commission in relation to their contents, and addressed specific points raised by the Commission regarding the wording of criteria and competences etc.
- Promotional material produced by the Board to highlight the PCSP Independent Member recruitment competition advised prospective candidates that application forms could be provided in a range of accessible formats, and that assistance could be provided on request. The Board facilitated one request from a candidate to have the Application Form and Information Booklet translated into the Irish Language.
- The advertisement in the local press regarding the PCSP recruitment process stated that the Board is committed to equality of opportunity.

- The Board ensured that there was independent scrutiny at every stage of the PCSP recruitment process by providing an Independent Panel Member [IPM] to sit on each Council shortlisting session and candidate interview, and an IPM was also present at each Policing Board appointment panel. Each IPM had full voting rights. In addition, an Impartial Assessor [IA] was appointed to oversee the entire process from end to end, and an Independent Complaints Monitor [ICM] was appointed to investigate any complaints received by the Board. Each of the above individuals was drawn from a list of fully trained and experienced assessors approved by the Commissioner for Public Appointments Northern Ireland [CPANI].

Communications Branch

During 2011/12 the Board streamed events live on the internet via a third party website. This meant that those who may have been unable to attend in person because of a disability, dependents or other reasons had the opportunity to take part and put their questions to the panel live. The Board opened up its level of communication specifically giving those with disabilities and/or dependents the ability to take part.

In line with the Board's online Communications Strategy, monthly Board meetings were recorded and uploaded to the Board's Facebook page with a link to the website. This meant that these events were available to those who were not able to attend the meetings but who were able to access and view them online.

In November 2011 the Board hosted an Irish Language Community Engagement Event in Partnership with Newry & Mourne District Council. This meant that Irish speakers were able to put their questions directly to Board Members and senior PSNI personnel and be answered in Irish. This enhanced our engagement with those who speak Irish as their first language.

The Board has also held consultations with young people and older people. This ensured the Board obtained up to date information on the views and issues these groups have with policing. It also offered the Board the opportunity to encourage them to work with and support the police.

For each event, the needs of Section 75 groups are considered. For example, the needs of those with disabilities are given consideration when organising events through the Events Management Checklist and appropriate steps taken such as hiring a hearing loop for those who are deaf or hard of hearing; hiring a translator or signer and/or adjusting seating plans to accommodate those dependent on wheelchairs.

The Board's monthly e-newsletter is distributed to a range of interest groups and stakeholders in the community including the Board's reference groups. It reports on a wide range of issues relating to the Board's consultation and engagement work and included events relating to young people, older people, women, LGB&T and minority ethnic groups. In addition to articles promoting good relations positive imagery of Section 75 groupings was used where possible. The newsletter is accessible to all those who have access to the Board's website.

All of the Board's publications are available online. This means that anyone with access to the website can access the publications easily. The Board also alerts readers to the fact that all publications can be made available in alternative formats. The Board has had requests to provide audio of a publication and to translate particular documents into a minority language. The website also has Browsealoud which facilitates the use of the website by those who have literacy problems, visual impairment, who do not have English as a first language or who prefer to listen to text rather than read it. Particular summary documents are published and circulated in Irish along with accompanying news releases. This included the Human Rights Annual Report, the Human Rights Thematic Inquiry on policing with and for LGB&T individuals and the Policing Plan 2012-15.

During this period, a significant amount of work was undertaken to process the PCSP appointments strategy to encourage take up of appointments from a range of groups such as young people, older people, those from ethnic minority groups, those with disabilities, women and those who identify as loyalist and republican. The Policing Board undertook a range of information events at venues around Northern Ireland. Press releases were issued at the time of the competition opening and again to highlight the impending closing date. A range of articles were issued to local newspapers resulting in 41 local newspaper articles, 2 interviews, 9 online articles and social media commentary. Flyers were printed and distributed at the events. The result of the competition was a diverse range of people

applying for appointment to the PCSPs. Information in the appointments was also translated into Irish.

Community Engagement Branch

The Board's Community Engagement Branch continued to implement the Board's Community Engagement Strategy to encourage the diverse communities that make up our society, to work with police to raise community confidence in policing and gain community co-operation in preventing crime.

The Community Engagement Branch continued to support a range of Reference Groups as part of our Community Engagement Strategy, to assist the Board in reaching out and engaging with those groups who are most vulnerable to becoming victims of crime or who historically have had a difficult relationship with the police. These Reference Groups include Young People, Women, Lesbian, Gay, Bisexual and Transgender [LGBT], Minority Ethnic Groups, People with a Disability and Older People. They assist the Board in holding the Chief Constable of the PSNI to account by providing information around service delivery. Examples of the work undertaken during 2011/12 are outlined below.

Young People

The Board took a decision some time ago that Children and Young People would be one of its two top priorities for the foreseeable future. A Youth Advisory Panel was established to:

- Provide expertise around the needs and concerns of young people in respect of policing;
- To make recommendations to help and influence Policing Board and police policies; and
- To assist in identifying young people with whom to engage.

In order to assist with the development of a strategy and work-plan for the next three years, the Board's Community Engagement Branch has undertaken the following activities during the 2011/12 reporting period:

- Reflected on the recommendations resulting from the Board's Human Rights Thematic Review on Children and Young People.
- Organised a 'Let's Talk' event (March 2012) in partnership with youth sector organisations to hear about the experiences of young people in relation to policing.
- Held a major consultation event (September 2011) with the young people from Omagh and Fermanagh, to hear them talk about their experiences and opinions of policing and their aspirations for the future. Representatives from DPPs attended and were encouraged to continue with local youth engagement and to consider young people's experiences when developing their local policing plans.
- Held a themed interactive public meeting after the main Board meeting (October 2011), providing young people with an opportunity to put questions directly to Board Members and the Chief Constable.
- Gathered information from a range of external research carried out with young people to assist in developing the work-plan.

These consultations have resulted in a number of themes being identified which are being considered by the Youth Advisory Panel at the moment and will form the basis of their draft strategy for further engagement. The strategy will be presented to the Board for approval.

Providing engagement opportunities such as these is important as they allow young people direct access to decision makers and people who are responsible for developing policies and processes which affect how young people are policed

The Board remains committed to engaging with young people, working towards improved practices which will influence how they are policed and improving relationships between young people and the police.

The Loyalist and Republican Communities

In June 2010 the Board appointed a consortium led by the Falls Community Council. The consortium consists of organisations representing Loyalist

and Republican communities. The intent of this work is to support the Board in their community engagement outreach to loyalist and republican communities. The research was undertaken in the following areas:

- Shankill /North Belfast
- South Antrim
- West Belfast
- South Armagh

A report on experiences of policing in Loyalist and Republican areas was published in June 2011. PSNI have accepted the recommendations and work is ongoing to monitor the implementation of the recommendations.

The Lesbian, Gay, Bi-sexual and Trans (LGBT)

- The LGBT Reference group continued to monitor recommendations from the LGBT “Through Our Eyes” survey published in March 2011.
- The Board provided funding for a 2 night production of the Laramie anti-homophobic play and facilitated a discussion with Board members and the Chief Constable (July 2011).
- An online survey with LGB sector to identify their experiences of policing was held in November 2011. This was promoted through Gaydar Radio and LGBT networks.
- Community Engagement Branch facilitated consultation meetings between the Board’s Human Rights Advisor and the LGBT reference group during the preparation of the Board’s LGBT Thematic Review published in March 2012.
- There have been on-going meetings with the LGBT N.I. Forum to seek agreement on establishing a sub group on policing issues.

Older People

- Community Engagement Branch represented the Board at an Age Sector Platform event in June 2011. This included staffing an exhibition stand and delivering a presentation at the first Northern Ireland Pensioners Parliament.

- In September 2011 an interactive survey was undertaken to seek views and experiences of policing.
- The Board is represented on the Department of Justice's Safer Ageing Group which monitors the Northern Ireland Safer Ageing Strategy.

People with Disabilities

The Disability group was involved in consultation meetings with the Board and PSNI. It provided contacts and networking for the Board's Thematic Review on People with a Disability.

Minority Ethnic Community

- Human Trafficking was highlighted as an issue by both the Minority Ethnic and Women's Reference Groups. The Minority Ethnic group took the lead and established a Human Trafficking Sub group (October 2011) which included representation from the Women's and LGBT groups.
- The sub-group facilitated a discussion in February 2012 between itself, PSNI, Migrant Help; Licensed Gang masters Association, UK Borders Agency and a Board Member. One of the recommendations from that discussion was that a community partnership be developed to help tackle human trafficking and support the two existing organisations funded and established to support victims (Helpline and Women's Aid).
- The Board facilitated a second meeting (March 2012) and invited representation from the Department of Justice (DOJ) who were in the process of going out to consultation in regard to legislative changes around trafficking. The outcome was that DOJ agreed to widen out their consultation to include a second point about developing a structure to harness the expertise and skills from the community in dealing with trafficking and trafficked victims.
- The sub group provided a response to the DOJ consultation on behalf of all the Board's Reference Groups.
- Two events were held with minority ethnic communities to seek their views and experiences of policing:

- Engagement event with Muslim community (February 2011)
- E-consultation with Polish community (approx. May – June 2011)

The 'outworkings' from these events are ongoing and will continue into the next reporting period.

Women's Sector

- The group made a submission to the PSNI in January 2011 in respect of the ongoing review of the PSNI Gender Action Plan. This developed into a series of discussions around the PSNI's draft Equality, Diversity and Good Relations Strategy. The discussions were widened out to include representation from all Reference Groups and involved the Deputy Chief Constable, the Head of Diversity and the Director of Human Resources in PSNI. The final meeting was chaired by a Board Member. The outcome was that a number of recommendations were presented to the PSNI in relation to developing their draft strategy and they agreed to give them due consideration.
- The group provided input into, and has a continuing interest in work around, the Board's Human Rights Thematic on Domestic Abuse.
- Meetings were held with the Head of Diversity in PSNI to discuss delivery and effectiveness of various gender specific areas.
- The Board organised a themed meeting on Domestic Abuse – Members of the Reference Group were in attendance and posed questions to the Chief Constable and Board Members and participated in the general discussion.

Irish Language Groups

- In November 2011 the Board hosted an Irish Language Community Engagement Event in Partnership with Newry & Mourne District Council. There have been preliminary discussions regarding holding the next Irish language event in Magherafelt during 2012/13.

Cross Sector Reference Group

- Provided input into N.I. Policing Plan followed by facilitated discussion on the draft plan.
- Engaged in consultations with PSNI and representatives from the PSNI Independent Advisory Groups [IAGs] regarding the work of IAGs and Reference Groups.
- Participated in a Serious Organised Crime event in partnership with PSNI in March 2012.

Community Engagement Branch staff also represent the Board on a number of external groups such as the Older People's Parliament, the Community Safety Forum, and the Chinese and the Polish Advocacy Steering Group.

Compliance Branch

During the reporting period 2011/12 Compliance Branch overseen the consultation process undertaken during the creation of the Board's revised Equality Scheme. A 12 week consultation period ran between 5 September 2011 and 25 November 2011. A total of 6 consultees provided feedback which was then used to produce a final version of our revised Equality Scheme. Our revised scheme will be submitted to the Equality Commission for consideration in the early part of the 2012/13 reporting period.

Section 3: Screening

Please provide an update of new / proposed / revised *policies screened* during the year.

For those authorities that have started issuing of screening reports in year; this section may be completed in part by appending, to this annual report, a copy of all screening reports issued within the reporting period.

Where screening reports have not been issued, for part or all of the reporting period, please complete the table below:

Title of policy subject to screening	What was the screening decision? E.g. screened in, screened out, mitigation, EQIA...	Were any concerns raised about screening by consultees; including the Commission?	Is policy being subject to EQIA? Yes/No If yes indicate timeline for assessment.
Appointment of Independent Members to PCSPs/DPCSPs	Screened out	N/A	No
HR Branch & IT Branch			
Board Members Learning and Development Policy	Screened out	n/a	No
Redeployment of NIPB (Direct Recruits) Staff	Screened out	n/a	No
<u>PCSP Financial guidelines</u>	<u>ongoing</u>		

Section 4: Equality Impact Assessment (EQIA)

Please provide an update of policies subject to EQIA during 2011-12, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2012-13.

- EQIA Timetable: April 2011 - March 2012

Title of Policy EQIA	EQIA Stage at end March 2012 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.
There were no EQIA's carried out during the 2011/12 reporting period.		

Where the EQIA timetable for 2011-12 (as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.

Nil return.

- Ongoing EQIA Monitoring Activities: April 2011- March 2012

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased
There were no EQIA's subject to Stage 7 monitoring during the 2011/12 reporting period.		

Please outline any proposals, arising from the authority’s monitoring for adverse impacts, for revision of the policy to achieve better outcomes the relevant equality groups:
(Enter text below)

Nil return.

2012-13 EQIA Timetable

Title of EQIAs due to be commenced during April 2012 – March 2013	Revised or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
At present there are no EQIA’s scheduled to commence during the April 2012 – March 2013 reporting period.		

Section 5: Training

Please outline training provision during the year associated with the Section 75 Duties / Equality Scheme requirements including types of training provision and conclusions from any training evaluations.

Service Monitoring Branch

Our Service Monitoring Branch provided Equality and Disability Awareness training for all the volunteers on the Board's Independent Custody Visiting Scheme. The training, comprising of a 3 hour seminar, was delivered by an external consultant. To help facilitate the attendance of our volunteers this training was delivering in the evening and was held at two separate geographical locations during February 2012. A total of 54 volunteers attending this training.

Community Engagement Branch

The Board's Reference Group Members are invited to many of the general information events organised by the Board.

In addition, information sessions and consultation events are organised around specific issues. Over the reporting year various-events have been organised by the Board, in conjunction with the PSNI, for example:

- Workshop on how the PSNI gather evidence. Scenarios were set and the participants were asked to input and decide on priorities. This gave attendees from the various Reference Groups an insight into how police solved crime and the time factors and sensitivities involved. Reference Group Members were then able to convey this learning to their respective groups with local PSNI support.
- The Cross Sector Reference Group was consulted in order to provide input into N.I. Policing Plan. This involved providing attendees with information about the N.I. Policing Plan including details on how targets are set and monitored, and then facilitating a discussion on the draft plan.

- Representatives from all of the Board's reference groups were invited to attend meetings with PSNI officials, and contribute to the PSNI's development of its new Equality / Diversity strategy.
- Information was circulated to all community groups on the Board's database. This would of included relevant press information, links to recent reports both from the Board and other organisations, information on any relevant events and general updates on their individual sectors.

Human Resources & IT Branch

As part of the Disability Action Plan it was agreed that at the initial staff induction, HR Branch would draw to the attention of new staff, the Board's Equal Opportunities Policy and Dignity at Work policy. Both policies are given to new staff at their induction and they are required to confirm in writing that they have read and understood the content of the policies.

In addition new staff are scheduled into Diversity Awareness training as soon as reasonably possible after they start with the Board.

A total of 12 Board Members received training in relation to NICS recruitment standards. This event provided attendees with information on employment legislation and included sections on equality of opportunity and Section 75 responsibilities. This training has helped facilitate these Board Members sitting on selection panels to recruit new staff to the Policing Board.

Section 6: Communication

Please outline how the authority communicated progress on delivery of the Section 75 Duties during the year and evidence of the impact / success of such activities.

Community Engagement Branch

Community Engagement Branch continued to work with the main language groups to consider how best to reach out and engage with the community in a way that recognises culture and identity, and provides an inclusive environment for working on issues relating to policing. During this reporting period Community Engagement Branch continued to facilitate a large network of organisations through the reference groups. The branch has been key in circulating information between the groups. For example newsletters, relevant event detail, etc.

A Cross Sector Reference Group, consisting of two members from each reference group met to discuss common policing issues. This subsequently resulted in a number of issues being identified and taken forward by officials. This reference group also served as a forum to share information between the individual reference groups.

Community Engagement Branch also worked closely with the Board's Communications Branch on outreach events to ensure that they were widely publicized and that appropriate technical support was available. They also worked with Compliance Branch with regard to arranging translations into the Irish language. Other language translations were sourced and agreed by the Board's reference groups, for example, Polish, Urdu, Arabic and Chinese. These groups have also provided input to the summary reports generated following on from the consultation events.

Human Resources & IT Branch

In March 2012, the Board's CMG (Corporate Management Group) were debriefed in relation to refresher training for Section 75 awareness. There was agreement to refresh training in the 2012/13 financial year.

Communications Branch

During this reporting period, a significant amount of work was undertaken to progress the PCSP appointments strategy to encourage take up of appointments from a range of groups such as young people, older people, those from ethnic minority groups, those with disabilities, women and those who identify as loyalist and republican. The Policing Board undertook a range of information events at venues around Northern Ireland. A corporate brand was developed for PCSP's in conjunction with DOJ and supporting guidelines developed for use. Support for advertising and awareness raising of PCSP's through media activity was also provided to PCSP's. Press releases were issued at the time of the competition opening and again to highlight the impending closing date. A range of articles were issued to local newspapers resulting in 41 local newspaper articles, 2 interviews, 9 online articles and social media commentary. Flyers were printed and distributed at the events.

Communications Branch also supported a wide range of events designed to enhance community relations and promote good relations. The Board has held several meetings in public to discuss issues such as domestic abuse, human trafficking and issues relating to children and young people. There has also been a meeting held in the Irish language to cater for those who speak Irish as their first language and consultations with young people and older people.

In line with the Board's online communications strategy, monthly Board meetings were recorded and uploaded to the Board's Facebook page which means they are available to those who were not able to attend the meetings but who are able to access the footage online. The Board's website also now carries a link direct to our Facebook page.

The Board has also live streamed some publications launches, live online to accommodate those who are not able to attend but who are able to

access the footage online. For example the launch of the Board's Human Rights Thematic Review on policing with and for LGB&T individuals was streamed live on the internet. In addition invitations were issued to Section 75 stakeholders and a panel discussion was held in order to questions key members and police officers on the recommendations and how they will be implemented. All these activities resulted in immediate communication.

In the use of photographic material the Board used images which positively promoted Section 75 groups in advertising, literature, online and in corporate branding.

The Board has continued to support advertising requests within business need. This has included adverts placed in magazines to promote good relations.

The Board's monthly e-newsletter was distributed to a range of interest groups and stakeholders including the Board's reference groups. It reports on a wide range of issues relating to the Board's consultation and engagement work and included events relating to young people, older people, women, LGB&T and minority ethnic groups. In addition to articles promoting good relations positive imagery of Section 75 groupings was used where possible. The newsletter is accessible to all those who have on line access.

All of the Board's publications are available online. This means that anyone with access to the website can access the publications easily. The Board also alerts readers to the fact that all publications can be made available in alternative formats. The website also has Browsealoud which facilitates the use of the website by those who have literacy problems, visual impairment, who don't have English as a first language or who prefer to listen to text rather than read it. Particular summary documents are published and circulated in Irish along with accompanying news releases. This included the Human Rights Annual Report, the Human Rights Thematic Inquiry on policing with and for LGB&T individuals and the Policing Plan 2012-15.

Section 7: Data Collection & Analysis

Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken / commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75, including the needs and experiences of people with multiple identities.

Service Monitoring Branch

Section 75 statistics are collected on those participating in the Northern Ireland Independent Custody Visiting Scheme. Information collated on the gender, age and community background was published in the document *Custody Visiting in Northern Ireland 2010/11. This document can be viewed on our website by accessing the following link-*

http://www.nipolicingboard.org.uk/icv_annual_report_2010_11_final_includes_final_amendments_-2.pdf

Community Engagement Branch

It is accepted that although the Board is engaged in a significant household survey every two years, there is probably very limited input from Minority Ethnic Communities. Community Engagement Branch organised consultation events separately with the Muslim and Polish Minority Ethnic Communities to supplement the information collected in the Board's main survey. On the advice of the Minority Ethnic communities, one of these consultations was held at a public venue with participants using an electronic voting system to capture opinions, while the other involved direct electronic voting on the internet. To accommodate the needs of the individual communities, we arranged to have all written and verbal information translated into the relevant language.

In addition there have been various events with the Board's Reference Groups and the Loyalist and Republican Consortium to collect views on policing for consideration in the Annual Policing Plan.

Human Resources & IT Branch

HRConnect (an outsourced Human Resources Service for the NI Civil Service) collects and retains section 75 data in relation to employees and job applicants. The data informs Annual Monitoring and Article 55 returns to the Equality Commission which in turn informs section 75 priorities.

Research & Statistics Branch

Equality of opportunity and good relations policy, practices and procedures play a key role in the Policing Board's data collection and analysis. Information collected on behalf of the Board is also essential to deliver its corporate vision, which to 31 March 2012 was to be '*An innovative proactive organisation, holding the police to account, whilst demanding and delivering improvements in policing*'

Much of the Board's statistical and research activity is conducted to meet its statutory duty of assessing the level of public satisfaction with the performance of the police and District Policing Partnerships (DPPs).

In October 2011, the Board commissioned a module in the January 2012 Northern Ireland Omnibus Survey. The survey asked questions regarding the general public's perceptions of the police, the Board and the DPPs. The results are available on the Board's website -www.nipolicingboard.org.uk .

Finding out the views of the public concerning the policing of the district is a statutory responsibility for PCSPs and previously for DPPs. It is also an important source of information used by the Board to help identify priorities for the Northern Ireland Policing Plan. To help meet this responsibility and gather information, the Board's statisticians carried out a number of surveys which were available in both a paper and online format.

In September 2010, the Board and the Office of the Police Ombudsman for Northern Ireland commissioned Social Market Research to conduct

research into the views and experiences of people with learning disability in relation to policing arrangements in Northern Ireland. The results from this research were published in May 2011.

At the end of 2011 The Neighbourhood Watch Steering Group (the Board, DOJ and PSNI) commissioned Perceptive Insight to conduct qualitative research with residents of Neighbourhood Watch Schemes. This work was undertaken alongside quantitative surveys, conducted by the Policing Board's statisticians who are on long-term loan from the Northern Ireland Statistics and Research Agency (NISRA), to obtain the views of residents, coordinators and other stakeholders. A further study was conducted by John Topping at University of Ulster to map Neighbourhood Watch Schemes across Northern Ireland. This research will be published on the board's website during the 2012 /13 reporting year.

Section 8: Information Provision, Access to Information and Services

Please provide details of any initiatives / steps taken during the year, including take up, to improve access to services; including provision of information in accessible formats.

Service Monitoring Branch

An information leaflet on Independent Custody Visiting in Northern Ireland is published on our website which provided details on the Custody Visitor role, what can be expected and how to become involved. This document also details the Board's desire to reduce under-representation on the Scheme.

The Policing Plan 2012-2015 is available in different formats and languages by request. A Policing Plan summary document has been published in Irish.

Communications Branch

The Board streamed events live on the internet via a third party website. This meant that those who may have been unable to attend in person because of a disability, dependents or other reasons had the option to take part and put their questions to the panel live. The Board opened up its level of communication specifically giving those with disabilities and/or dependents the opportunity to take part.

In line with the Board's online communications strategy, monthly Board meetings were recorded and uploaded to the Board's Facebook page with a link to the website. This meant that the footage was available to those who were not able to attend meetings but who were able to access and view it online.

In line with the Board's online communications strategy, monthly Board meetings were recorded and uploaded to the Board's Facebook page which means they are available to those who were not able to attend the

meetings but who are able to access the footage online. The Board's website also now carries a link direct to our Facebook page.

In November 2011 the Board hosted an Irish Language Community Engagement Event in Partnership with Newry & Mourne District Council. This meant that Irish speakers were able to put their questions directly to Board Members and senior PSNI personnel and be answered in Irish. This enhanced our engagement with those who speak Irish as their first language.

For each event, the needs of Section 75 groups are considered. For example, the needs of those with disabilities are given consideration when organising events through the Events Management Checklist and appropriate steps taken such as hiring a hearing loop for those who are deaf or hard of hearing; hiring a translator or signer and/or adjusting seating plans to accommodate those dependent on wheelchairs.

The Board's monthly e-newsletter gave Section 75 groups and key stakeholders the chance to know about the work the Board was already doing and what it planned to carry out in the future. The e-newsletter is accessible to all those who have access to the Board's website.

All publications are available online. This means that anyone with access to the Board's website can access the publications easily. The Board alerts readers to the fact that all publications can be made available in alternative formats. The Board has had requests to translate particular documents into a minority language. Particular summary documents are published and circulated in Irish along with accompanying news releases. This included the Human Rights Annual Report, the Human Rights Thematic Review on policing with and for LGB&T individuals and the Policing Plan 2012-15.

Community Engagement Branch

Community Engagement Branch has worked in partnership with the Minority Ethnic Reference Group to provide translations in various languages. These enabled the Board to access the "harder to reach" communities and elicit their views on local policing. These communities also provided members of their communities to work as interpreters at engagement events.

All events were held in agreed venues within the communities and have disabled access.

The services of a professional 'Signer' were offered at each of the Board's public meetings and a 'loop' system is in place to accommodate those with hearing impediments

Human Resources & IT Branch

Staff are provided with access to information via HRConnect where the NICS Policies are stored as well as via TRIM - the Board's in house electronic document and record management system – where further policies and guidance exist. Information can also be provided in other formats upon request.

Some details within an ACC competition (Senior Police Officer Role – Assistant Chief Constable) and a Chief Executive Officer advertisement were published in English, Irish and Ulster Scots

Finance Branch

The Board's Annual Report and Accounts are posted onto our web site and as per our guidelines can be made available in other formats to suit Section 75 users

Research & Statistics Branch

As part of its annual consultation activities, Newry & Mourne DPP conducted a survey with local residents throughout autumn 2011. The Policing Board's statisticians assisted the DPP in designing the questionnaire and also conducted an online survey. The survey was translated into Polish, Lithuanian and Russian.

Section 9: Complaints

Please identify the number of Section 75 related complaints:

- received and resolved by the authority (including how this was achieved);
- which were not resolved to the satisfaction of the complainant;
- which were referred to the Equality Commission.

A Section 75 complaints procedure is in place and it is set out in our Equality Scheme. We did not receive any Section 75 complaints during 2011/2012.

Section 10: Consultation and Engagement

Please provide details of the measures taken to enhance the level of engagement with *individuals* and representative groups during the year.

Please outline any use of the Commission's guidance on consulting with and involving children and young people.

Service Monitoring Branch

The Board consulted with all DPPs, the Board's Community Engagement Reference groups, and the wider general public on the issues they felt should be reflected in the Policing Plan. The Policing Plan took full account of the issues highlighted and they are reflected in the performance indicators detailed. There is now a specific reference to Children and Young People on Page 16 of the Policing Plan 2012-2015.

Communications Branch

The Board undertook a Human Rights Thematic Review into the service provide by the PSNI to Lesbian, Gay, Bisexual and Transgender (LGB&T) individuals. Recommendations from this Review are overseen by the Board. The Board communicated the information arising from the Review by arranging a panel style launch where key Section 75 stakeholders were able to question people from the LGB&T community, Board Members, the Human Rights Advisor and senior police officers. The event was also live streamed which increased the audience size and offered live interaction through Twitter and online contribution.

The Board also launched its Human Rights Annual Report via a live streaming event.

The Board's provision of live streaming and use of social media targets not only those who may not be able to engage with the Board through other means, but also those young people who are more likely to communicate through social media. The results from the live streaming of the Board's Human Rights Annual Report and the Human Rights Thematic Review on

policing with and for LGB&T individuals were extremely positive. Set out below is some background data which details the interest in live streaming:

LGB&T Thematic Launch

Approximately 177 tweets were recorded before and during the launch.

Approximately 17 people viewed the event online.

Fair Cop Website Blogs:

“Another Milestone for Policing” - 06/03/12

“LGB&T Community Welcomes PSNI Report” - 07/03/12

“LGB Members of the PSNI” - 07/03/12

“The challenge of effective communication” – 12/03/12

“Barriers to Reporting” - 12/03/12

Human Rights Annual Report Launch 2012

168 tweets

50-60 viewed the event at any one time.

Additionally, Board Members have met with young people during the year on a range of issues, for example the Youth Justice Event in March 2012.

In August 2011 the Board published joint research (with OPONI) aimed at helping promote the rights of people with learning disabilities. Almost 300 people with learning disabilities along with key workers and organisations in the learning disability sector were consulted. The findings were launched at an event with a Q & A session involving the PSNI, OPONI, the Board and MENCAP with people who have a learning disability sharing experiences. The report and the findings were published in an Easy Read version.

Community Engagement Branch

The Terms of Reference for each of the Reference groups requires them to review their membership on an ongoing basis but not less than annually and requires that the group is representative and reflective of the community.

The Board’s ‘Community Engagement Branch undertook outreach events with a range of groupings within the Section 75 Categories as follows:-

Minority Ethnic Groups

The Board held separate events with the Muslim & Polish ethnic communities and used electronic voting systems for the consultation sections. To accommodate the needs of the individual communities, we arranged to have all written and verbal information translated into the relevant language.

Outreach to Older People

There continued to be successful engagement with the Older People's sector. The group has been key in identifying those issues that are of concern to older people like high visibility policing, isolation and the fear of crime.

The Board is represented on the DOJ's Safer Ageing Group which monitors the Northern Ireland Safer Ageing Strategy. One of its targets is to consult with older people. During this reporting period the Older People's Reference Group along with the Age Sector Platform held an event in June 2011 to consult with older people from all around Northern Ireland. This event used interactive handsets to answer a number of questions on policing. Priorities and concerns that were identified were forwarded for consideration in the Annual Policing Plan. This information is shared with outside agencies, groups etc. The Board also staffed information stands at two key events with the Age Sector Platform and the N.I. Pensioners Parliament.

Outreach to Young People

The Community Engagement Committee took their monthly meeting out into the community on two occasions and invited young people to meet with them in a private session afterwards to discuss their policing experiences.

The Board organised several events covering Belfast, Fermanagh and Omagh to meet with young people and talk to them about relationships between police and young people and how they felt this could be improved.

Outreach to People with Disability

The Policing Board is committed to raising awareness of complex issues around disability. During 2011/12 the Disability Reference Group has been consulted on various issues, for example, input into the Annual Policing Plan and the PSNI Equality and Diversity Strategy.

Also, one of the key issues of interest to the Board's Disability Reference Group was around the area of Learning and Communication difficulties in the Criminal Justice System. Initial work has been completed on this by a multi-agency group (the Board's disability reference group was represented on this group alongside a range of other community groups working in this field). Community Engagement Branch facilitated an information event and invited various organisations to participate. Attendees at the event included representatives from Youth Justice, PSNI, Community Restorative Justice Groups and representatives related to the work of learning difficulties and mental health. An update was provided by the N.I. Prison Service on the work of the multi-agency group.

Outreach to Women

Community Engagement Branch supported the ongoing work between the PSNI and Women's Strategic Reference Group on the issue of gender specific training for PSNI staff; and the review of the PSNI Gender Action Plan. The Women's Strategic Reference Group was supported in producing a submission document and framework for PSNI to consider in relation to their Gender Action Plan.

The Deputy Chief Constable attended a meeting to discuss the review of the PSNI Diversity Strategy. As a result, this piece of work was widened out to include representatives from all Reference Groups. Meetings have since been held with the Head of Diversity in PSNI and the reference groups have made further recommendations to assist the PSNI in developing their new Diversity Strategy.

Outreach to the LGBT Community

The LGBT Reference Group continued to work closely with both the Board and the PSNI. The areas of Equality and Diversity remain a key issue and the LGBT reference group has been very active in taking this forward.

Community Engagement Branch has facilitated a coordinated approach from all the reference groups to the PSNI Equality and Diversity Strategy. The Board continued to monitor the key recommendations from the “Through Our Eyes” survey which was undertaken by the Rainbow Project and have provided the Reference Group with updates from the PSNI. This year has seen the introduction of an LGBT Advocacy post. This post provides regular updates to the Reference Groups and has contributed greatly to a greater awareness of transgender issues. A new forum has been established to look at issues around transgender and a member of Community Engagement Branch has been invited onto the forum. Community Engagement Branch also had an information stand at Belfast Pride. Also for Pride week the Board in partnership with the Rainbow Project facilitated a production of “The Laramie Project” which highlighted homophobic crime. A panel was held afterwards with Board Members, the Chief Constable and members of the Rainbow Project. The event ran over two evenings.

Outreach to Irish Language Groups

In November 2011 the Board hosted an Irish Language Community Engagement Event in Partnership with Newry & Mourne District Council.

Policy Branch

Our Policy Branch has consulted with a range of Section 75 groups on a range of topics such as the LGB&T thematic review, scoping for the fifth human rights thematic review and in relation to the HR&PS Committee’s Programme of Work.

Building on the success of last year’s initiative to hold Committee meetings outside Waterside Tower, a number of Committee meetings were held at various locations throughout Northern Ireland. For example, the Human Rights Annual Report 2011 launch and scoping meeting for the fifth human rights thematic review were held in Derry/Londonderry on 3 February 2012; the 9 February 2012 HR&PS Committee meeting was held in Armagh City and District Council offices to coincide with a scoping meeting with local community groups and representatives; and the launch of the LGB&T thematic review was held in UNISON as a neutral venue to encourage attendance by LGB&T individuals.

To maximize the outreach of the Committee's Human Rights Annual Report and LGB&T thematic report, each launch event was streamed live on the internet. Use was also made of Twitter and Facebook to publicise the event and the reports were uploaded to the Board's website, including summary documents in Irish.

Human Resources & IT Branch

During this reporting period the Northern Ireland Public Service Alliance (NIPSA) worked with union members from within the Board, and other relevant Board officials to facilitate the creation of a new NIPSA branch. The setting up of this NIPSA branch has been welcomed by the Board as it was seen as a means of enhancing the level of engagement with staff.

Section 11: The Good Relations Duty

Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.

Communications Branch

Our Communications Branch helped to facilitate a range of events over this reporting period, for example –

- Various events involving other S75 representatives.
- In August 2011 the launch of joint research aimed at helping promote the issues of people with learning disabilities.
- In November 2011 the Board hosted an Irish Language Community Engagement Event in Partnership with Newry & Mourne District Council. This meant that native Irish speakers were able to put their questions directly to Board Members and senior PSNI personnel and be answered in Irish. This resulted in positive engagement with the Irish Language Community.
- In November 2011 the Board jointly hosted a major 2 day conference with PSNI / UUU on the future of policing in NI. Representatives of Section 75 groupings were invited to contribute and participate in discussions.
- Various articles were carried in newspapers and magazines representing Section75 groups. This resulted in positive engagement with these Section75 groups and provided us with the chance to promote and explain the work of the Board broadly, and specifically, for example in relation to the objectives set out in the Policing Plan.
- Online promotion of events and engagement with young people and others through social media including live streaming of events, Twitter feeds and our Facebook page. There was a very positive response from this type of online communication.

Community Engagement Branch

The core work of Community Engagement Branch is to engage with section 75 groups to:

- Facilitate dialogue,
- Work through issues of contention and concern in relation to policing,
- Work with local communities taking them through a process which will identify policing concerns and together develop a tailored action plan.
- Help build understanding between groups and the PSNI.

This work develops trust which sustains these important relationships (which wasn't always the case) with the Board. Community Engagement Branch have met with many groups across Northern Ireland and listened to their views. This has resulted in new membership for the reference groups and interest in the Board's outreach events.

In June 2010 the Board appointed a consortium led by the Falls Community Council. The consortium consists of organisations representing Loyalist and Republican communities. The intent of this work is to support the Board in their community engagement outreach to loyalist and republican communities. The research was undertaken in the following areas:

- Shankill /North Belfast
- South Antrim
- West Belfast
- South Armagh

A report on experiences of policing in Loyalist and Republican areas was published in June 2011. PSNI have accepted the recommendations and work is ongoing to monitor the implementation of the recommendations.

Human Resources & IT Branch

Some details within an ACC competition (Senior Police Officer Role – Assistant Chief Constable) and a Chief Executive Officer advertisement were published in English, Irish and Ulster Scots.

Research & Statistics Branch

The Policing Board's corporate vision to 31 March 2012 was to be '*An innovative proactive organisation, holding the police to account, whilst demanding and delivering improvements in policing*'

The Board has always been aware of the necessity to include 'all' people within Northern Ireland and will not lose sight of the diverse make-up and nature of our society and the need to address this diversity. In order to gauge public satisfaction and consider their views on policing, the Board therefore conducts a programme of consultation and research activities involving a wide range of groups and organisations.

Much of the Board's statistical and research activity is conducted to meet its statutory duty of assessing the level of public satisfaction with the performance of the police and DPPs. (The 2011/12 activity is outlined in Section 7 above.) The Board's statisticians, who are on long-term loan from the Northern Ireland Statistics and Research Agency (NISRA), are responsible for delivering this activity. They also work closely with Board colleagues, offering statistical advice and guidance as required to ensure the Board meets its obligations in progressing the good relations duty.

- Please outline any use of the Commission's Good Relations Guide.

Implementing the principles contained within the Summary Guide for Public Authorities on Promoting Good Relations.

Section 12: Additional Comments

Please provide any additional information/comments.

Annual Report 1 April 2011 / 31 March 2012
'Disability Duties' Questions

1. How many action measures for this reporting period have been

24

Fully
Achieved?

0

Partially
Achieved?

0

Not
Achieved?

2. Please outline the following detail 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 ¹	Outcomes / Impact ²
National ³			
Regional ⁴	Appointment of a new Assistant Chief Constable to the PSNI's Service Executive Team.	A recruitment competition was held to appoint a new PSNI Assistant Chief Constable.	Successful recruitment of an Assistant Chief Constable.

¹ **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.

² **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.

³ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

⁴ **Regional**: Situations where people can influence policy decision making at a middle impact level

Local ⁵	<p>Custody Visitor Appointments</p> <p>Disability Reference Group</p>	<p>A recruitment campaign was undertaken to appoint new members to the Board's Independent Custody Visiting Scheme.</p> <p>The Branch continues to support a Disability Reference Group made up of representatives from interested organisations and individuals.</p>	<p>A total of 23 Independent Custody Visitors were appointed to the 'Scheme' during this reporting period.</p> <p>The Board meets with the Disability Reference Group to seek, amongst other things, their views and priorities for consideration in the Policing Plan.</p>

⁵ **Local:** Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	<p>Action point 1.2</p> <p>Programme of disability awareness training for staff. To include:</p> <p>a) An awareness of employment legislation including the DDA;</p> <p>b) Helping staff to create and maintain a more positive working environment; and</p> <p>c) Helping staff to adopt positive behaviour which promote respect and diversity in the workplace.</p>	<p>Policing Board Members (12 in total) were trained in relation to Employment Legislation to facilitate sitting on recruitment panels.</p> <p>The Board's Corporate Management Group (14 officials) refreshed their Section 75 training.</p> <p>A mop up Diversity Training course was delivered (using an online based learning program) The Diversity Policy was also circulated to staff for their information.</p>	<p>Policing Board members are aware of the appropriate employment legislation.</p> <p>Officials have been reminded of their obligations under this legislation.</p> <p>Staff are aware of the NICS 'Diversity' Policy. This course captured those staff that were unable to complete this training in the previous reporting period.</p>
2	<p>Action point 1.5</p> <p>Refresher training on S75 & Disability awareness held in February 2012 for all Independent Custody Visitors.</p>	<p>A total of 54 volunteers completed the training.</p>	<p>All voluntary Independent Custody Visitors have completed S75 / Disability Awareness training.</p>

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	<p>Action point 1.9 Review internal and external communication processes to meet the requirements of, and ensure positive attitudes towards, people with disabilities</p>	<p>A range of documents are published annually and made available on the Board's website.</p> <p>Research published in an Easy Read version.</p> <p>Policing Board officials have held meetings with the Northern Ireland Retired Police Officers Association and the Disabled Police Officers Association NI to explain issues on ill health retirement and injury on duty pension awards.</p> <p>The Board has engaged with the public through a variety of social media options eg individuals who have access to</p>	<p>On request the Board will arrange for these documents to be made available in alternate formats to meet the requirements of persons with a disability.</p> <p>These organisations now have a better understanding of issues surrounding ill health retirement and injury on duty pension awards.</p> <p>Use of these social media options assist us in informing key stakeholders, the media and the wider public on the Board's role and work.</p>

		<p>the internet can view (i) the Policing Board monthly meetings in public as footage is uploaded immediately after the meeting, and (i) a selection of events available via live streaming. These meetings can also be accessed through the Board's Facebook page.</p> <p>Twitter is used to issue 'Tweets' relating to areas of interest during the monthly Board meetings and at other appropriate occasions.</p> <p>The Board's routinely considers the use of signers and hearing loop at events.</p>	
2	Action points 1.10 Ensure Board literature promotes positive attitudes towards people with disabilities.	<p>Positive imagery of S75 groupings is used where possible within all Board publications.</p> <p>The Board's Human Rights</p>	<p>Board literature uses positive image of S75 grouping and can be made available in a variety of formats.</p> <p>The Human Rights Annual Report</p>

		<p>Annual Report highlights specific policing issues such as hate crime against persons with disabilities.</p> <p>In conjunction with the Police Ombudsman, the Board commissioned research on the views and experiences of people with learning disabilities towards the Ombudsman, the Board, the PSNI and District Policing Partnerships. This report (produced by Social Market Research (SMR) titled '<i>Views and Experiences of People with Learning Disability in relation to Policing Arrangements in NI</i>') is available on the Board's website in the original version and an Easy Read option provided by Mencap and includes positive imagery of people with disabilities as well as a simple overview of the research results.</p>	<p>2011 has identified 2 recommendations specifically relating to learning disability. These are currently being implemented by the PSNI.</p> <p>A working group comprising of representatives from the Board, PSNI and the Ombudsman is to take forward the recommendations in the report.</p>
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3	Action point 1.11 Review the Board's website to ensure accessibility for people with disabilities.	The Board's website continues to offer the 'Browse Aloud' facility.	This feature facilitates the use of the website by <ul style="list-style-type: none"> • Anyone with low literacy skills or Dyslexia • People who don't have English as a first language • Those with some visual impairment • Anyone who would prefer to listen to text rather than read it.
4	Action point 1.13 Review the District Policing Partnerships websites to ensure accessibility for people with disabilities.	The District Policing Partnerships websites continued to offer the 'Browse Aloud' facility. Note – DPP's were replaced by Police and Community Safety partnerships wef April 2012.	This feature facilitated the use of the website by <ul style="list-style-type: none"> • Anyone with low literacy skills or Dyslexia • People who don't have English as a first language • Those with some visual impairment <p>Anyone who would prefer to listen to text rather than read it.</p>
5	Action point 1.15 Include photography (either submitted or incidental) in publications and website using	Use of positive imagery in Board publications and online	Positive imagery continues to be used in the Board's literature and website eg, the Board's joint research with the Police Ombudsman on the views of those with a learning disability. In

	positive imagery of people with disabilities		addition photography is regularly included in our e-magazine Policing Matters.
6	Action point 1.16 Encourage regular features about disability in Board publications.	<p>District Policing Partnerships have engaged with the various section 75 groups as part of their annual consultation exercise, and have routinely contributed articles for inclusion in the Board's e-magazine 'Policing Matters' to reflect these engagement events etc.</p> <p>In addition to articles promoting good relations positive imagery of s75 groupings is used where possible.</p>	<p>This e-newsletter is distributed to a wide range of interest groups and stakeholders including the Board's reference groups.</p> <p>Specific articles have been carried in:</p> <p>July 2011 – coverage and picture of leaflet distribution by Ards DPP, CSP and the local council's Equality Unit carried out during Disability Awareness Week</p> <p>August 2011 – coverage and picture of a group of young adults with learning disabilities who gave their views on policing in Armagh.</p> <p>September 2011 – Article and photography of the publication of joint research on people with learning disabilities in relation to policing arrangements in Northern Ireland. The photography contains very positive images of those with learning disabilities.</p>

			<p>December 2011 – article and photography of Banbridge DPP engagement with learning disability groups in the area. The article details how the DPP liaised with Enable2Act project to stage a production of Cinderella starring young people and adult with learning disabilities and local police officers. A follow up session followed with practical personal safety and crime advice including how to report disability related crimes.</p>
7	<p>Action point 1.17 Ensure disability access to all public meetings of the Board meets the requirements of the disability legislation.</p>	<p>All events arranged by the Board during 2011/12 were fully accessible for people with disabilities.</p> <p>In public relations and communications activity the needs of S75 groups are considered. For example, the needs of those with disabilities are given consideration when organising events through the Events Management Checklist and appropriate steps taken,</p>	<p>As standard the Board's events guidelines are kept under review to ensure consideration had been given to the needs of S75 groups.</p>

		such as hiring a hearing loop for those who are deaf or hard of hearing, hiring a translator or signer and/or adjusting seating plans to accommodate those dependent on wheelchairs.	
8	Action point 1.20 To engage with the deaf and disabled communities who have particular policing needs and are disproportionately impacted by crime and disorder.	The Branch continues to support a Disability Reference group made up of representatives from interested organisations and individuals.	The Board meets with the Disability Reference Group to seek, amongst other things, their views and priorities for consideration in the Policing Plan.
9	Action Point 2.1 Target people with disabilities during the advertising of all Board vacancies (SO and above).	The Board is committed to advertising all its externally recruited posts on the Employers Forum for Disability website.	This action ensures wide circulation of posts to the representative organisations
10	Action point 2.2 Affirmative action	The Board includes an Equality Statement in advertisements	Aim is to encourage increased applications from people with

	<p>disability statement on all advertisements for public appointments / posts.</p>	<p>and Candidate Information Booklets for all externally advertised posts (i.e. Human Rights Advisor, Human Rights Assistant and Chief Executive competitions were commenced during the 2011/12 reporting year).</p> <p>A recruitment competition for Police & Community Safety Partnerships (PCSPs) Independent Members began in January 2012. The publicity material for the recruitment process included a statement that NIPB is committed to equality of opportunity. (Note PCSPs are replacing the District Policing Partnerships wef April 2012.)</p> <p>.</p>	<p>disabilities.</p>
11	<p>Action point 2.4 On-line facility to apply for recruitment competitions</p>	<p>All posts are advertised on the Board's website, the NICS recruitment website and the Employers Forum for Disability</p>	<p>This action ensures wide circulation of posts to the general public and to representative organisations</p>

		website. During this period the Chief Executive, the Human Rights Assistant, and the PCSP independent members posts were advertised on these websites.	
12	Action point 2.6 Provide details of publicly advertised vacancies to the Disablement Advisory Service and other disability “umbrella” organisations.	The Board advertises all its externally recruited posts on the Employers Forum for Disability website. During this period the Chief Executive, the Human Rights Assistant, and the PCSP independent members posts were advertised on this website.	This action ensures wide circulation of posts to the representative organisations.
13	Public relations support was provided to help raise awareness of the PCSP (Police & Community Safety Partnerships) appointment Strategy.	During this period, a significant amount of work was undertaken to process the PCSP appointments strategy to encourage take up of appointments from a range of groups such as young people, older people, those from ethnic minority groups, those with disabilities, women and those who identify as loyalist and republican.	This action ensured the PCSP appointment strategy was brought to the attention of as wide an audience as possible.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Action point 1.1 Provide Adequate resources (People, time and money) to implement the Disability Action Plan	The Board’s Senior Management Team re-affirmed its on-going commitment to the implementation of the Disability Action Plan. Requirements were assessed and resources allocated at Branch level.	Adequate resources were secured to facilitate the ongoing implementation of the Disability Action Plan.
2	Action point 1.18 Partnership Branch To monitor DPPs compliance with the DDO 2006.	The following target was included in the 2011/12 Transitional DPP Effectiveness Framework; <u>“To comply with the statutory obligations placed on the DPP as a public authority and to report when requested by the Policing Board, D.O.J. or the Equality Commission”</u> .	All DPPs were expected to continue to adhere to their responsibilities under equality legislation.
3	Action point 1.21 Monitor Disability Action Plan and report annually to Equality Commission.	Progress monitored on annual basis. Staff more aware of responsibilities regarding disability.	Consideration to be given to revising the Board’s Disability Action Plan in conjunction with the work ongoing to prepare a new Equality Scheme. Equality Annual Progress Report submitted before 31 August 2011 in

			line with the deadline set by the Equality Commission.
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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	Action point 1.8 Staff with a disability advised that they can raise concerns through the Board's Dignity at Work policy	Advice given to Disabled staff when recruited. The following documents / policies are also routinely circulated to staff – Dignity at Work, Equal Opportunities and Welfare Policy.	Greater staff awareness of Disability issues.
2	Action point 1.17 Ensure disability access to all public meetings of the Board meets the requirements of the disability legislation.	Public Meetings of the Policing Board are held in the Board's Headquarters. The public were invited to a number of 'Outreach engagement' events during the reporting period. These events were held at various geographical locations	Building structure and operational practices kept up to date and in line with current legislation. All public 'Outreach engagement' events organised in this period were accessible for people with disabilities.

		throughout Northern Ireland.	
3	Action Point 1.23 To research issues of disability in the workplace	In February 2012, the Board conducted its biennial Staff Attitudes Survey. The survey asked staff if they considered themselves to have a disability, if the Board was aware of the disability and if it had made reasonable adjustments to take account of their disability.	The findings of the survey show that where the Board was aware of the disability, it had made reasonable adjustments to take account of the individual's disability.
4	Action point 2.5 Monitor reasonable adjustments made for disabled employees and Board Members.	A number of reasonable adjustments have been made to meet the needs of an individual with a disability. In addition support and guidance through the Government 'Workable' programme can also be provided where required.	The actions taken by the Board have assisted this individual in their work environment.
5	Action point 2.7 Monitor on annual basis (recruitment) applications from people with disabilities.	During this reporting period two recruitment competitions were undertaken for which statistics are available ie the Human Rights Assistant and the Chief	A total of 5 applicants deemed themselves to have a disability.

		<p>Executive positions.</p> <p>During this reporting period a recruitment campaign was undertaken to appoint new members to the Board's Independent Custody Visiting Scheme.</p>	<p>Two members appointed deem themselves to have a disability.</p>
6	<p>Action point 2.9 Review public consultation list to ensure it is inclusive of disability groups.</p>	<p>As part of the work undertaken to prepare a revised Equality Scheme the Board's consultation list was reviewed and updated.</p>	<p>The Board's Equality Consultation List includes appropriate groups.</p>

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

	Action Measures partly achieved	Milestones ⁶ / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				
3				
4				

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

	Action Measures not met	Reasons
1		
2		
3		

⁶ **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.

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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

(b) Quantitative

N/A

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 delete: No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			

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?

The Board's first Disability Action Plan was developed as a 5 year plan (Apr 2007 – Mar 2012). This Equality Annual report details the action measures progressed over the 5th and final year.

Work will now commence within the Board to devise a second Disability Action Plan to cover the remaining Corporate Planning period (Apr 2012 – March 2014) and from there to a third action plan which will dovetail into the succeeding 3 year Corporate Plan (April 2014 – March 2017).

The Board's Equality Officer will take the lead in developing this new action plan in consultation with staff, the Board's Disability Reference Group and our Equality Consultees list. Progress towards the

targets in this new Disability Action Plan will be reported on in our Annual Progress reports to the Equality Commission.