POLICE SERVICE NORTHERN IRELAND

Public Authority Statutory Equality and Good Relations Duties

Annual Progress Report 2015-16

Contact:

	Name:	Chris Sloan
• Section 75 of the NI Act 1998 and Equality Scheme	Telephone:	101 ext 69920
	Email:	CHRIS.SLOAN@psni.pnn.police.uk
• Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	As above ☒ Name: Telephone: Email:	

Documents published relating to our Equality Scheme can be found at:

https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/

Signature:

This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2015 and March 2016

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

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

1   In 2015-16, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

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

During this reporting period the PSNI has continued to deliver its role of "Keeping People Safe" whilst meeting the increasing challenges of reduced resources including the impact of the Voluntary Exit Scheme and the unique risks of Policing in Northern Ireland. The PSNI continues to undertake a range of activities that evidence the importance of meeting its statutory duties.

These include:

Minority Support Association - The PSNI continue to support the Minority Support Associations (MSA) namely, the Ethnic Minority Police Association, Women's Police Association and Gay Police Association. The Service Level Agreements and Terms of Reference for these associations have been revised and approved.

The MSA(s) has been allocated additional funding as part of an increased awareness programme. In addition the MSA, NIPSA, Police Federation and Superintendent's Association have been included into the list of attendees at the Strategic Diversity Steering Group.

External Website - The development and redesign of the external website facilitates improved accessibility and effectiveness.

Hate & Signal Crime - The new Service Policy 16/12 was authorised by the Service Executive Team and was introduced on 1 January 2016. This new procedure focuses on the victims of hate crime and concentrates police efforts on ensuring effective mitigation is in place to address the root causes of why these crimes occur.

Police Staff Promotion - We have developed a number of Police Staff Promotion Campaigns that will be conducted in 2016/17 reporting period.

Recruitment - The PSNI has undertaken a number of recruitment campaigns for both Police Officer and Police Staff positions.

Data analysis both internally and externally has been utilised in the identification of areas of underrepresentation.

Solution management protocols, including localised recruitment awareness events, have been utilised to actively promote and encourage application from underrepresented groups.

Policing with the Community (PwC) Project - The PwC project continues to progress with

PART A

a key aim to formally embed PwC in the Ethos & Culture of the PSNI.

2   Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2015-16 (*or append the plan with progress/examples identified*).

Table appended - Appendix A

3   Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2015-16 reporting period? *(tick one box only)*

☒   Yes   ☐   No (go to Q.4)   ☐   Not applicable (go to Q.4)

Please provide any details and examples:

See PSNI webpage - https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/

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

Please provide any details and examples:

See PSNI webpage - https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/

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

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

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

       See People Strategy EQIA and Consultation

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

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

☐   Other *(please specify and give details)*:

Section 2: Progress on Equality Scheme commitments <u>and</u> action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4   Were the Section 75 statutory duties integrated within job descriptions during the 2015-16 reporting period? *(tick one box only)*

☐   Yes, organisation wide

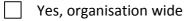☐   Yes, some departments/jobs

☐   No, this is not an Equality Scheme commitment

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

☐   Not applicable

Please provide any details and examples:

5   Were the Section 75 statutory duties integrated within performance plans during the 2015-16 reporting period? *(tick one box only)*
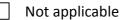
☐   Yes, organisation wide

☐   Yes, some departments/jobs

☐   No, this is not an Equality Scheme commitment

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

☐   Not applicable

Please provide any details and examples:

In the 2015-16 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

☐   Yes, through the work to prepare or develop the new corporate plan

☐   Yes, through organisation wide annual business planning

☐ Yes, in some departments/jobs

☒ No, these are already mainstreamed through the organisation's ongoing corporate plan

☐ No, the organisation's planning cycle does not coincide with this 2015-16 report

☐ Not applicable

Please provide any details and examples:

Equality action plans/measures

7 Within the 2015-16 reporting period, please indicate the **number** of:

Actions completed:	33	Actions ongoing:	6	Actions to commence:	0

Please provide any details and examples (*in addition to question 2*):
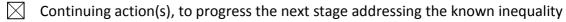
See Appendix A - Action Plan

8 Please give details of changes or amendments made to the equality action plan/measures during the 2015-16 reporting period *(points not identified in an appended plan)*:

During the reporting period a review of the action plan was conducted and the Strategic Objectives and Actions redefined.

Each high level objective is owned at Service Executive Team(SET) level as outlined in the ED&GRS action plan and reported on. This is intended to reinforce the service aim of an open, transparent and accountable plan as well as highlighting the commitment to the strategy.

In addition tactical leads were identified for each strategic objective. Each lead was required to conduct an initial audit of the objective and produce a framework/tactical plan for moving forward.

9 In reviewing progress on the equality action plan/action measures during the 2015-16 reporting period, the following have been identified: *(tick all that apply)*

☒ Continuing action(s), to progress the next stage addressing the known inequality

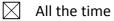☒ Action(s) to address the known inequality in a different way

☒ Action(s) to address newly identified inequalities/recently prioritised inequalities

☒ Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*
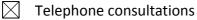
☒ All the time ☐ Sometimes ☐ Never

11 Please provide any **details and examples of good practice** in consultation during the 2015-16 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

Victim Update Policy – This policy seeks to provide a timely and efficient service to all members of the Community while also recognising vulnerable groups and individuals. In conjunction with Local and Neighbourhood Policing Teams and working alongside the Case Allocation and Case Assessment Policies, it aims to identify the most appropriate officer to investigate crimes and provide the victim updates to victims. The Victim Update policy will place an emphasis on timely and meaningful victim contact, ensuring that they receive appropriate information at key stages of the investigation. In the long-term, police and victim contact will enhance good relations between the police and communities and in turn, enhance inter-community relations. This should have a longer term impact of improving confidence in policing by adressing aspects of distrust that some indivduals feel as a direct result of their 'section 75' grouping.

12 In the 2015-16 reporting period, given the consultation methods offered, which consultation methods were **most frequently <u>used</u> by consultees**: *(tick all that apply)*

☒ Face to face meetings

☒ Focus groups

☒ Written documents with the opportunity to comment in writing

☒ Questionnaires

☒ Information/notification by email with an opportunity to opt in/out of the consultation

☐ Internet discussions

☒ Telephone consultations

☐ Other *(please specify)*:

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

Collaboration and consultation is part of normal business practice within PSNI. This includes the development, review and evaluation of policies, practices and procedures.

13   Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2015-16 reporting period? *(tick one box only)*

☒ Yes   ☐ No   ☐ Not applicable

Please provide any details and examples:

Section 75 training and development has been provided to key stakeholders including senior managers and policy developers within the reporting year. Guidance doumentation has been updated and is available via internal communication channels including internet.

14   Was the consultation list reviewed during the 2015-16 reporting period? *(tick one box only)*

☒ Yes   ☐ No   ☐ Not applicable – no commitment to review

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

[https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/section-75-screening-exercise/]

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

19

16   Please provide the **number of assessments** that were consulted upon during 2015-16:

20	Policy consultations conducted with **screening** assessment presented.
1	Policy consultations conducted **with an equality impact assessment** (EQIA) presented.

PART A

| 1 | Consultations for an **EQIA** alone. |

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

Consultations are conducted with key stakeholders including specialist departments and agencies, voluntary and support groups and statutory agencies.

PSNI has a dedicated consultation zone within the external website - https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/eqia-consultation-zone/

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

☐ Yes   ☒ No concerns were raised   ☐ No   ☐ Not applicable

Please provide any details and examples:

PSNI Screening documentation provide an audit trail including areas where screening decisions have been returned for review/discussion.

In respect of EQIA see Consultation Zone - https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/eqia-consultation-zone/

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

19   Following decisions on a policy, were the results of any EQIAs published during the 2015-16 reporting period? *(tick one box only)*

☒ Yes   ☐ No   ☐ Not applicable

Please provide any details and examples:

https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/eqia-consultation-zone/

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

20   From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2015-16 reporting period? *(tick one box only)*

☐ Yes   ☐ No, already taken place

☐ No, scheduled to take place at a later date   ☐ Not applicable

Please provide any details:

PSNI policies continue to include review points built in to the structure of the policy template. A review of PSNI Policies is currently being conducted including training and awareness campaign.

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

☒ Yes   ☐ No   ☐ Not applicable

Please provide any details and examples:

Quality Assurance processes are built in to the guidance tools of Section 75 procedures including PSNI Section 75 branch, consultation and data collection/evaluation. This forms part of the development and review of policies in consultation with key stakeholders and Section 75 Branch.

22   Please provide any details or examples of where the monitoring of policies, during the 2015-16 reporting period, has shown changes to differential/adverse impacts previously assessed:

PSNI are currently reviewing policies as part of the of the ongoing policy review project. Example : Missing Persons Policy - Different persons reported as missing will have varying needs/circumstances. While research shows that persons reported missing are more likely to be young or have a disability, this is outside of the scope of the policy. Continuing partnership work and safeguarding policies specifically address reducing the risk of vulnerable persons going missing. The policy supports the identification of specific needs to support the location of the individual concerned, based on information sought & received and the assessed risk to each person reported missing. The risk assessment process within the policy ensures consistency in assessing the risk to each individual at different points in the investigation and at different ranks. This will ensure that the appropriate resources are targeted at locating those most vulnerable to harm while missing. Whilst the perceived impact will be high for people with certain vulnerabilities associated with age and disability (as research shows they are more likely to go missing and be at risk), the policy is designed to ensure they are better protected, therefore the impact of police response to them going missing should be a positive impact rather than an adverse impact.

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

PSNI Equality Department continues to provide Workforce Composition data as part of an agreed timeframe and on specific request/need.

The PSNI collates a significant number of data sets for assessment, collation and planning purposes. This includes Section 75 data, operational and cultural information that assists in policy making and reviewing.

PSNI works in collaboation with key stakehlders and organisations including Northern Ireland Statistics and Research Agency (NISRA)

Staff Training (Model Equality Scheme Chapter 5)

24 Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2015-16, and the extent to which they met the training objectives in the Equality Scheme.

Equality is embedded within training & development programmes.

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

PSNI have conducted a number of bespoke training and developmental events within the reporting year. In addition an Equality & Diversity Module is included as part of the induction weekend for new student officers including :

Equality

Diversity

Introduction to Minority Support Associaitions

Policing with the Community (Fairness , Courtesy & Respect)

Ethical Standards

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

26 Please list **any examples** of where monitoring during 2015-16, across all functions, has resulted in action and improvement in relation **to access to information and services**:

The PSNI has redesigned and developed the external website to facilitate improved accessibility and service deliver to the public.

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2015-16?

Insert number here: 0

Please provide any details of each complaint raised and outcome:

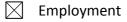## Section 3: Looking Forward

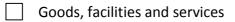**28**   Please indicate when the Equality Scheme is due for review:

2017

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

The PSNI is currently conducting a review of Policies & Procedures as part of the Policy Review Project. This includes Section 75 Awareness Package to Policy Developers and Decision Makers. The main body of this training concluded at beginning August 2016 with onoing support programme to policy owners provided and built in to Section 75 programme of work.

30   In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2016-17) reporting period? *(please tick any that apply)*

☒ Employment

☐ Goods, facilities and services

☒ Legislative changes

☒ Organisational changes/ new functions

☐ Nothing specific, more of the same

☐ Other (please state):

PSNI has attended a number of ECNI events including review of Screening & EQIA's.

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

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

Fully achieved	Partially achieved	Not achieved
10		

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

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

Level	Public Life Action Measures	Outputs[i]	Outcomes / Impact[ii]
National[iii]	Using data analysis we will evaluate aspects of District Policing with the Community delivery plans to ensure effective community engagement with local groups/communities that are disengaged/marginalised/ vulnerable.	Victims of Crime Survey Engagement Tracker PwC Project - Collaboration Workstream	Improved monitoring, collaboration awareness and development of appropriate initiatives/actions
Regional[iv]	Develop internal support mechanisms to assist Staff Associations/Trade Unions in understanding and representing marginalised sections of the workforce.	PSNI works with Staff Associations/Trade Unions in the effective discharge of our equality duties.	PSNI is an employer that uses the unique skill sets of all it's employees

Local^v	PSNI is a workplace which is inclusive, fair and welcoming both service users and staff members.	Provide reasonable adjustments to public buildings where necessary for both service users and staff members.	PSNI is seen as a worplace which embraces difference, thus allowing people to achieve their potential.

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

	Training Action Measures	Outputs	Outcome / Impact
1	Disability Advocate continues to deliver and provide input to Student Officer programme	Continued awareness of disability related issues and concerns.	Contributes to improved service delivery by providing understanding of the needs of disability groups.
2	Section 75 Awareness Programme and support programme	Continued awareness of Section 75 responsibilities	Improved policy/decision making procedures that better reflect needs of society.

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	Development of External Web pages to provide information and guidance in respect of disability related issues.	Improved accessibility and utilisation	Potential for greater usage and application

2		

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

Encourage others Action Measures	Outputs	Outcome / Impact
1	PSNI continues to work in partnership with stakeholders in order to provide effective service delivery	Increased collaboration in project and operational decision making which understands the needs of disability groups and identify appropriate measures.	A streamlined and coordinated approach which understands the needs and provides appropriate collaborative support mechanisms.
2		

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

Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Policing with the Community Branch conduct regular meetings with ECNI.	Collaboration and improved knowledge	Improved relations and awareness of PSNI duties and responsibilities.
2		

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

Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
1			
2			

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

Action Measures not met	Reasons
1	
2	

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

(a) Qualitative

Disability Hate Crime Advocate continue to provide PSNI with both feedback and collaboration in terms of disability hate crime.

Gold/Silver/Bronze structure in place to manage police response to hate incidents.

New Hate Crime Policy produced and implemented.

(b) Quantitative

The Victim Satisfaction Survey provides statistical data on how PSNI deal with Victims of Crime including Disability Groups

The Community Engagement Tracker continues to provide statistical data of how the PSNI engages with Disability Groups.

The PSNI complaints process provides data for analysis in terms of current issues and planning future opportunities for action.

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?

No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			

5				

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 development of the Equality Diversity & Good Relations Strategy 2017 - 2022 is currently in progress including duties in respect of Disability and associated Action Plan.

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i **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.

ii **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.

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

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

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

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