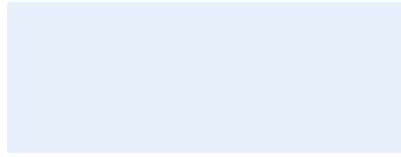**Insert Name of Public Authority Here and Logo in Picture Box Below**
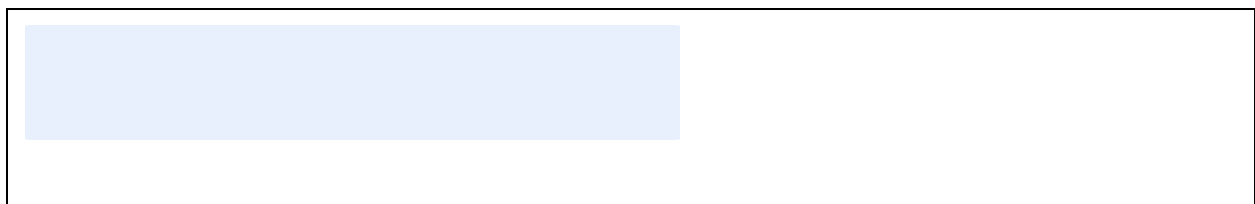
Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2021-22

Contact:

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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 2021 and March 2022.

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 2021-22, 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 2021–22 reporting period the Police Service of Northern Ireland (PSNI) – continued to promote equality of opportunity and good relations through the following:-

- Equality Diversity & Good Relations Action (EDGR) Plan 2017-2022.
- The Disability Action Plan (DAP) contained within the Equality Scheme.
- Representation on Criminal Justice Equality & Diversity Networks. This network is chaired by Department of Justice (DoJ) and meet quarterly to share best practice on a range of S75 activities and initiatives.
- PSNI is represented at the National Diversity, Equality & Inclusion Leadership Network that is chaired by the Head of EDI for the College of Policing and is where best practice is shared to address policing cultures, behaviours and decision-making that delivers better policing practices.
- The delivery of our actions for the Being Representative and Inclusive principle within our People Strategy Action Plan, which sets out our ambition to create an inclusive and diverse workplace where people can thrive.
- The establishment of Stronger Together forum which is a new concept looking to embrace working to help strengthen our commitments to this ambition. Building on the idea that we are 'stronger together' we want to enable <u>all</u> our Support[1] and Staff Associations to know their voices will be heard and that they will play a key role in the co-design, co-development and co-delivery of our diverse police service.

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[1] The term 'support associations' refers to both minority support associations and diversity support associations

2021 Student Officer Recruitment Campaign

Our Student Officer recruitment campaign was open for applications from 2nd – 19th November 2021.

We engaged with a wide range of internal and external stakeholders to inform the style and messaging of our advertising campaign to ensure that it resonated with under-represented groups. We also reviewed the information on our recruitment website (www.joinpsni.co.uk) to provide additional detail on the recruitment process to those who are not familiar with policing, particularly regarding what a career in policing can offer. We also updated our 'Can I Join?' pages to include more straightforward guidance to potential applicants with hidden disabilities, specifically referencing autism and Asperger's.

The imagery used in our advertising and recruitment website was refreshed to include visible ethnic minority and female role models:
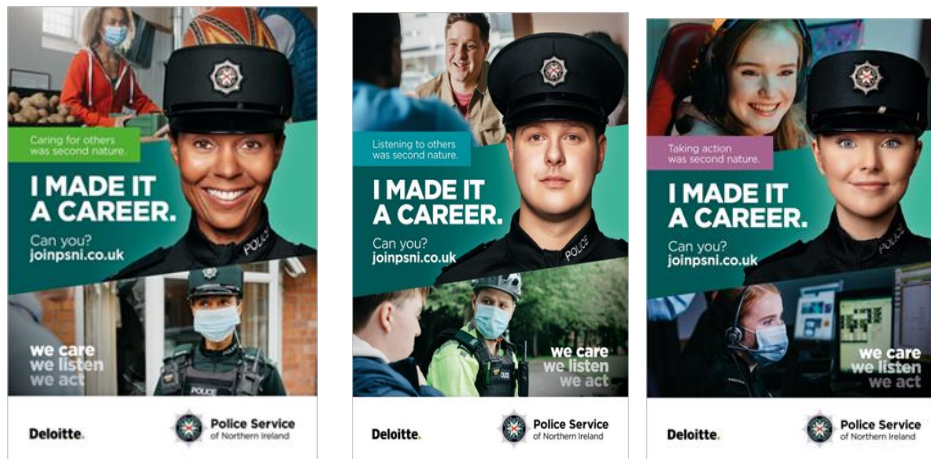
We utilised a wide range of different advertising mediums to target applications, particularly from under-represented groups, including: video on demand; radio and audio, outdoor advertising, social media; digital advertising and press (newspapers, online and sporting publications). Our social media was particularly effective in reaching 601,739 users, with 29,062 engaging with the advertising and 1,206 candidates commencing their application directly via this medium. During the application phase, there were 55,443 visitors to our

recruitment website, which equated to a 21.58% increase from our last campaign.

We undertook an extensive programme of outreach within local areas, with particular focus on schools/Further Education Colleges, the retail sector and local community/sporting/ faith groups. Larger engagement events also took place in Newry, Belfast, Derry/Londonderry, Dungannon, Cookstown, Magherafelt and Maghera which were also supported by our Minority Support Associations and Police College. For this campaign, we also introduced a number of online presentations and Question and Answer events via our social media platforms which were particularly effective in engaging with those not familiar with policing. Our messaging was clear within our Welcoming Statement that "… The Police Service of Northern Ireland is committed to being representative of the community we serve and welcomes all applicants interested in a career in policing."

Despite the challenging external recruitment market in Northern Ireland at present, the equality representation of our 2021 Student Officer recruitment campaign was broadly similar to our previous recruitment campaign in 2020. 40.1% of applicants were female (compared to 40.3%) and 30% were from the Catholic community (compared to 30.8%) Our socio-economic analysis continues to show that the primary issue remains community background, not socio-economic background.

	Number	Percentage
Catholic	1,590	30.0%
Protestant	3,534	66.5%
Other	187	3.5%
Female	2,130	40.1%
Male	3,181	59.9%
LGBT Community	400	7.5%
Ethnic Minority Community	122	2.3%
Total Applications	5,311	

Further equality analysis of the merit pool and associated success rates will be completed on conclusion of the campaign.

Police Staff Recruitment

Throughout the reporting period, we also focused on increasing the representation of our police staff and invested significantly in our JoinPSNI website to include police staff recruitment opportunities. It is intended that the use of engaging language and diverse role models in promoting police staff positions will encourage applications from under-represented groups and communicate a more inclusive 'police job family' culture.

We also redesigned our advertising style to bring greater consistency with our police officer recruitment campaign. We use diverse role models and have widened the reach of our advertising to increase applications from under-represented groups.

New Wellbeing and Trauma resilience Library at Garnerville

The College, in collaboration with PSNI's Mental Health Services and funding from Movember, have put together a wide range of reading materials, including Biblio-therapies, self-help material and psychoeducational resources for use by officers and staff. Many of these resources are also available electronically as an E-Book resource so that all PSNI employees can access them regardless of location. The aim of the Wellbeing Library is to give access to essential materials

that promote resilience and wellbeing, while also working to mitigate the risk associated with police work. The library also provides soft seating areas and comfortable surroundings to allow for quiet time and reflection.

Examples of PSNI corporate and local initiatives to engage Young People and Older people within this reporting cycle include:-

- August 2021 - Clogher Neighbourhood Policing Team (NPT) connected with the local community through a summer scheme in Fivemiletown.
- July 2021 - Court North NPT has been providing assistance and support to the members of Glencairn Day Centre. This centre is registered to provide day care places for people aged 65 or over who have a range of physical, sensory or cognitive impairments. Together with Glencairn Youth Initiative, St. Andrews Church and Tesco, at the end of June the team was able to transform the outdoor space of Glencairn Day Centre into a welcoming social area for its service users.
- December 2021 - Bangor NPT officers assisted in initiating a free children's cycling programme. This initiative is aimed at increasing road safety awareness for younger children, whilst also getting them out and active in the community.
- PSNI is now an official partner of the Turnaround Project / Big Loop Bikes. The initial focus of the charity, which was originally centred at Hydebank College, was around the refurbishment and sales of pre-owned bikes. Students entering the final phase of their sentence in Hydebank are invited to engage with the project where they are taught bike mechanical and employment skills to assist with their transition into employment upon their release, diverting them from re-offending. With the PSNI's support, the project has now expanded into a community based workshop / hub at Queens University, Belfast. Up to January 2022, PSNI has donated over 100 bikes to the project.

- December 2021 – To support and reconnect with the community, Court North (NPT) delivered informal interactive sessions for young people that would help everyone involved better communicate, learn and understand each other.

- On Tuesday 1st March 2022, drivers caught exceeding the 30mph limit outside Eglinton Primary School were faced with the choice of accepting a fine and penalty points, or being grilled by a panel of children in 'Kids Court'. The road safety initiative puts speeding drivers in front of a panel of pupils who give motorists the opportunity to explain why they were speeding. The initiative is designed to change driver behaviour through this experience of personally meeting with the pupils.

- Carrickfergus NPTs partnered with Rangers FC to provide a 12-week early intervention programme for young people. The programme commenced on 27th August 2021 and ended on 15th October 2021. It was a way to get young people engaged, talking and looking positively towards their future.

- In August 2021, a Constable from Foyleside NPT joined the 'Little Blue Heroes' charity to celebrate honorary Garda Leon. Little Blue Heroes is a not for profit charity, which aims to help families in need from local communities in Ireland who have children undergoing long-term medical treatment for serious illness. On 7th October, the officer visited Leon and his family in their home, accompanied by Cavan Community Gardaí and a member of the Little Blue Heroes charity. There Leon was presented with a PSNI plaque, engraved "for bravery".

- PSNI participated in TACKLE (Together, Aware, Choices, Knowledge, Learn, Empower), an engaging new workshop for young people occurred on 12th August 2021. As well as playing sports, there was a number of 40-50 minute presentations covering topics such as social media awareness, cyber bullying, sextortion, making correct choices and mental health awareness.

- In late 2021, officers from Lisburn NPT took part in a Youth Volunteer Academy programme, resulting in many positive outcomes. 10 young people engaged through a range of activities to increase their confidence in policing and other public services whilst raising awareness of anti-social and risk taking behaviours. .

- Officers from Foyleside and Moor NPT held their first on-campus pop-up surgery on Tuesday 16th February 2022 as part of a new initiative on Ulster University's Magee Campus. The pop-up surgery provides crime prevention advice to students and how to deal with any crime-related issues affecting them. The officers are there to ensure the safety and wellbeing of the students.

- The Chief Constable met virtually with a group of 12 young people from a diverse range of organisations and backgrounds. This was the first of six formal 'breakfast' type briefings scheduled to take place over the next year with the aim hearing directly from young people what policing issues are important or of concern to them.

- March 2022 Constables from Waterside NPT visited primary one pupils at Sacred Heart Primary School. The visit was part of the 'People Who Help Us' initiative where the pupils and officers discussed how we can keep each other save.

Examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations for people with disabilities include:-

- The Autism Support Group supported Autism Awareness Month in April 2021. The aim of the awareness campaign was to help build a better understanding of autism and how to adapt our practice to better meet the needs of the autism community and prevent harm.

- In May 2021 PSNI launched two toolkits 'Guidance for Neurodivergent Staff' and 'Toolkit for Managing and Supporting Neurodivergent Staff' to build awareness and understanding of neurodiversity within our organisation.

- A new customised Custody Suite in Waterside, Derry/Londonderry has been developed with a proposed second suite to be built at Mahon Road in Portadown. The suite has been designed to support autistic individuals who find the custody experience increasingly stressful. However, it is not restricted to detainees, but extends to officers, staff, and external support staff who work in the custody environment. Some examples of changes

include paint, floor finishes, colour and lighting to create a more calming environment.

- New Neurodiversity page launched on POINT (The PSNI Intranet) in March 2022. This page provides advice and support mechanisms for neurodivergent staff, links to pages where colleagues will find toolkits and guides regarding neurodiversity and how to best support colleagues.
- Newtownabbey NPT refurbish old bicycles to help fund Bangor Bulls Wheelchair Basketball Club. The sale of the refurbished bikes sold by the Newtownabbey NPT through Mud, Sweat, and Gears raised a total of £700.

Examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations in supporting Ethnic Minorities include:-

- Court North NPT working collaboratively with All Nations Ministries (ANM) to support ethnic minority communities. To help support ANM and their cause, and to further improve police cross-community relations here, the NPT set up small walking groups with the All Nations members to talk. Conversation can be wide-ranging from emphasising the support offered by PSNI to the history of where they live.
- In October 2021, Court North NPT officers welcomed the Chief Constable to a celebration event at Belvoir Parish Church hosted by All Nations Ministries (ANM). The event highlighted all the positive work going on between the neighbourhood officers and the ANM group.
- Commitment given by Chief Constable to design and deliver a bespoke Police Service of Northern Ireland Race Action Plan

Additional examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations across the community include:-

- 'Care Forum Handbook' created by the Carers' Association and NI Wounded Police and Families Association. Care Forum acts as a regular liaison between the PSNI, service providers and representative support associations to develop and enhance support currently available to existing and former police officers of the PSNI, the RUC GC and their families irrespective of gender, nationality, religion or political opinion.

- 'Prevention First', the Crime Prevention Strategy 2025, was launched in March 2021 and is focused on early intervention and engagement, into enhancing safer communities and reducing harm for the vulnerable.

- 'Our People, Your Service', the People Strategy 2025, was launched in April 2021 and provides the framework to work with purpose towards a culture and working environment where everyone feels valued and supported to play their role in delivering for communities. The five People Principles are: Being representative and inclusive, Resourcing for the future, Leading together, Serving with professionalism and Valuing health and wellbeing.

- Launch of the Equality, Diversity and Inclusion (EDI) pages on Point in April 2021, with the aim to reinforce a culture of being representative and inclusive, whereby the communities we serve can be seen across the organisation and where everyone is confident to bring their 'whole selves' to work.

- Updates on the Gender Action Plan launched by the Operational Support Department (OSD). The aim of this plan is to strengthen diversity and inclusion and embed this as part of OSD. Three female officers have recently completed their firearms training and 13 females have made it to the merit list for TSG vacancies - the highest number to date.

- In addition to the Training, the College continues to develop as an inclusive environment including:-
  - Student officers can chose male or female hats and all staff and students are aware of the Transitioning at Work guidance.
  - Police College is pilot for gender neutral toilets.
  - Head of Foundation Faculty at Police College set up quarterly Diversity and Inclusivity meetings to ensure positive action on

ensuring an inclusive learning and working environment for students and staff alike.

- In August 2021 'Life After' initiative launched in Fermanagh and Omagh. Partnership now created with the Policing and Community Safety Partnership (PCSP) and the PSNI in the Fermanagh and Omagh area. 'Life After' provides ongoing support to families who had been bereaved as a consequence of road traffic collisions.

- Pilot launched in Armagh, Banbridge and Craigavon to help trace missing people with dementia. The Herbert Protocol, launched by the PSNI in partnership with Dementia NI, the Southern Health and Social Care Trust and the local Policing and Community Safety Partnership, enables officers to work quicker to find those with dementia who go missing.

- August 2021 - A PSNI led community support initiative launched in Dromore, working with St Vincent de Paul with the aim of providing practical assistance to vulnerable people in the area. The initiative is supported by Armagh, Banbridge and Craigavon Policing and Community Safety Partnership (PCSP).

- On 28th February 2022, Neighbourhood Police in South Belfast launched a creative new anti-burglary initiative to help residents make their homes more secure and protect their property. The 'Burglar? Don't Bother' campaign will see officers visit homes across South Belfast, encouraging residents to lock up, store valuables securely and carry out traceable property marking.

- Read&Write assistive technology was made available to all officers and staff in March 2022. It is a text-to-speech accessibility programme with a range of features to help those with hidden disabilities, low literacy or who use English as a second language to enhance the skills they already have, complete complex tasks and increase their confidence and productivity. The aim of having the Read&Write software is to create a more inclusive workplace, support neurodiversity in a revolving work environment and empower greater productivity for all.

- In September 2021, an advocacy service called 'ASSIST NI' launched to support victims of domestic and sexual abuse. In the first six weeks of

service, 1605 referrals were received from the PSNI. Feedback from one victim said their advocate engagement was "like the light at the end of a very dark tunnel.".

- In August 2021, a PSNI Officer brought together two groups, one from the Shankill in Belfast and the other from Drogheda in County Louth, who are both a support for mental health issues in their local community. The aim was to help build relationships across the border and further communication on important issues.

During the 2021/22 period a total of 37 x S75 Screenings were completed with no completed EQIA's.

- The fifth year of the PSNI corporate University Work Placement Scheme commenced in September 2021. Forty seven students, from a range of community and socio-economic backgrounds, started their year's placement. Application numbers has increased year-on-year for this scheme. This scheme gives the PSNI a fantastic opportunity to platform the extent of work and career opportunities that exists within the organisation, but also demystifies what has traditionally been viewed by some as a closed organisation to the general public. It is anticipated that, by getting exposure to the policing environment on a work-placement basis, these students may seek a longer-term career in policing at the end of their studies. Furthermore, the positive experiences that they have will be shared amongst fellow students back at college/university, which further serves to promote PSNI as an inclusive and welcoming employer of choice.
- The PSNI continue to support the Minority Support Associations (MSA) and Diversity Support Associations (DSA) namely, the Ethnic Minority Police Association, Women's Police Association, LGBT Network, Christian Police Association, Catholic Police Guild and newly established Disability Support Network..

- In September 2021, the PSNI launched its *Transitioning at Work* Standard Operating Procedure which is designed to provide support and guidance to individuals and their line managers regarding the procedure to follow when informed of an individual's transition or intended transition
- In early 2022, the PSNI established a Disability Support Network for network support activities (internally or externally) in the promotion of equality of opportunity for Police Officers and Police Staff with disabilities and those who have disabled dependant carer responsibilities.

Disability Action Plan (Please also see above - Examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations for people with disabilities)

- The Wellbeing Volunteer project is now fully implemented across the service – 25 trained volunteers have linked with the Post Incident Peer Support team to provide ongoing welfare support to colleagues. Funding has been secured for a further 1 year to develop and expand the proactive outreach of this team.
- PSNI has developed and rolled out its own bespoke individual Wellbeing and Trauma Resiliency Plans.
- PSNI is currently redesigning their processes, protocols and guidance in relation to the management of neurodiversity in the workplace. These include the 'Supporting Staff with Disabilities' policy document, a Line Manager Toolkit, a guidance document for neurodivergent employees and a neurodiversity intranet page.
- Movember project funding – in 2021 PSNI secured a global funding initiative with the Gillette Movember campaign. £260,000 will be awarded for the implementation of a Wellbeing and Trauma Resilience Programme. Movember is a charity dedicated to men's health, focusing on mental health and suicide prevention, prostate cancer and testicular cancer.

Multi-agency Support Hubs

21/05/2021 - The Support Hub Steering Group was established in October 2020 to provide a strategic forum for all partners engaged in delivering Support Hubs. It is Chaired by ACC, Community Safety Department and the Vice Chair position is held by the Health and Social Care Board.

The Steering Group has been set up to provide direction for Support Hubs which are designed to provide a multi-agency partnership model aimed at helping vulnerable people improve their situation and wellbeing by accessing the right support, at the right time, from the right organisations in their local area. It also provides a forum for multi-agency consideration of the broader issues related to harm and vulnerability that the Support Hubs are dealing with, and provides a mechanism to agree appropriate collective action to support vulnerable people, including in the space of early intervention and diversion.

The Steering Group hosted an online workshop via WebEx on 20th May 2021 to progress the recommendations for improvement that arose out of the recently published evaluation survey on Support Hubs from the Department of Justice.

The survey report can be viewed on the Department of Justice website https://www.justice-ni.gov.uk/sites/default/files/publications/justice/evaluation-of-support-hubs-in-northern-ireland.pdf

PSNI Cancer Support Association

PSNI Cancer Support Association is for anyone who has been diagnosed with cancer and feels that it may be helpful to talk with someone in PSNI who has experience of cancer themselves. This service is delivered by fully trained Cancer Support Volunteers.

Neurodiversity

The *PSNI Autism Support Group* works in partnership with Autism NI to represent officers and staff, with autism or with caring responsibility for a person(s) on the autism spectrum.

The group is <u>proud</u> to support officers and staff living and engaging with ASD and seeks to positively influence the policing response to autism.

2 Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2021-22 (*or append the plan with progress/examples identified*).

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

3 Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2021-22 reporting period? *(tick one box only)*

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

Please provide any details and examples:

http://www.psni.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:

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

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):*

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

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

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

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

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

Section 2: Progress on Equality Scheme commitments <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 2021-22 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:

PSNI roles, both police and staff, are advertised and candidates tested against

National Occupational Standards and Personal Behaviours, which demonstrate

fostering a culture of courtesy, fairness, respect in addition to promoting equality

and the elimination of discrimination.

5   Were the Section 75 statutory duties integrated within performance plans during the 2021-22 reporting period? *(tick one box only)*

    ☒   Yes, organisation wide

☐ Yes, some departments/jobs

☐ No, this is not an Equality Scheme commitment

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

☐ Not applicable

Please provide any details and examples:

The College of Policing Competency and Values Framework (CVF) has been attuned to reflect Policing with the Community behaviours to ensure the CVF is contextually specific to PSNI. PSNI CVF is incorporated into Individual Performance Reviews (Personal Development Reviews).

6　In the 2021-22 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

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

☐ Yes, through organisation wide annual business planning

☐ Yes, in some departments/jobs

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

☐ No, the organisation's planning cycle does not coincide with this 2018-19 report

☐ Not applicable

Please provide any details and examples:

Please see links to Policing Plan and People Strategy:-
www.nipolicingboard.org.uk/policing-plan-2020-25-and-performance-plan-202223
https://www.psni.police.uk/about-us/our-strategies-and-vision

Equality action plans/measures

7　Within the 2021-22 reporting period, please indicate the **number** of:

Actions completed:		Actions ongoing:		Actions to commence:	

Please provide any details and examples (*in addition to question 2*):

As outlined in Question 2.

8   Please give details of changes or amendments made to the equality action plan/measures during the 2021-22 reporting period *(points not identified in an appended plan)*:

The PSNI carried out a 5-year review into their Equality Scheme in 2022. The review was ratified by People and Culture Board (PCB).

9   In reviewing progress on the equality action plan/action measures during the 2021-22 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

In development of policies and procedures, PSNI consult with both internal and external partners and stakeholders including specialisms. A database of consultees from the Community/Voluntary sector as well as statutory agencies is recorded within the PSNI Equality Scheme (Equality, Diversity and Good Relations Strategy 2017-2022).

11 Please provide any **details and examples of good practice** in consultation during the 2021-22 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:

Extensive consultation was carried out within the 37 Screenings carried out within this reporting period. Further detail can be obtained at:-

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

12 In the 2021-22 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 an integral 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 2021-22 reporting period? *(tick one box only)*

X☐ Yes ☐ No ☐ Not applicable

Please provide any details and examples:

Publication of Quarterly Equality Screening Outcome reports were placed on the PSNI external web pages. New and revised policies and practices are published and advertised on the internal web pages.

14 Was the consultation list reviewed during the 2021-22 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*):

37

16 Please provide the **number of assessments** that were consulted upon during 2021-22:

	Policy consultations conducted with **screening** assessment presented.
	Policy consultations conducted **with an equality impact assessment** (EQIA) presented.
2	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:

Two EQIAs were launched during this reporting period on the PSNI Physical Competence Assessment (PCA) and Spit and Bite Guards. Information on both

can be accessed via https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/section-75-screening-exercise/

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

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

Please provide any details and examples:

The use of Spit and Bite Guards screening was revised on a number of occasions following concerns raised by consultees.

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 2021-22 reporting period? *(tick one box only)*

☐ Yes   ☐ No   ☒ Not applicable

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 2021-22 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:

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 consultation and data collection/evaluation. This forms part of the development and review of policies in consultation with key stakeholders and Section 75 Manager.

22   Please provide any details or examples of where the monitoring of policies, during the 2021-22 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

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

PSNI continues to provide Workforce Composition data internally and externally. The PSNI collates a significant number of data sets for assessment, collation and planning purposes. This includes Section 75 data that assists in policy making and reviewing.

PSNI works in collaboration with key stakeholders 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 2021-22, and the extent to which they met the training objectives in the Equality Scheme.

Health and Social Care Trust (HSCT) - Aspire/Proteus/Acumen Programme –

This programme is in collaboration with HSCT and PSNI secure 6 places (2x2x2) on these leadership courses. Places are available for Chief Inspector to Chief Superintendent level and police staff equivalents. These courses are also attended by employees from Health, EA, NIAS, NIFRS. They are not academically accredited courses, rather they are a great collaborative opportunity in terms of

learning from others about common public sector leadership areas and for building professional networks. These courses provide key note speakers, one to one coaching and working together on a common project within a team which is later presented and reviewed to determine the transfer of learning.

First line leaders

In the last year work has been ongoing around the design of two courses for first line leaders in the organization. These courses are in the advanced stages of development with roll out anticipated for early 2023. One of the courses is based on the curriculum from the COP on leadership development while the other course focusses on management skills for first line supervisors.

Established leaders - COP Modular Course

This programme has ran successfully from 2019, has 2 modules and feedback has been very positive. 69 police officers and staff have completed this course with delegates commenting on the positive challenges of the course and the fact it was at the correct level. Engagement is ongoing with COP for future courses.

Team Effectiveness Insights

By using Insights Discovery to increase self-awareness, we help people perform at their highest level. This product promotes effective relationships at work, by improving communication, decreasing conflict, and therefore leaving more time to get the job done.15 Insights sessions have ran from August this year for different teams within PSNI. This is a highly sought after course which attracts very positive feedback.

Trainer Development Unit (TDU)

TDU are responsible for delivering the Ulster University accredited training to qualify both Police Staff and Police Officers, as Police Trainers in the organisation. Between April 2021 and March 2022, we had 38 colleagues achieve the Level 5

Advanced Certificate in Professional Teaching and 31 colleagues achieve the Level 5 Advanced Diploma in Professional Teaching. All 69 of these new Trainers have attended a lesson on "Managing and Supporting Neurodivergent Staff" focused on supporting those with Neurodivergent conditions in the learning environment. This lesson is taught in connection to the PSNI Neurodiversity Toolkit and explains the Individual Support Plan process. Trainers are then able to apply inclusive practice to their own specialised training areas.

Stalking

Updated stalking lesson being delivered to student officers. The feedback has been good, everyone has said it is an interesting lesson with lots of information to aid investigations. The online Learn package needs to be completed prior to the students undertaking the stalking lesson.Throughout the lesson there are a lot of references back to the Domestic Abuse lesson (in relation to Risk assessment/DASH and coercive control) so this is good for student officers in relation to a holistic approach to training.Topic lead for DV also attended a seminar on Non-Fatal Strangulation, and is updating the domestic abuse and stalking resources on Classis (additional resources for students).

Mental Health

Student officer programme has a dedicated lesson on mental health. This covers students' own mental health, five most common mental health illnesses and psychological wellbeing services. Mental Health Order and multi-agency approach explored. They also explore the impact on families.

Appropriate Language

January 2022 appropriate language training took place for Police College staff. This was delivered by Cara Friend.

25

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

26 Please list **any examples** of where monitoring during 2021-22, across all functions, has resulted in action and improvement in relation **to access to information and services**:

The PSNI has continued to develop the external website to facilitate improved accessibility to the public. Within Public areas the following reasonable adjustments have been ongoing across the PSNI Estate:-

- ➢ Approach routes - wayfinding signage, gradient, width, surface finish.
- ➢ Doors - Automated, altering size and a level threshold.
- ➢ Passenger lifts and platform lifts.
- ➢ Altering Reception enquiry office screens and counters heights.
- ➢ Provision of accessible toilets in public waiting areas.
- ➢ Seating in waiting areas for easy transfer from wheel chairs and walking frames etc.
- ➢ Aids for hearing impaired, loop hearing systems and vibrating pagers linked to fire alarms.
- ➢ Visibility of signage, size and contrast for people with visually impaired vision.
- ➢ Access to facilities - interview rooms and voluntary attendee rooms.
- ➢ Universal toilets.
- ➢ Protective Covid 19 solutions for detainees, staff and visitors.

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2021-2022?

Insert number here:

1

Please provide any details of each complaint raised and outcome:

During this reporting cycle the Committee on the Administration of Justice (CAJ) lodged a complaint under chapter 18 of the Equality Scheme that the PSNI had potentially breached its equality scheme in failing to provide an equality screening on the PSNI policy decision to adopt and follow NPCC guidance on information sharing between the police and the home office as committed to in chapter 9 of the approved Equality Scheme. A response was provided to the CAJ, however, the matter has been escalated to the Equality Commission for Northern Ireland for investigation.

Section 3: Looking Forward

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

The PSNI has completed the 5-year review of the Equality, Diversity and Good Relations Strategy 2017-2022

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)*

PSNI's governance provides the framework for the mechanism for the review of progress against the action plan and will highlight any particular emerging issues which fall under the scheme and need to be focused on. The organisation is also considering carrying out an Audit of Inequalities to identify systemic equality issues.

The College continues to design and develop courses which actively support equality of opportunity and disability.

The three online modules outlined below are currently at the QA stage and anticipated to go live by the end of December. -

Module 1

Psychological Wellbeing in the Workplace

In this module, individuals will gain a better understanding of how the brain works and what makes us vulnerable to psychological distress. It will review some of the unique challenges in policing and help us to destigmatise psychological distress and improve perceptions around mental ill health within the police. By acknowledging the Prevalence of Work Related Trauma and the policing mindset, individuals can become more self-aware, and be able to identify the warning signs of mental health decline and engage with Initial Psychological Resilience Skills.

Module 2

Trauma Informed Practice

As police officers or staff we may regularly come into contact with incidents, events or material that are extremely stressful or traumatic in nature. These have the potential to injure our brains by eroding the positive beliefs we hold about ourselves, the world and others around us, leaving us vulnerable to difficult memories that are traumatic, vivid and distressing in nature. Direct, indirect or cumulative exposure to 'Trauma Hazards' can also lead to chronic patterns of hyper arousal and alertness or to other symptoms associated with post-traumatic stress. These processes are not helped by the range of additional life stressors we are likely to experience and can lead to greater occupational stress, compassion fatigue, burn out and/or significant mental ill health. It is therefore important to manage what traumatic events or material we are exposing ourselves to. If we cannot minimise exposure to certain types of traumatic events due to our role, this module is designed to help us to understand and manage our reactions better.

Module 3

Psychological Resilience Skills

Psychological Resilience Skills in the Police (Probationer Training 2hrs). The module will review the unique impact of a hyperactive or aroused threat system and how this can be triggered by a wide range of personal and occupational stressors. The module

will then promote the importance of mindfulness as a protective tool to help monitor ones physiological reactions in work and how to use compassionate mindfulness at five points in the day so as to prompt self-regulation and better recovery. The module will contain a number of videos modelling particular forms of therapeutic skills that can be used on shift to support ones psychological wellbeing.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2019-20) 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):

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

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

7	1	0
Fully achieved	Partially achieved	Not achieved

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2. Please outline below details on <u>all</u> **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]	Disability Confident Scheme – Level 1, working to Level 2	• Challenging attitudes towards disability • Increasing understanding of disability • Removing barriers to disabled people and those with long-term health conditions	The composition of PSNI will be a more diverse spread of individuals to contribute to overall policing.

		• Ensuring that disabled people have the opportunities to fulfil their potential and realise their aspirations	
Regional[iv]	Improve accessibility to buildings, systems services. Identifying new and unique ways to support different disabilities.	IT systems to support Dyslexia and other literacy restrictions such as audio feedback of website content. In March 2022 PSNI introduced Read&Write software on to all common terminals and laptops	PSNI has introduced features on the PSNI website (see xx above) and have been examining a web accessibility solution, which allows website visitors to customise the site the way they need it to work for them. The software includes text to speech functionality, dyslexia software, an interactive dictionary, a translation tool with over 100 languages and many other features. PSNI has collated a number of initiatives, which they have already undertaken to 'improve

			accessibility to buildings, systems and services' as opposed to those planned in the future. These include bespoke Mouse, Keyboard, Keypad and Screen Filters.
			Since the Disability Discrimination Act 1995 and 2005, Estate Services has continued to address access and facilities for members of the public visiting PSNI Stations.
			Within Public areas the following adjustments have been ongoing across the PSNI Estate • Approach routes- wayfinding signage, gradient, width, surface finish.

			- Doors -Automated altering size and level threshold - Passenger lifts and platform lifts. - Altering Reception enquiry office screens and counters heights. - Provision of accessible toilets in public waiting areas. - Seating in waiting areas for easy transfer from wheel chairs and walking frames etc. - Aids for hearing impaired, Loop hearing systems and vibrating pagers linked to fire alarms. - Visibility of signage, size and contrast for people with sight impairment.

			• Access to facilities- interview rooms. • Universal toilets. In relation to staff: • In response to Covid and in order to be inclusive and keep people safe freestanding hand sanitiser stations were made available, which were considered wheel chair friendly. • Reasonable adaptations are made for members of staff where required and following recommendations from OH&W. • Personal Emergency Evacuation Plans for staff

			as required e.g. assisted access and means of escape, vibrating pagers linked to fire alarm etc. • Designated Parking spaces. • Platform lifts. • Universal toilets. All new builds and extensions are in accordance with Building Regulations (NI) 2012 Technical Booklet R, access to and use of buildings. Estates also liaise with other stakeholders i.e. Disability Action and Ulster University. In addition : Estates is currently reviewing restroom facilities across the Estate in order to provide single occupant gender neutral restrooms and changing

			facilities in addition to gender segregated restrooms and changing facilities. Due to the age, design and construction of some of our buildings, there is no single solution that will work for every location. However, we recognise that we need to find solutions that are safe, convenient and respect all employees. We have worked alongside a diverse range of consultees including transgender staff to devise a practical and dignified solution to restroom access.

Local[v]	Establishment of a Disability Support Network	The establishment of the Network was submitted and approved by People & Culture Board in April 2021	This network represents the views of Police Officers and Police Staff who are affected by disability, personally or by caring for a loved one. This is a significant step in raising awareness of issues surrounding all kinds of disability within PSNI and ensuring that any colleagues who have a disability have the opportunity to have their views and experiences heard and if appropriate receive organisational support, advice or adjustment.

	Development of PSNI EDI pages was launched in April 2021	The focus is on educating our officers and staff on the importance and benefits of being a more diverse and inclusive workforce.	These pages will be regularly updated and will provide access to a range of useful resources including an events calendar, specific guides, factsheets and relevant policies. It signposts people to relevant anti-discrimination law, the protected characteristics, Section 75 of the Northern Ireland Act 1998 and much more.

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

	Training Action Measures	Outputs	Outcome / Impact
1	The PSNI has mainstreamed the delivery of Neurodiversity training	Neurodiversity is an umbrella term for a number of conditions such as ADHD, autism, dyscalculia, dysgraphia, dyslexia, dyspraxia and	Neurodiversity training is currently being delivered and two documents; 'Guidance for Neurodivergent Staff' and 'Toolkit for Managing and Supporting Neurodivergent

		Tourette Syndrome. To ensure that there is a positive and supportive approach provided to all neurodivergent staff within PSNI and to our external neurodivergent communities a structured approach to training has been implemented, with further development work around training ongoing. All Student Officers , Probationary Support Officers and Custody staff undertake training in "Introduction to Neurodiversity" with Custody staff also completing training in "Autism and Police Custody"	Staff' have been developed and are available on Point Police Intranet. Information in relation to awareness cards as well as National Autistic Society Documents; 'Autism: a guide for police officers and staff' and 'Autism: a guide for criminal justice professionals' have been forwarded to all officers and staff and are also retained on Point. Student Officers with neurodivergent conditions are offered support though Individual Support Plans – in the 2021/22 Financial Year 37 Student Officers received these plans while in Foundation Training.

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	The PSNI has introduced accessibility features to their external website	Police Service of Northern Ireland published an Accessibility Statement Applicable to Police Service Northern Ireland website at URL: https://www.psni.police.uk/ This website is run by Police Service Northern Ireland.It is designed so that as many people as possible are in a position to use the website. For example, that means you should be able to: Change colours, contrast levels and fonts Zoom in up to 400% without the text spilling off the screen	The PSNI website is now more accessible to wider disability communities.

		Navigate most of the website using just a keyboard	
		Navigate most of the website using speech recognition software Listen	
		Listen to most of the website using a screen reader (including the most recent versions of JAWS, NVDA and VoiceOver)	
		Read most of the website on devices without a screen, like a braille computer	
		There are many options to customise the web browser and device to help navigate this and other websites more easily. PSNI signposts to, AbilityNet which has helpful advice on how to make devices easier to use.	
2			

| | PSNI introduce increased accessibility services | PSNI provide a text relay service for people who are deaf, hearing impaired or have a speech impediment. Callers who are deaf or speech impaired can contact PSNI using Relay UK. Relay UK helps people with hearing or speech difficulties communicate with anyone over the phone. PSNI signposts to Relay UK at www.ngts.org.uk | |
| | | PSNI enquiry offices have audio induction loops, or if you contact us before your visit, we can arrange a British Sign Language (BSL) interpreter. | |

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	In May 2021 PSNI launched two toolkits 'Guidance for Neurodivergent Staff' and 'Toolkit for Managing and Supporting Neurodivergent Staff'	• to build awareness and understanding of neurodiversity within our organisation	To revise and enhance the processes to support neurodivergent officers and staff. .

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			

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

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

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

	Action Measures not met	Reasons
2	Managing Staff with Disabilities Policy	Unfortunately, this policy was not finalised within the reporting period. Work is ongoing to achieve completion within the 22/23 reporting period.

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

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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 select

No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
.4			
5			

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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?

N/A

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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.