



Police Service
of Northern Ireland

PSNI Statutory Equality and Good Relations Duties Annual Progress Report 2022-23

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Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2022-23

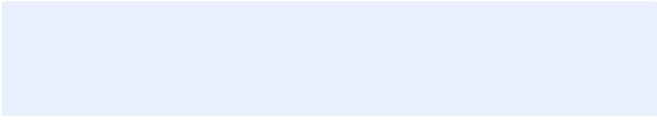
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Documents published relating to our Equality Scheme can be found at

<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 2022 and March 2023.

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 2022-23, 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 2022–23 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.
- Our Stronger Together Forum continues as a key mechanism to help strengthen our commitments to this ambition. Building on the idea that we are ‘stronger together’ we want to enable all our Support¹ 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. The ethos is one of mutual support, inclusion, working together to share learning and recognising diverse perspectives to generate ideas and innovative approaches for the benefit of organisational development and policing delivery.
- A cultural audit has also been commissioned within this reporting period with a review of standards and misconduct and our People Strategy is also being embedded

¹ The term ‘support associations’ refers to both minority support associations and diversity support associations

across the organisation. The cultural audit survey closes in April 2023 and is designed to help understand the experience of what it is like to work in the PSNI today. The outcomes will be reported in the 2022/23 Annual Progress Report.

PSNI External Recruitment

Student Officer Recruitment

Due to budgetary constraints, External Recruitment have not been in a position to plan a further Student Officer recruitment campaign during 2022/23. Despite this, we have sought to build on the success of our engagement efforts during the 2021 Student Officer Campaign by continuing to develop our outreach plan, with a particular focus on schools and further education colleges, and generating a diverse pipeline of potential candidates for the future.

During the reporting period, we attended a significant number of careers events held by local schools throughout Northern Ireland, in addition to larger careers conventions including the Northern Ireland School Summit in Lisburn, and the Causeway Business Education Partnership careers fair in the Ulster University, Coleraine. Working with District colleagues and our minority support networks, we have continued to support the organisation's Work Experience Programme, and partnered with individual schools, including Breda Academy and Bangor Academy, to deliver their interview skills training days and mentorship programmes.

We have continued to maintain the valuable relationships we have developed with a number of organisations including the GAA, IFA, Mela and Pride; placing our creative advertisements in various match programmes and publications, and supporting local events.

Police Staff Recruitment

Throughout the reporting period, we increased the visibility of our Police Staff recruitment opportunities by advertising on our joint JoinPSNI website which mirrors the Police Officer recruitment. We continue to use engaging language and diverse role models in promoting the range of police staff positions. The diversity of skills recruited for in the reporting period have ranged from entry to directorate level. These roles have included Crime Scene Surveyor, HR Strategic Partner and Director of Training, Learning and

Organisational Development as well as various finance positions and business roles. There has also been opportunities to offer local employment to the North West Area through running bespoke competitions for Custody Detention Officers and Call Handlers.

We are recruiting for:
CALL HANDLERS

Ref: HRC405/23
Applications Close: 3pm on Monday 27th February 2023

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We're recruiting for:
CRIME SCENE SURVEYOR (MAPPING SPECIALIST)

Ref: HRCSS29/22
Applications Close: 3pm on Friday 23rd September 2022

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We are recruiting for:
HUMAN RESOURCES STRATEGIC LEAD

Ref: HRHRS107/23
Applications Close: 3pm on Monday 6th March 2023

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.

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We are recruiting for:
SUPPORT GRADE BAND 1

Ref: SGR2022
Applications Close: 3pm on Monday 09th November 2022

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.

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We are recruiting for:
DIRECTOR OF TRAINING, LEARNING AND ORGANISATIONAL DEVELOPMENT

Ref: HRDTLO08/23
Applications Close: 5pm on Monday 3rd April 2023

Clarendon Executive
Fridgingiders

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.

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We are recruiting for:
BUSINESS TRANSFORMATION OFFICER

Ref: HRBTO36/22
Applications Close: 3pm on Friday 21st October 2022

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The Police Service of Northern Ireland's priorities are set out in the Policing Plan 2020-2025 and are agreed by the Policing Board, following extensive engagement with communities across Northern Ireland. The Northern Ireland Policing Plan 2020-2025 outlines three outcomes that we want policing to deliver for the people of Northern

Ireland. Through the assessment of demand and prioritisation of our response, we will seek to prioritise our service delivery to provide these three outcomes, i.e. a Safe Community, Confidence in Policing and Engaged & Supportive Communities. These are categorised as follows:-

Safe Community

- Serious and organised crime
- Violence against Women and Girls
- Prevention First (Crime Prevention Strategy)

Confidence in Policing

- Policing with Communities
- Community Safety (Partnerships)
- Professionalism in our conduct and behaviours

Engaged and Supportive Communities

- Hallmarks of Neighbourhood Policing
- Partnerships and Collaboration
- Problem Solving (SARA Model)

Examples of PSNI corporate and local initiatives to engage Young People and Older people and uphold the priorities in the Policing Plan 2020-2025 within this reporting cycle include:-

Confidence in Policing

Confidence must be built and legitimacy demonstrated, not only through a representative workforce but also within the skills, behaviours, knowledge and leadership of those who work in policing (NI Policing Plan 2020-2025). Examples of actions taken to ensure up to date knowledge of officers in this area include:-

- June 2022 – Communication circulated to PSNI Officers and Staff to highlight Hourglass NI and the support they can offer victims. Hourglass NI are the voice of older people at risk of, or experiencing, abuse, neglect, harm and exploitation. 2.7 million older people are abused in the UK every year. With almost 30 years' experience, Hourglass provide advice to any older person, individual or professional concerned about an older person for issues including existing or potential financial, physical, sexual, and psychological abuse and neglect, as well as useful advice for keeping older people at risk safer. They offer a free-to-use and anonymous Helpline

service available Monday to Friday, 9am to 5pm across phone, instant messenger and text.

- January 2023 – Organisational communication was circulated to highlight the Information Sharing Agreement (ISA) between PSNI and the Health and Social Care Trusts Children’s Services Directorates, to facilitate the sharing of information in relation to children, young people and their families in order to safeguard children. This was uploaded to the PSNI internal Intranet. While primarily the exchange of information will be between Public Protection Branch/CRU and Social Services, guidance is also available for disclosures in respect of emergency child placements.

Engaged and Supportive Communities

This outcome is about building the relationship between police and the community.

- In April 2022 - South Belfast Neighbourhood Policing Team (NPT) hosted a unique event at Newforge focused on local Year 13 and 14 pupils who have a genuine interest in pursuing a career in policing. The event lasted three days, and included 65 students attending from eight diverse schools across the area.
- July 2022 - Young sportswomen took part in the unique cross-community programme aimed at building skills on the sports field and building relationships in the community. ‘Stick with Diversity’, a PEACE IV programme saw athletes from Banbridge High School and St Patrick’s College in Banbridge learn playing skills, build mutual respect for both the sports and each other, and build relationships in a safe space.
- July 2022 - Youth on Water’ was developed to help build relationships between young people in the border county of Fermanagh and local police. This involved a five-week programme led by a local outdoor adventure company with young people aged 14-17 years enjoying canoe, kayak and stand up paddle boarding experiences. NPT officers encompassed water safety, ‘Leave No Trace’, personal responsibility and alcohol and substance awareness into the programme.
- July 2022 - Police officers from Torrent Neighbourhood Policing Team worked with schools in the area to deliver road safety lessons in relation to parking and traffic issues in Donaghmore.
- In early November, Derg Neighbourhood Policing Team (NPT) officers welcomed a group of younger people from Newtownstewart Community Forum to Strabane Police Station to learn more about policing in their community.

- As part of ongoing work in the community, officers from Derry City and Strabane's Foyle side and Moor Neighbourhood Policing Team 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.
- October 2022 - Waterside Neighbourhood Policing Team took part in a 'falls prevention' health event organised by the Western Health and Social Care Trust, together with primary care multidisciplinary teams and ran as part of Falls Prevention Week.
- In July 2022, an eight-week sports development programme, concentrating on tennis, was part of the current policing programme by the Police Service of Northern Ireland's Banbridge Neighbourhood Team to tackle anti-social behaviour in Dromore. This project was supported by the Armagh, Banbridge and Craigavon Policing and Community Safety Partnership (PCSP) in conjunction with Dromore High School and facilitated by the PSNI Tennis Club.
- January 2023 - Since 2018, the organisation has been working to build a partnership between the Police Service of Northern Ireland (PSNI), local charity The Turnaround Project and Big Loop Bikes. The PSNI is now an official partner of this project along with the Northern Ireland Prison Service (NIPS), Probation Board for Northern Ireland, and Queens University. Working in collaboration with The Turnaround Project, Big Loop allows students to engage with their business to refurbish and sell pre-owned bikes. The aim of this collaboration is to help divert students from re-offending by providing real-work opportunities and experience in supportive work environments during a crucial period of transition in their lives. At the beginning of November young people in Dromore had the opportunity to learn cycle maintenance skills by helping to refurbish second hand bikes for charity, run by Banbridge Neighbourhood Policing Team to tackle anti-social behaviour in the area.

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

Confidence in Policing

Confidence must be built and legitimacy demonstrated, not only through a representative workforce but also within the skills, behaviours, knowledge and leadership of those who

work in policing (NI Policing Plan 2020-2025). Examples of actions taken to ensure up to date knowledge of officers in this area include:-

- August 2022 - The Chief Constable hosted a bitesize briefing for senior and local leaders regarding the PSNI Violence Against Women and Girls Action Plan. In Northern Ireland over the last five years, 28 women and girls were murdered by men. Many others faced other forms of male violence, abuse and intimidation both within their own homes and the wider community and our statistics show that PSNI receive a call of domestic abuse once every 16 minutes. The PSNI Action Plan is set out to be delivered over 7 years and sets out, for the first time in Northern Ireland, a clear roadmap for how the police service will play its part to tackle this societal issue. It follows the National Police Chief's Council's national strategy on how police can support women and girls who are victims of violence and harassment focusing on the three pillars below:

1. Building trust and confidence in policing.
2. Relentless perpetrator pursuit and supporting victims.
3. Creating safer spaces for women and girls.

- May 2022 – Communication issued in regard to the new legislation “The Protection from Stalking Act (NI) 2022” which went live having received Royal Assent at the end of April 2022. Stalking is a sinister crime that can take over and destroy lives. Whilst previously we have not seen a definition of stalking we have been working on the premise that the following covers the behaviours present:

“A pattern of fixated and obsessive behaviour which is repeated, persistent, intrusive and causes fear of violence or alarm or distress in the victim.”

Stalking can include a range of behaviours which may already be covered under existing legislation, for example the Communications Act 2003. New training has been prepared to introduce to officers and staff how to recognise and respond to these crimes and how to support victims that take the brave step in coming forward. We have also produced an animation which will give investigators and supervisors guidance in respect of the differences between Stalking and Harassment. Information sessions and further support materials have been produced.

- January 2023 - PSNI delivered a Lunch and Learn Event “Let’s take a pause……to talk about the Menopause”. Managing the effects of the menopause at work is important for both employers and their staff. For those experiencing symptoms it can be a difficult and stressful time. Everyone will experience the menopause differently

and for some, symptoms can be quite severe and can affect people both physically and mentally.

Safe Community

This outcome is about tackling crime to make communities safer and ensure people feel safe.

- On 27 September 2022, PSNI formally launched the first Tackling Violence against Women and Girls Action Plan externally outlining how we will work hard to ensure that women and girls can live their life free from fear and harassment. As part of a new initiative, victims of domestic abuse in the Derry City and Strabane District deemed as being high risk can get CCTV cameras for their homes to help them feel safer.
- November saw the launch of the PSNI 'Ask for Angela' training package, in partnership with Hospitality Ulster. Throughout December this initiative was rolled out publicly as local businesses including bars, pubs, hotels, restaurants and security staff across Northern Ireland were given access to the 'Ask for Angela' training. This training aims to help people who feel unsafe, threatened or vulnerable on their night out.
- April 2022 - BikeSafe is a national, police-led, motorcycle road safety scheme aimed at working with riders in a relaxed environment to raise awareness of the importance and value of progressing on to accredited post-test training. We all know that motorcyclists represent a disproportionate amount of road users killed and seriously injured and it is clear that further training greatly reduces a riders risk of being involved in a collision. One of these sessions is aimed exclusively at female officers and staff and has 3 female Advanced Police motorcyclists in attendance on the day to provide advice and feedback.
- February 2023 -Inspire Awards 2023 in association with the Women in Policing Association (NI). The theme for International Women's Day in March 2023 was "embrace equity", so officers and staff were asked to consider nominating female colleagues who have inspired them or who work to promote equity within the Service. The Women in Policing Association (NI) held an awards ceremony on International Women's Day where 13 women were recognised.
- November 2023 - Every year for the month of November, PSNI engages in the Movember campaign to highlight the importance of men's health. Research

indicates that men are dying 5 years earlier than women and for largely preventable reasons. In addition, studies show that men are less likely to visit their GP or healthcare provider than women. From mental health and suicide prevention to prostate and testicular cancer, encouragement is given to men to seek help if they need it.

Given the requirements of Section 48 (part 2) of the Police (NI) Act 2000, PSNI pays particular attention to the numbers of women working within PSNI as officers and staff. Where women are underrepresented we will adopt specific actions to address this.

- Within the Tactical Training Faculty work has been ongoing to address the Gender imbalance and one new female National firearms Instructor was successful on the last course and appointed to the role of Constable Firearms Trainer, Tactical Training, Enniskillen with effect from 12 December 2022. On the last HMSU initial training course, two female officers attended and completed the course as observers (having been unsuccessful in the selection process). This was an unprecedented venture and provided insight into potential barriers for future courses. Invitations have also been issued to Women in Policing Association (NI) to observe HMSU courses and engage with our staff and students.
- Twenty-two officers and staff were nominated for the 2022 British Association of Women in Policing (BAWP) Awards, with two people shortlisted for the final awards. In a letter to the Chief Constable, Nikki Butt Vice President for BAWP said; "We received an unprecedented number of nominations once again and the standard was exceptionally high. To be nominated shows how highly regarded the nominee is considered within your organisation and the Awards Committee have been truly humbled assessing such worthy nominations." Those nominated attended an event at Garnerville to have their achievements formally recognised.
- The Women in Leadership Programme 2022-23 launched. The CEF Women In Leadership Programme offers aspiring/senior female leaders working in NI's public sector a unique opportunity to further develop their leadership capabilities and career opportunities. Now in its 19th year, this re-designed programme offers a uniquely challenging and engaging experience, enabling participants to get high impact results with and through the people they lead, and the organisations they serve.

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:-

Engaged and Supportive Communities

This outcome is about building the relationship between police and the community.

- PSNI is currently developing a Race Action Plan. Following a decline in levels of racist incidents and crimes between 2009/10 and 2011/12 increases were seen each year between 2011/12 and 2014/15. The number of racist crimes recorded in 2021/22 is the highest since the start of the data series. The Police Service of Northern Ireland's aim is to increase trust and confidence and be representative of the communities we keep safe. As Northern Ireland is becoming increasingly diverse we are committed to implementing a Race Action Plan, that is fair and equitable to every community we serve. We will do this by underpinning our core policing values of Public Service, Transparency, Impartiality and Integrity.
- On Tuesday 6th September 2022, the Chief Constable met with a number of Northern Ireland's faith and community leaders. This meeting was part of the series of 'Breakfast Briefings' where the Chief Constable meets different groups to proactively explore the policing issues which are important to them.
- Sunday 26th June 2022 saw the fourth successful KickOff@3 tournament held at Newforge Sports Complex, organised by the Irish Football Association (IFA) and PSNI's Ethnic Minority Police Association (EMPA). KickOff@3 is an initiative with the aim to see less youth violence and hate crime, and an increase in mental health awareness, physical fitness, and inclusion in sport across the UK.
- On Thursday 26th May 2022, a number of armed response officers from Grosvenor Road attended an awareness package on Muslim faith and culture which was delivered by the National Association of Muslim Police (NAMP) and the Ethnic Minority Police Association (EMPA). Topics covered included a history of Islam, which dispelled some myths around the religion, as well as practical measures officers can take to minimise the impact on members of the Muslim community who they come into contact with in the course of their work.

Examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations for the LGBT community includes:-

Engaged and Supportive Communities

This outcome is about building the relationship between police and the LGBTQ+ community, as well our valued relationship with our LGBT+ Network.

- July 2022 - The UK and Ireland LGBT+ Police Conference was hosted by PSNI in the Europa Hotel, Belfast. The conference brought together Police Officers and Staff across the UK and Ireland to explore best practice and sharing of ideas around themes connected to issues affecting the LGBT+ community and to empower and inspire delegates to continue the work they are doing and take learning back to their own services and workplaces. The discussion theme is “Empowering Partnerships” and keynote speakers included Bafta winner Gamal ‘G’ Turawa, Cherron Inko-Tariah MBE, author of ‘The Power of Staff Networks’ and Dr Sophie Cook. There were also workshops on creating psychological safety in the work place, sex liaison workers and the hate crime model in Merseyside Police and also on our own LGBT+ advocacy service. PSNI also hosted a Pride Gala on the evening of the conference.
- March 2023 – PSNI launched Brand guidelines to help anyone who wants to add pronouns to their email signature. Pronouns are used most often when referring to someone without using their name (for instance ‘them’, ‘she’, ‘him’). Pronouns are important as they are a small way to acknowledge and respect someone’s identity. By adding pronouns to your email signature, you show the person receiving your email which pronouns they should use when they refer to you.
- Saturday 23rd April 2022 - Charity dog walk held by PSNI LGBT+ Network. Open invitation to all, including friends, family and allies. All proceeds went to SAIL NI who provide local support to transgender and gender variant people and their families.

The PSNI Disability Plan, in line with Section 49A of the Disability Discrimination Act 1995 is outlined at Page 24. In addition, 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:-

Key Internal Actions-

- The PSNI National Police Autism Association (NPAA) Coordinators supported Neurodiversity Celebration Week in March 2023 by including an article on the PSNI intranet page, which provided links to 24 live virtual events across the week and by sending out informative emails each day to the whole organisation. The aim was to improve awareness and understanding within PSNI of the main seven conditions that sit under the neurodiversity umbrella.
- April 2022 - Autism Awareness Month. Various articles were published on POINT News focusing on promoting understanding of autism in our workplace. These included:-
 - Research and training to support people with autism
 - Working with autistic detainees in custody

Autism Awareness Month has been an important opportunity to increase understanding of autism and the different challenges that autistic people may face. It is vital that policing is both accessible and responsive to autism – both in how we work with people in local communities and also in our day to day working environment. The Police Autism Support Group represents over 200 officers and staff right across the Police Service.

- May 2022 - Motor Neurone Disease (MND) - C3 HQ Intelligence Hub (HQIH) supported a team colleague whose sibling was diagnosed and rapidly seriously affected by Motor Neurone Disease (MND). MND is a degenerative disease, leading to muscle weakening, stiffening and ultimately wastage over time. MND therefore impacts a person's entirety, their ability to walk, talk, eat, drink, and breathe. Two teams of five from C3 HQIH took part in the Belfast Marathon relay on Sunday 1st May 2022, with the full support of MNDA NI.
- May 2022 - The OHW Mental Health Service working in partnership with the National Library of Policing. They have utilised funding from the Movember® First Responders Mental Health Grant Programme to purchase a wide range of psychoeducational and biblio-therapeutic resources to support the mental health of police officers and police staff whilst promoting the sharing of mental health resources across all UK police forces on one platform. A total of 46 e-books and audio books have been selected by the PSNI OHW Mental Health Service are now freely available via the National Library of Policing. These books focus on police wellbeing, self-care, psychological resilience and the treatment of a wide range of mental health conditions that some within the police force can face. These biblio-therapeutic resources are psycho-educational and provide a wide range of self-help strategies and therapeutic

resources that can be used to support holistic health in the line of duty. Other resources are designed to help police families more readily understand the pressures of the policing working environment and what they can do to help.

- May 2022 - Mental health awareness week - a dedicated week-long series of articles and videos sharing personal stories and useful information to help individuals look after their mental health. Our social media accounts also highlighted the theme for Mental Health Awareness Week this year which was 'loneliness'. Throughout Mental Health Awareness Week on POINT, individuals provided their stories e.g. being on the brink of suicide before being diagnosed with PTSD. Research often shows that police officers and staff tend to have poorer mental wellbeing than the general population and that asking for help can often be more difficult. PSNI also has Wellbeing Volunteers and the Post Incident Peer Support Team available to offer support to officers and staff. To coincide with this week the final version of the Wellbeing and Trauma Resilience Plan (WTRP) was launched. The plan was written and designed by both police officers and staff. It contains important self-reflective questions, healthy coping strategies, signposts to resources and a brief introduction into some of the traps that many can fall into given the nature of their work. It has taken nearly two years to create, develop and deliver and has gone through many changes. This bespoke plan is a world first, no other Police service has this, and it has been developed to help with mental health journey through career.
- The 5th of June 2022 marked National Cancer Survivors Day. This is an annual awareness day aiming to recognise those who have survived cancer and continue to be an inspiration and provide hope to those diagnosed. To highlight the benefits of connecting with others who have experienced cancer, the PSNI Cancer Support Association launched its first Walk and Talk Event. This enabled officers and staff to meet with others in an outdoor and informal setting to chat, to laugh and to generally get to know each other, share experiences and provide hope and encouragement.
- In March 2022, Read&Write, a text-to-speech accessibility programme, became available to all officers and staff via Windows 10 common terminals and VDI on remote laptops.

Key External Actions to improve service delivery and increase Confidence in Policing include:

- Work began in January 2023 between Northern Trust/Mid & East Antrim Council and Mid & East Antrim Policing District to create an autism awareness-training package for officers and staff carrying out public facing roles. These training sessions have

now been arranged and will be delivered during 2023 by Northern Trust/Mid & East Antrim Council.

- In March 2023 members of the PSNI Autism Support Group and the Lead NPAA Coordinator for PSNI attended a launch event hosted by 'All About Us – ASD Teens' in partnership with Antrim Neighbourhood Policing Team (NPT). 'All About Us – ASD Teens' is an Antrim based community group which supports young people with autism and associated conditions as well as their siblings and families. Antrim NPT was initially approached last year by the group who asked if they could assist them with presenting an information training package to first responders and this training will be delivered to officers and staff in public facing roles within Antrim and Newtownabbey Policing District during 2023.
- September 2022 – The Herbert Protocol, launched by PSNI in partnership with Dementia NI, the Health and Social Care Trust and local Policing and Community Safety Partnerships (PCSPs), enables officers to work quicker to find those with dementia who go missing. Currently over 20,000 across Northern Ireland have a diagnosis of Dementia which is expected to double by the year 2040. When a person living with dementia goes missing, it can be very traumatic not only for that missing person, but also for their loved ones, and they are often unable to provide answers to the questions asked by police.
- During this reporting period, PSNI began work with NOW Group, a social enterprise and registered charity which provides a range of services that support people with learning difficulties and autism to realise their full potential and change their lives for the better. This work is in an effort to help explain the role of the police in the community. Linen Quarter Officers are aiming to hold some activity days to develop confidence and social skills and at the same time build relationships with police.
- July 2022 - The mobile Virtual Dementia Tour came to Police College, Garnerville, for a week in May to give officers and staff an experience of what it feels like to live with mid-stage dementia.

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:-

Internal and External Actions to build Confidence in Policing and promote Engaged Communities include:-

- In this reporting period, PSNI has developed a new strategic resource entitled ‘Let’s Talk’ briefings. The purpose of these documents is to provide Police Officers and Police Staff with key messages, which can be proactively used in discussion with stakeholders and partners to explain the Service position on issues of potential public interest. The development of these briefings is commissioned by the Strategic Community Engagement Group (SCEG) and uploaded to the internal PSNI intranet. Examples include – Hate Expression: Online and Symbols’ “Bonfires” and “Flags” and further briefs are published as they are tasked and developed.
- May 2022 - Probation Board for Northern Ireland presented an online seminar “Tackling Domestic Abuse: The Experience in Northern Ireland and Lessons from the Pandemic” which took place on Thursday 12th May 2022 as part of the HMPPS INSIGHTS22 festival. The event was recorded and had a number of presentations from Probation, Women’s Aid, Police Service of Northern Ireland and the Domestic Homicide Review.
- June 2022 – PSNI launched an event from the Four nations NPCC Public Health Approaches in Policing virtual webinar series entitled -
 - “What is the role of Trauma Informed practice in policing, community engagement and place-based delivery?”

The webinars took place on 21st and 22nd June 2022. The event showcased speakers across England, Wales, Scotland and Northern Ireland sharing their experiences of implementing trauma informed practices within Policing and the Criminal Justice system. The event covered a range of subjects including:

- Trauma Informed Policing
- Lived experience of Trauma
- Trauma Informed practitioners supporting policing teams
- Trauma Informed Custody practice
- Working with faith communities to deliver Trauma Informed practice
- Trauma and Shame
- August 2022 - The PSNI has developed the ability to record a “Remote Digital Statement” allowing the recording of a statement from a witness where it is not possible to meet with them in person. This has proven useful during times of COVID, or where the witness is in another country. This might be done over the phone or through video calling.
- August 2022 - As a police officer or staff member it is likely that they will face a wide range of work related stressors throughout their career. In addition to being asked to work shifts, long hours and to take on physically demanding roles, the job role may

frequently require exposure to a vast degree of human suffering and traumatic incidents, material or insights. A study by Sherwood (2021) suggests that in Northern Ireland as many as:

- 34% of police employees may be suffering symptoms consistent with a diagnosable anxiety disorder
- 36% may be on or above the clinical cut off for a diagnosis of depression
- 22% may have symptoms consistent with a diagnosis of Post-Traumatic Stress Disorder (PTSD)

The PSNI Wellbeing Trauma Resilience Action Plan has been designed in the context of how the role could affect mental wellbeing over the course of a career. It demonstrates ways of working that could protect mental wellbeing whilst highlighting some of the key traps that individuals can often fall into within a policing role. The Wellbeing & Trauma Resilience Plan can be completed gradually, used when required or reflected upon at different points in a career.

- December 2022 – The PSNI launched a new Equality, Diversity and Inclusion (EDI) Training Module. As set out in the People Strategy, the PSNI ambition is to create an inclusive culture where people are valued, have a sense of belonging and can thrive. Equality, Diversity and Inclusion (EDI) are fundamental to achieving this ambition. The EDI team in HR collaborated with an external provider to design an interactive eLearning course. Sections include:
 - What is equality, diversity and inclusion?
 - Legislative requirements under Section 75
 - Types of discrimination and real life examples

To date 4400 people have complete these and feedback includes - Comments include:

I found it to be very powerful, great videos in it and it will really make people think. Great job!

I'm really glad to see a training package put together in respect of EDI. I like that it puts the onus on everyone, as we all have a responsibility here

One of the best courses I have undertaken in the police. Interesting, challenging and thought provoking

- January 2023 - To highlight 'Victims of Crime Day', which took place on 22nd February, PSNI promoted an on line, conference hosted by Victim Support NI entitled – What Next for Victim Rights? Experts in the field of victim rights and victims themselves explored emerging issues such as victim right to participation in the

justice system, the right to a trauma-informed system, how victim privacy rights interact with the defendant's right to a fair trial, and the right to redress when victims and their rights are failed.

- On a monthly basis, Wellbeing Focus update is published on the OHW Wellbeing Hub. Examples include the September 2022 update in which The Wellbeing Focus was Mental Health to coincide with World Suicide Prevention Day. The update creates awareness of good mental health and signposts to additional support such as Myths & Facts about Mental Illness and 5 Steps to Mental Wellbeing. The update highlighted extra support in maintaining mental health and building resilience via self-referral services available from the PSNI Peer Support Team. These teams are available to help deal with the challenges and stresses related to work. The Peer Support Team has been established to keep officers and staff psychologically robust and to ensure that they feel supported after facing challenging and difficult situations in the workplace. In addition, the PSNI Wellbeing Volunteers (a group of officers and staff who have been trained in peer support, mental health, therapeutic skills, suicide prevention and psychological first aid). They can provide proactive peer support that offers practical, social and emotional aid to fellow officers and staff. The Post Incident Peer Support Team (PIPST) support staff after exposure to high stressful/potentially traumatic situations/materials through the delivery of defusing and debriefings. They are available for all officers and staff - 24 hours a day, 7 days a week and provide direct and rapid support to officers or staff who have recently been involved in a traumatic or very stressful work-related incident. They can support officers and staff after a traumatic incident or experience at work whilst providing reassurance that these are normal and often temporary in nature. The team also provides advice regarding coping mechanisms post incident and when to seek out additional support through signposting onto other services. As a part of the expansion of Peer Support Team, Mental Health Services are currently piloting GTEP, a preventative intervention that is a modified version of Eye Movement Desensitization and Reprocessing (EMDR), which has been adapted for the policing population. It aims to help officers and staff deal with recent work related experiences, specifically any events that may have created ongoing uncertainty. It can support natural information processing systems to digest the experiences that remain impacting or disturbing so that individuals can regain balance and build resiliency.
- June 2022 - The Chief Constable, the Deputy Chief Constable and Chief Operating Officer set out a clear statement of action on the Service expectations on acceptable behaviour, conduct and language. Belfast City District leadership Team has

developed a program to ensure that they not only live up to the statement, but ensure a safe and inclusive working environment for all officers and staff, regardless of their personal characteristics. Having engaged with the Minority Staff Associations, the Representative Bodies, the support associations and other cultural and engagement bodies within the organisation to harness their diversity and support. Engagement opportunities have been organised as mixed forums and means to meet different needs.

- The Hate Crime Advocacy Service (HCAS). The HCAS offers a safe and confidential space to provide support to victims of hate and signal crimes across the different equality categories. The scheme can support victims whether or not they have reported the crime to the police. It accepts referrals from all agencies and self-referrals. Interpreters across a wide range of languages are available upon request. The HCAS is funded by the Department of Justice and the Police Service and delivered through a consortium of advocacy organisations, including Victim Support NI; Leonard Cheshire, The Rainbow Project and Migrant Centre NI. The Advocacy Service can help in the aftermath of an incident or at any stage during the criminal justice process. The Advocates are there to listen to victims in confidence and give them information on court processes, provide practical help and advocacy.
- PSNI Interpretation and Translation Services. The organisation avails of the wider collaborative Criminal Justice Organisations (CJO) contract for interpretation and translation services which includes:-
 - Face to face interpretation for non-English languages – Provider is Diversity NI
 - Face to face interpretation for Deaf / Hard of Hearing – this is split across two providers:
 - Sign Language (ISL or BSL), Video Relay Interpreting, and Lip Speaking – Provider is Sign Language Interactions
 - Electronic and Manual Notetakers; and Makaton – Provider is RNID
 - Written translation / transcription – Provider is Flex Language Services
 - Telephone Interpretation – Provider is The Big Word
- July 2022 - A new Public Engagement Vision and set of neighbourhood policing pledges launched. 'Here For You' sets out five key pillars to define our police service's approach for policing with the community: Attraction and recruitment; Engagement; Procedural fairness; Effective neighbourhood policing; and, Local accountability. Underpinning the Effective Neighbourhood Policing pillar within the Public Engagement Vision are the eight hallmarks of neighbourhood policing:

Embedding the right culture; Engaging neighbourhoods, Building analytical capability; Solving problems; Targeting activity; Accountability; Developing officers and staff; and, Developing and sharing learning.

- On Thursday 17th November 2022, the first Beyond Borders Conference took place in Dundalk, County Louth. This was an all island community conference aimed at sharing ideas on how to make communities across Ireland safer. The conference was organised in partnership with Newry, Mourne and Down Policing and Community Safety Partnership (PCSP) as well as Longford, Waterford and Dublin North Inner City Community Safety Partnerships and Drogheda Implementation Board.
- October 2022 - All permanent officers and staff in the Police Service of Northern Ireland are now able to get vaccinated against the flu and be reimbursed by the organisation. Now in its third year, this service is available following the involvement of our Occupational Health and Wellbeing Department (OHW).
- October 2022 - Tom Langan Men & Ladies International Police Tournament. The PSNI participated in the International Police GAA Tournament in Dublin, which has been played every two years since 2005.

During the 2022/23 period a total of 37 x S75 Screenings were completed with no completed EQIA's.

- During 2022/23, PSNI continued to work with local universities and further education colleges to employ 43 undergraduates' students. The students commenced their 51 week contracts on 5 September 2022. The majority of undergraduates were allocated across Business, Finance, Human Resources, Social Sciences, Law and Communications Departments. This opportunity served to provide students with an opportunity to test their theoretical learning in the work environment. It has been a useful outreach tool for the PSNI to demonstrate the police staff opportunities which exist in the organisation.
- The PSNI continue to support the Minority Support Associations (MSA) and Diversity Support Associations (DSA) namely, the Ethnic Minority Police Association, Women in Policing Association (NI), 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 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 Managing Staff with Disability policy is under review with an aim of providing improved guidance to assist managers in supporting staff with disabilities. The policy will have a greater focus on supporting staff with a disability and also how to complete the Reasonable Adjustment Passport process. Emphasis is placed on having a supportive conversation with an individual with a disability and to be able to assist them in their role.
- The Reasonable Adjustment Passport is a passport for staff with disabilities that allows them to request and have reasonable adjustments implemented. This passport will allow them to carry an adjustment with them during their career in the service. These adjustments can be reviewed on a yearly basis, if an individual changes role or if they believe the adjustment is no longer of benefit.
- Both policy and passport been through a consultation stage with staff associations and HR Partners to get initial feedback before full consultation.

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.

Networks

- PSNI now has a Lead National Police Autism Association (NPAA) Coordinator and two Deputy Coordinators. The NPAA is a privately run group of UK police officers and staff supporting colleagues affected by autism and other neurodivergent conditions such as dyslexia, dyspraxia and ADHD. The NPAA assists police services in supporting neurodiversity in all its forms and it advocates for valuing individuals for their strengths, and creating a workplace environment and culture in which everyone can fulfil their potential. The NPAA also promotes and shares best practice for working with the autistic community, such as autism alert cards.
- The PSNI Autism Support Group continues to work 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 proud to support officers and staff living and engaging with ASD and seeks to positively influence the policing response to autism.
- The Disability Support Network provides mutual support and a collective voice for police officers and police staff with disabilities in PSNI and supports the organisation in being an inclusive employer of choice and disability confident.

Working Groups

- The Lead NPAA Coordinator, as well as having regular contact with other UK NPAA Coordinators, is a member of the College of Policing National Neurodiversity Working Group, the College of Policing Neurodiversity in Specialist Roles Peer Network, the National Neurodiversity Peer Network and they also represent PSNI on the Northern Trust ASD Forum. This allows PSNI to keep up to date nationally with working practices and incentives.

Neurodiversity Support

- From January 2023 the Lead NPAA Coordinator has temporarily been seconded to PSNI's Equality, Diversity & Inclusion Unit to provide neurodiversity support on a full time basis to all police officers and police staff.

Neurodiversity Training and Awareness

- Neurodiversity training continues to be delivered to the following groups with work ongoing to expand this to others:-
 - Student Officers (online lesson)
 - Probationary Support Officers (online lesson)
 - Custody Sergeants (online lesson)

- Civilian Detention Officers (online lesson)
- Trainers (classroom lesson)
- To provide more awareness the National Autistic Society guidance documents for Police Officers/Police Staff and Criminal Justice professionals have been circulated to the entire organisation and continue to be forwarded to each attesting Student Officer course. The College of Policing Neurodiversity Glossary and alert card information is also included.
- Interviews with neurodivergent officers, detailing their lived experience, have also been included on the PSNI intranet page and internal CallSign magazine.

Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2022-23 (*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 2022-23 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.psnl.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 and 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 2022-23 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 2022-23 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 2022-23 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.psnipolice.uk/about-us/our-strategies-and-vision>

Equality action plans/measures

7 Within the 2022-23 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 2022-23 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 2022-23 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 2022-23 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 2022-23 reporting period, given the consultation methods offered, which consultation methods were **most frequently used 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 2022-23 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 2022-23 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 2022-23:

	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 2022-23 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 2022-23 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 2022-23 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 2022-23, and the extent to which they met the training objectives in the Equality Scheme.

The Crime Faculty within the Police College has updated their Quality Assurance manual and course joining instructions to be cognisant of the neurodiversity of attendees to their courses and have now developed a number of support options to support Neurodivergent Learners. All Crime Faculty trainers have been briefed with regards to these support options. Some of the options available include – adding training material to individual digital tablets for Learners to allow them to find colour schemes, fonts and text sizes which work best for their own needs. This also allows learners to work at their own pace. Handouts are available on different coloured paper, and PowerPoints can be adjusted to cater to any individual needs. Where possible lessons are designed to include more audio visual material and moreover, assessment is increasingly practical, as opposed to written.

Trainers are aware of some of the issues Neurodivergent learners can face and have some options available straight away, and that they have fostered an environment where Learners are comfortable to ask for assistance and can be confident they will be listened to and supported. All Learners are asked to let the Training team know in advance of any adjustments which could reasonably be put in place to ensure maximum engagement in Training courses. On some courses this is then followed up with one-to-ones early in the course, to discuss needs concerns and expectations. Through the positive work to date Crime Faculty have created an atmosphere where Learners are comfortable and confident in sharing any specific learning needs.

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 in the process of a 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 2023 . -

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.

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

26 Please list **any examples** of where monitoring during 2022-23, across all functions, has resulted in action and improvement in relation to **access to information and services**:

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.

Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2022-2023?

Insert number here:

3

Please provide any details of each complaint raised and outcome:

During this reporting cycle, the PSNI received a complaint from Committee on the Administration of Justice (CAJ) and the Migrant Centre that the PSNI had breached their equality scheme commitments in relation to the equality screening titled: Sharing victim and witness details with Home Office Immigration Enforcement.

The Commission's Statutory Duty Investigations Committee (SDIC) made the decision on 16 November 2022 not to investigate the Paragraph 10 complaint brought against the Police Service of

Norther Ireland (PSNI) relating to the “Sharing victim and witness detail with Home Office immigration enforcement—Guidance on Information sharing with the Home Office where a victim or witness of crime is a suspected immigration offender”. A further request was made to review the decision. Following on from its meeting on 15 February 2023, the Equality Commission Investigations Committee provided the following decision:-

The Committee decided that there was no evidence in the request, either that its decision was based on information that was not accurate, or that there was new, relevant information that was not previously available to the party requesting the review and that affects the decision, for it to review its decision of November 2022.

The second complaint was submitted by CAJ, Amnesty International and the Children’s Law Centre in relation to the September 2021 decision by PSNI to use Spit and Bite Guards for the duration of the Covid pandemic. The Commission’s Statutory Duty Investigations Committee (the Committee) considered the request to investigate this complaint at its meeting of 16 November 2022. It decided that the complaint had been made in accordance with the statutory requirements of Paragraph 10 of Schedule 9 of the Northern Ireland Act 1998. With regard to the failures alleged, the Committee decided not to authorize an investigation.

The third complaint was raised by a member of the public who raised a complaint of an alleged failure of the Police Service of Northern Ireland to comply with its approved Equality Scheme. Subsequent to an investigation, no breach was identified which would indicate a failure to comply with the PSNI approved Equality Scheme.

Section 3: Looking Forward

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

The PSNI has completed its Equality, Diversity and Good Relations Strategy (Equality Scheme) for 2023-28. It can be accessed at:

<https://www.psni.police.uk/about-us/our-policies-and-procedures/equality-diversity-and-good-relations>

- 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)*

One of the key area of focus for the PSNI going forward will be in relation to Neurodiversity.
Please see page 28 for details.

- 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

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

7

Fully achieved

1

Partially achieved

0

Not achieved

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 ²	Outcomes / Impact ³
National ⁴	Disability Confident Scheme – Level 2 achieved	<ul style="list-style-type: none"> • Challenging attitudes towards disability • Increasing understanding of disability • Removing barriers to disabled people and those 	The composition of PSNI will be a more diverse spread of individuals to contribute to overall policing.

² **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.

³ **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.

⁴ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

		<p>with long-term health conditions</p> <ul style="list-style-type: none"> • Ensuring that disabled people have the opportunities to fulfil their potential and realise their aspirations 	
Regional ⁵	<p>Improve accessibility to buildings, systems services. Identifying new and unique ways to support different disabilities.</p>	<p>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.</p>	<p>PSNI has introduced features on the PSNI website 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.</p>

⁵ **Regional:** Situations where people can influence policy decision making at a middle impact level

			<p>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.</p> <p>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</p> <ul style="list-style-type: none">• Approach routes-wayfinding signage,
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			<p>gradient, width, surface finish.</p> <ul style="list-style-type: none">• 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.
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			<ul style="list-style-type: none"> • Visibility of signage, size and contrast for people with sight impairment. • Access to facilities- interview rooms. • Universal toilets. <p>In relation to staff:</p> <ul style="list-style-type: none"> • 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.
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			<ul style="list-style-type: none">• Designated Parking spaces.• Platform lifts.• Universal toilets. <p>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.</p> <p>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</p>
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			<p>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.</p>
Local ⁶	<p>Improving how PSNI identifies and supports those staff and officers with Mental Health difficulties.</p>		

⁶ **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

	Improving how PSNI identifies and supports those staff and officers with Neurodiversity conditions.		
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	The PSNI has continued to mainstream the delivery of Neurodiversity training	Neurodiversity is an umbrella term for a number of conditions such as ADHD, autism, dyscalculia, dysgraphia, dyslexia, dyspraxia and Tourette Syndrome. To ensure that	An overview of neurodiversity training delivered via the College is available of Page 28 of the Annual Progress Report.

		<p>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”.</p>	<p>Work began in January 2023 between Northern Trust/Mid & East Antrim Council and Mid & East Antrim Policing District to create an autism awareness training package for officers and staff carrying out public facing roles. These training sessions have now been arranged and will be delivered during 2023 by Northern Trust/Mid & East Antrim Council.</p> <p>Neurodiversity training continues to be delivered to the following groups with work ongoing to expand this to others:-</p> <ul style="list-style-type: none"> ➤ Student Officers (online lesson) ➤ Probationary Support Officers (online lesson) ➤ Custody Sergeants (online lesson) ➤ Civilian Detention Officers (online lesson) ➤ Trainers (classroom lesson)
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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	PSNI introduce increased accessibility services	<p>PSNI Interpretation and Translation Services. The organisation avails of the wider collaborative Criminal Justice Organisations (CJO) contract for interpretation and translation services which includes:-</p> <ul style="list-style-type: none"> • Face to face interpretation for Deaf / Hard of Hearing – this is split across two providers: • Sign Language (ISL or BSL), Video Relay Interpreting, and Lip Speaking – Provider is Sign Language Interactions 	

		<ul style="list-style-type: none"> Electronic and Manual Note takers; and Makaton – Provider is RNID 	
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2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	The Crime Faculty within the Police College has updated their Quality Assurance manual and course joining instructions to be cognisant of the neurodiversity of attendees to their courses and have now developed a number of support options to support Neurodivergent Learners. All Crime Faculty trainers have been briefed	<ul style="list-style-type: none"> to build awareness and understanding of neurodiversity within our organisation 	To revise and enhance the processes to support neurodivergent officers and staff.

	<p>with regards to these support options. Some of the options available include – adding training material to individual digital tablets for Learners to allow them to find colour schemes, fonts and text sizes which work best for their own needs. This also allows learners to work at their own pace. Handouts are available on different coloured paper, and PowerPoints can be adjusted to cater to any individual needs. Where possible lessons are designed to include more audio visual material and moreover, assessment is increasingly practical, as opposed to written.</p>		
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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			

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 not been achieved** and the reasons why.

	Action Measures not met	Reasons
2	Managing Staff with Disabilities Policy	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

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			

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

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.

¹ **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.

¹ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

¹ **Regional**: Situations where people can influence policy decision making at a middle impact level

¹ **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.

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