



Police Service
of Northern Ireland

Accountability Report

to Northern Ireland
Policing Board

Report Date:

Covering Period of 1 September 2023
to 29 September 2023

Presented at Policing Board Meeting:
5 October 2023



**we care
we listen
we act**

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Unless otherwise stated the statistics in this report are unvalidated management information sourced from administrative systems and are subject to change.

Foreword

The consequences of the recent major data leak is not underestimated at all levels across the organisation. It is our priority to regain the confidence of our police officers and police staff and to reassure them that we are working relentlessly to mitigate impact of this data leak.

The resignation of the Chief Constable, has understandably created a leadership gap at the very top of the organisation. We welcome this week the Board's progression of the processes to appoint an interim and permanent Chief Constable.

The Police Service welcomed the opportunity to give evidence to the Northern Ireland Affairs Committee on the Service data leaks. It was also important for the Committee to hear first hand from the Staff Associations on the concerns of colleagues across the Service. At the hearing Assistant Chief Constable Todd, as the Service Operation Sanukite Gold Commander, reiterated his apology to colleagues, and their families, for the impact of the major data leak. He also provided members with an update on the complexity of the investigation and the response and steps which continued to be taken to provide reassurance, welfare support and to mitigate the risks to safety and security.

Our response to this matter continues to be a priority for the Service Executive Team and senior leaders across the Service.

On 15 September 2023, 29 student officers were successful in the completion of the 21 week student officer programme. This programme is delivered in partnership with Ulster University. The officers were presented with their warrant cards by Assistant Chief Constable Bobby Singleton. These officers will now join their colleagues as newly attested constables across the organisation serving their local communities.



We want to reassure the Board that every effort is being made to provide clear and confident leadership to the Service at this time.

It is also important to emphasise that despite these challenges our police officers,

and police staff, continue to deliver a professional policing service all across Northern Ireland. The recent events in Derry / Londonderry show that we are not distracted from our responsibility to keep people and communities safe.

Finance and Resource Update

Our Resource Plan 2023/24 highlighted the severe financial challenges faced by the Service this year and estimated an unaddressed funding gap of £38m for the full year. The Board recognised the significant cuts already made by the Service and did not believe it was possible to close the gap further.

As at the end of August, the projected deficit for the year has increased to some £52.5m. This reflects operational pressures in the first half of the year, additional pay pressures and rising depreciation costs. Funding for the additional policing costs of £2.5m incurred with supporting the commemoration of the Belfast Good Friday Agreement, remains to be resolved.

During the month of August, the Service has had to respond to the critical incident of a material data leak and this has incurred initial costs of £0.7m. The full financial consequences of this incident will take time to assess but a bid for additional resources has been submitted and discussions remain ongoing.

Operation Sanukite

In August an Independent Review was jointly commissioned by the Northern Ireland Policing Board and the Police Service of Northern Ireland into the circumstances surrounding the information security data leak.

Senior members of the Independent Review Team met with the Service Executive Team on 14 September 2023 to provide a hot de-brief of the review work conducted to date. This de-brief was provided in accordance with the Terms of Reference that were previously agreed with the Northern Ireland Policing Board on 22 August 2023. The Northern Ireland Policing Board also received a similar hot de-brief that afternoon.

The hot de-brief marks the end of phase one of the review, which follows meetings with representatives from across the Service, as well as collating relevant documentation. The review team has now commenced phase two which will involve writing up the key findings and preparing recommendations, which will be presented to both the Northern Ireland Policing Board and the Police Service of Northern Ireland, Service Executive Team by the end of November 2023.

Our Performance

The information in this section is extracted from our Official Statistics published reports. The full reports can all be accessed from the following link.

<https://www.psni.police.uk/about-us/our-publications-and-reports/official-statistics>.

These are in-year provisional figures and may be subject to change.

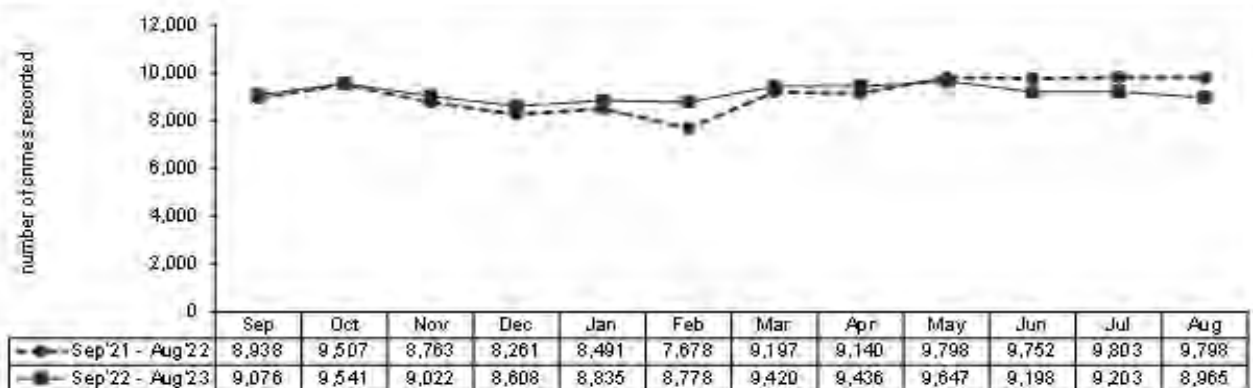
Recorded Crime

In the 12 months from 1st August 2022 to 31st August 2023:

- There were 109,729 crimes recorded, an increase of 603 (0.6 per cent) on the previous 12 months.

- There were 57 police recorded crimes per 1,000 population¹ in each 12 month period.
- Higher crime levels were seen in sexual offences, robbery, theft offences, drug offences, possession of weapons and miscellaneous crimes against society.
- Lower crime levels were seen in violence against the person, burglary, criminal damage and public order offences.

Police Recorded Crime September 2021 to August 2023

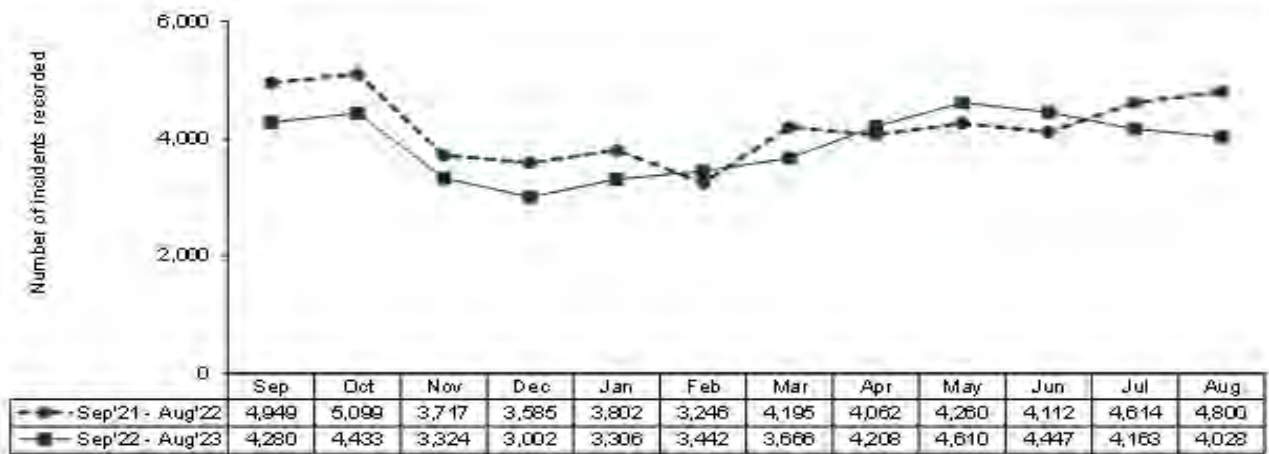


Anti-Social Behaviour (ASB)

In the 12 months from 1st September 2022 to 31st August 2023:

- There were 46,909 anti-social behaviour incidents, a decrease of 3,532 (-7.0 per cent) on the previous 12 months. This is the lowest 12 month figure since the data series began in 2006/07.
- The latest month (August 2023) was 135 incidents lower than July 2023. August figures have typically been lower than those in July since the start of the data series in 2006/07.

Anti-social behaviour incidents recorded by the police September 2021 to August 2023



Security Situation

In 12 months from 1st September 2022 to 31st August 2023:

- There was one security related death during the previous 12 months.
- There were seven bombing incidents, compared to four during the previous 12 months and 35 shooting incidents, compared to 25.
- There were 31 casualties of paramilitary style assaults, compared to 32 in the previous 12 months. Belfast experienced the greatest number of assaults (13). All 31 casualties were aged 18 years or older.
- There were 14 casualties of paramilitary style shootings, compared to nine during the previous 12 months. All 14 casualties were aged 18 years or older.
- There were 114 security related arrests under Section 41 of the Terrorism Act 2000, compared to 122 during the previous 12 months.
- 25 persons were subsequently charged, compared to 19 during the previous 12 months.

Motoring Offences

In the 12 months from 1st August 2022 to 31st July 2023:

- There were 41,190 detections for motoring offences, of which 98% were dealt with by means of a fixed penalty notice or referral for prosecution. The remaining 2% resulted in the completion of a speed awareness or safer driver course.
- This represented a decrease of 1% on the 41,643 detections recorded in the previous 12 months, with a notable reduction in mobile phone offences (20%).
- Conversely, insurance offences increased by 9% over the year, making them the largest offence group recorded (7,274), which along with speeding (6,491) accounted for one-third of the total detections.
- The highest speed detected by PSNI officers in the latest 12 months was 144mph, on the M2, Belfast.

Number of motoring offences by disposal type, 1st August 2021 – 31st July 2023

	1 st Aug 2021 – 31 st Jul 2022	1 st Aug 2022 – 31 st Jul 2023	Change over last 12 months	Percentage change over last 12 months
Endorsable Fixed Penalty	9,141	9,557	416	5
Non Endorsable Fixed Penalty	4,572	4,875	303	7
Referred for Prosecution	27,088	25,894	-1,194	-4
Speed Awareness Course	842	768	-74	-9
Safer Driver Course	0	96	96	N/A
Total	41,643	41,190	-453	-1

Note: This presents the most recent motoring offence statistics based on figures that were extracted on 25th September 2023. Referred for prosecution figures from 1st January 2021 onwards remain provisional and therefore subject to amendment.

Outcome 1

We Have a Safe Community

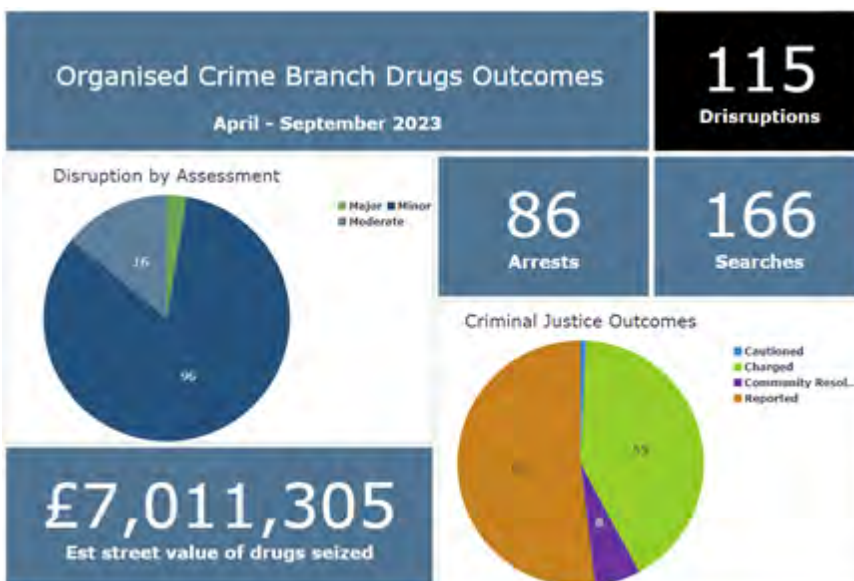
Crime Department

Organised Crime Branch

Overall Branch activity since April 2023



C1 activity against drugs threat since April 2023



During the first five months of this financial year Organised Crime Branch has seized Controlled Drugs with an estimated street value of over £7m. This compares with £9.2m seized for the whole of the previous financial year.

Investigation update

On 31 August 2023, Detectives from Organised Crime Branch, investigating serious criminal activity linked to organised crime, assisted by officers from Tactical Support Group, conducted a number of searches in the Downpatrick area. As part of the searches officers seized a number of items including four high value cars, three trial motorcycles, a jet-ski and a large sum of cash. The total value of items seized being well in excess of £200,000.

This investigation is ongoing.



During September 2023, Detectives from Organised Crime Branch conducted a search of a residential property in the Forkhill area on behalf of colleagues from Police Scotland. Officers discovered a home 'still' in the garage of the property which was suspected to be used in the manufacturing of homemade spirit alcohol.

Colleagues from HM Revenue & Customs attended, dismantled and removed the seized the equipment. They also seized a white Mercedes lorry during the search.



Homemade still

Also during September 2023, Detectives from Organised Crime Branch along with members of the Tactical Support Group searched a house in North Belfast and arrested a 28 year old male in connection with the seizure of amphetamine with a potential street value of £21,500.

Paraphernalia associated with drug dealing was located during the search. The male was arrested for the offences of Possession of a Class A Controlled drugs and attempted Possession of Class B Controlled drugs with intent to supply and was later released on Police bail to allow for further enquiries to be conducted.



Seized Drugs

During September 2023, Detectives from Organised Crime Branch searched a house in the Bangor area and recovered 2kgs of herbal cannabis with a potential estimated street value of £30,000. Paraphernalia associated with drug dealing was also located during the search.

A 59 year male and a 68 year old female were arrested for numerous offences including possession of Class B Controlled drugs with intent to supply and Immigration related offences.

They were both later charged to appear at Newtownards Magistrates Court.

Sentencing update

On Monday 18 September 2023, a 42 year old male was sentenced, at Belfast Crown Court in relation to serious drug-related offences committed in June and July 2022. He was sentenced to two years and six months – half of this term is to be served in custody and half on licence, including importing a Controlled drug and Possession of a Class A Controlled drug with intent to supply.

The male was arrested by Detectives at Belfast International Airport on 18 July 2022, as he went to board a one-way flight to Paris. This followed an operation involving Organised Crime Task Force officers in June 2022, whereby Detectives searched properties in south and west Belfast. They recovered a significant amount of heroin

with a potential street value of £146,000. This was alongside drug paraphernalia and a quantity of herbal cannabis.



Seized Drugs

Serious Crime Branch

Investigation Update

Between 7 and 10 September 2023, Detectives from the Terrorism Investigation Unit conducted a number of searches in the Derry-Londonderry area. During this period there was significant public disorder.

Exceptionally warm weather conditions, combined with the time of day, drew large numbers of youths to the area. The situation quickly escalated with officers and their vehicles coming under sustained violent attack with heavy masonry and petrol bombs.

Because of the material found, police had to maintain a presence over an extended period for our security and public safety.

These were extremely difficult conditions for our officers, many of whom were in full personal protective equipment and 16 officers from our Tactical Support Groups and our Local Policing Teams reported being injured. The injuries sustained include burns, head injuries and potential fractures.

Six persons were arrested during the operation. A number of items were recovered, including suspected firearms, explosives, grenades, ammunition, and a quantity of cash.

Three persons (48 year old male, 43 year old male and 26 year old female) were

subsequently charged to Court for a number of offences including Possession of a Firearm with Intent; Possessing Explosives under Suspicious Circumstances; Possessing Explosives with Intent to Endanger Life or cause Serious Injury to Property; Possession of Firearm(s) or Ammunition in Suspicious Circumstances.

The two males have been remanded into custody. The female was released on Magistrates' Court bail with conditions. Three other persons who were arrested have been released pending report to Public Prosecution Services.

We are proud of our officers who demonstrated not only real courage and professionalism but also amazing restraint in the face of this violence.

Sentencing update

A 37 year old male pleaded guilty to the murder of Nigel Orr-McAuley (July 2021). He was sentenced to life imprisonment and a tariff hearing will be held on 20 October 2023.

Three males were sentenced in relation to the kidnap and serious assault of a vulnerable adult in November 2020. A 26 year old male was sentenced to 14 years imprisonment and three years on licence; a 50 year old male was sentenced to 11 years imprisonment (half to be served on licence) and a 30 year old male was sentenced to 14

months imprisonment and two years on licence.

A 28 year old male was sentenced to a minimum of 20 years imprisonment for the murder of Pat Ward in February 2019. A 37 year old female was also sentenced to 10 years imprisonment for manslaughter and will serve half of her sentence on licence.

Public Protection Branch

Tackling Violence Against Women and Girls - Action Plan - One Year On

At the end of September 2022, the Police Service launched the first Tackling Violence against Women and Girls (VAWG) Action Plan setting out a clear seven year plan with 41 actions to affirm our commitment to building trust and confidence.

Now, one year on 1,298 perpetrators have been arrested under new legislation broken down as follows:

- Since February 2022 to date 1,069 arrests have been made for the new domestic abuse offence
- Since stalking offences were introduced for the first time in April 2022 50 arrests have been made.
- 179 arrests have been made for non-fatal strangulation since it was made a criminal offence in July 2023.

Almost half of our seven-year ambitions have been completed in year one of our

Action Plan being made operational, sending a clear message that gender-based violence, abuse and intimidation is not and will not be tolerated, in our own ranks or amongst wider society. We have plans now to review the remaining actions and potentially add further actions for the organisation as a whole to take forward in the coming years.

A total of 6,500 officers and staff have also undergone revised training on domestic abuse, 5,000 are now trained to recognise and respond to stalking and 1,900 to respond to reports of non-fatal strangulation.

The Police Service is using every power available to us and sending a strong message to perpetrators, that we won't stop. This activity is firmly embedded into our business as usual and we are committed to continually improving on the service we provide to women and girls.

Update on PSNI Indecent Images of Children (IIOC) Intelligence referrals

In November 2022, there were 217 Indecent Images of Children (IIOC) intelligence documents that were in the process of being developed by officers from the Child Internet Protection Team (CIPT).

This process is necessary to identify investigative opportunities including locations and suspects as well as factors such as the potential suspect's access to children, culpability, employment, etc.

There were also 314 cases where the intelligence had been developed to sufficiently enable a warrant to be sworn or an arrest to be carried out however resourcing pressures prevented these from being progressed.

These cases had been risk assessed and were graded as Low or Medium in relation to the likelihood of contact child abuse.

All cases that were risk assessed as High and Very high were being progressed by CIPT officers through search and arrest operations without forming part of this backlog.

Demand Management Solution

In December 2022, a project commenced for CIPT officers to work with CID officers to upskill them to enable them to conduct investigations and prosecutions based on IIOC intelligence. Going forward low and

medium risk assessed intelligence would be allocated to the relevant areas CID office to investigate.

Between December 2022 and August 2023, CID have been allocated 325 intelligence documents for investigation. This figure comprised of around 225 documents from the backlog and 100 documents as part of the ongoing intelligence development process. At present 170 have been investigated or have had searches conducted and investigations commenced.

Between December 2022 and August 2023 a further 327 documents relating to IIOC have been received by the Police Service.

Current PSNI position

As of the end of August 2023, there are 99 IIOC intelligence documents that are in the process of being developed to identify investigative opportunities. There are also 207 cases where the intelligence had been developed to sufficiently enable a warrant to be sworn or an arrest to be carried out. 155 of these are with CID Units and 52 with CIPT.

All cases that are risk assessed as High and Very high continue to be progressed as a priority by officers from the Child Internet Protection Team.

This solution is working and it is hoped that this continues as the standard operating model for the Police Service.

	November 2022	August 2023	Reduction
Unresolved Intelligence Documents	217	99	54%
Resolved but un-actioned Intelligence Documents	314	207	34%
Total Pending overt action	531	306	42%

Child Sexual Exploitation (CSE) Continuous Professional Development (CPD) Event

Public Protection Branch hosted a CPD event on Child Sexual Exploitation on 19 September 2023 as part of a series of quarterly events with partners in the Safeguarding Board for Northern Ireland.

This event launched the PSNI CSE Toolkit which has been designed to provide tactical options to frontline officers when they are dealing with CSE issues in the course of their duties. It is also of benefit to all investigators, not just first responders and will ensure consistency in dealing with matters involving CSE. The Toolkit App is also being launched, and this will ensure that officers will be able to access this resource on their mobile devices whilst out on the ground and actively dealing with CSE situations.

This was also the official launch of the CSE immersive learning. This was developed as a result of a recommendation that Multiagency CSE training should take place which includes all relevant agencies

including health, social and criminal justice agencies.

The aim of the Hydra training is to ensure that each participant is able to recognise the signs of CSE and take a trauma-informed approach in dealing with children and young people. It is being delivered by Crime Trainers at the Police College Steeple Campus within a simulated learning environment and covers the investigative mind-set, decisions and rationale, identifying risk and taking a strategic approach to cases of suspected CSE. This is part of a two year programme and dates are currently being identified for 2024.

The event launched our updated CSE online training for PSNI officers and Police Staff. This is a refreshed and revised version of the existing CSE training and has been designed to assist colleagues in an operational role to recognise and then react to the signs that a child may be at risk to Child Sexual Exploitation.

Investigation and Sentencing of Child Sexual Abuse Investigation

In August 2022, police received a report from an adult female that she and her sisters had been sexually abused by their father. As a result of the initial disclosures made by the victims, their father was arrested and interviewed. He made full admissions to abusing all four of the victims on a weekly basis over a 12 year period. The children were aged between 10 and 12 years of age when the abuse started. All four victims engaged with the investigation and provided Achieving Best Evidence (ABE) interviews.

The suspect was subsequently charged with offences relating to each of the victims. Upon PPS review charges were brought which amounted to rape, attempted rape, gross indecency, indecent assault, sexual assault, causing a child to engage in sexual activity involving penetration, sexual assault of a child under 13, sexual assault of a child under 13 involving penetration. The defendant pleaded guilty to 46 offences and was sentenced to 16 years imprisonment and placed on the Sex Offenders Register indefinitely.

On 19 September 2023, police were informed that he had died in prison after a prolonged illness, just four days after the 16 year sentence was handed down.

Non-Fatal Strangulation (NFS)

This important legislation went live on 26 June and since this time there has been 82 charges in respect of Non-Fatal Strangulation which currently equates to a 36.3% outcome rate. The majority of cases being reported are in a domestic setting, however there have also been a number of occurrences linked to the night time economy including a physical assault on a police officer

Stalking

We are two years into advocacy support being provided by ASSIST NI and as a result we have seen full advocacy support to 3,315 adults and 331 children and signposting support to a further 3,265 adults and 260 children even when there are significant resource challenges in recruitment into the advocacy support.

Op Encompass

Operation Encompass has been in place now for three years from the commencement of the initial phased roll out and has seen around 12,000 referrals to schools across Northern Ireland.

Rape Myths

In August 2023 Public Protection Branch (PPB) launched the rape myths training which has been a co-designed training programme with NEXUS (Specialist Advice and Support to the Victims and Survivors of Sexual Trauma) and will be delivered across the organisation. Since its launch 150 people have undertaken this training programme which focuses on:

- the barriers to reporting for victims,
- how reporting and indeed the abuse has made them feel,
- understanding how disclosures can be made and why they do not always appear in a chronological order
- the victim approaches including fight, flop, freeze and flight and why they don't behave in a way that they thought they would
- myths around what a victim/ offender is expected to look like or behaviour
- bystander case studies

There are six more training sessions arranged in advance of the new calendar year which should see circa 300 additional officers/staff trained.

Stalking Protection Orders (SPOs)

Stalking Prevention Orders are expected in the coming months with a bitesize training package being developed in conjunction with remote learning and support.

This training will assist officers and supervisors during the course of a stalking investigations to consider if a SPO would be appropriate.

Outcome 2

We Have Confidence in Policing

Firearms Licensing (Op Mannering)

Firearms and Explosives Branch (FEB) has responsibility for processing firearms applications for members of the public and making necessary reviews of individual firearms holdings to ensure public safety and appropriate authority and legality is being maintained. Approximately 1,400 online applications are submitted every month for processing and all must be administered and researched before decision making can be completed.

A backlog of applications began to grow exponentially from September 2020, reaching in excess of 4,000 applications in spring 2023. In May 2023 a critical incident was declared with the purpose of rectifying the issues in the Branch and ensuring, 'FEB functions efficiently, effectively and sustainably'. Also that 'public confidence in the process is restored'.

Various measures were explored to assist improvement, including; IT solutions, end to end process review and resourcing bids. Due to financial constraints within the Police Service and other conflicting demands these additional resources were not available to alleviate the pressures in FEB.

Internally, various reviews of process, multi-skill training and alternative management

of work streams have been considered, trialled and implemented in an effort to create a more efficient and effective model for completing work and reducing the large backlog of applications awaiting processing. These measures have resulted in a reduction in the backlog, an improvement in our communications with firearms certificate holders, dealers and clubs and consequently improved public confidence in the work being completed by FEB.

At present FEB cannot meet the 16 week turnaround for 100% of online applications. The current backlog stands at 1,640.

Fixed Penalty Processing Centre (Op Cantoner)

The Police Service processes speed enforcement fines through the Fixed Penalty Processing Centre (FPPC) and the Northern Ireland Road Safety Partnership (NIRSP). Throughout the last quarter of 2021 a shortage of trained staff meant that prosecution files were not being completed before becoming statute barred.

By December 2021 the number of prosecution files that the Police Service cancelled due to this increased significantly totalling 799 by the end of the year (Previously averaged between 100-200 PA).

This figure increased to 939 by the middle of January. This was declared a Critical Incident and Gold and Silver structures were introduced in January 2022 to manage associated risks.

It was de-escalated from a Critical Incident in October 2022, however Gold and Silver Governance remained until June 2023 when progress against a number of recommendations was complete.

Unit Development:

This was a difficult period for the NIRSP/ FPPC but have emerged from the incident in a much better place.

No prosecution files have been lost due to file timeliness since January 2022. This is unprecedented in the Unit history.

There is currently a six week window between files being prepared and their date to go statute barred.

Total Offences Processes			
	FPPC	NIRSP	TOTAL
2021	17,737	63,264	81,001
2022	17,441	69,278	86,719
2023 (Year to July)	9,850	51,791	61,641 (Jan-July)

Camera Van Deployments	
2021	6,518
2022	6,515
2023 (Jan-June)	3,544 (up to 7% year to date)

NIRSP Prosecution Files submitted to the PPS	
2021	2,409
2022	3,506
2023 (Year to July)	2,890 (Total Year Forecast 5000 (43% increase on last year))

Camera Van Detections	
2021	63,264
2022	79,179
2023 (Jan to June)	36,267 (up 13.5% on last year)

Outcome 3

We Have Engaged and Supportive Communities

Reference, Engagement and Listening (REaL) Events

The Service conducted a range of outreach activities as part of PRIDE season, including hosting community engagement stands at Belfast PRIDE and Mid-Ulster PRIDE. However, the announcement from the Service Executive Team that Police Officers and Staff would not participate in uniform in the Belfast PRIDE parade, following a review of a previous decision taken in 2017, was met with concern amongst many organisations representing the LGBTQIA+ community. The Strategic Community Engagement Team (SCET) held a Reference, Engagement and Listening (REaL) event with organisations and political stakeholders, including Policing Board members, in early August during which discussions took place around the expectations created by statutory obligations, the 'Off Duty Standards' Policy and Code of Ethics around impartiality, which prohibit officers from wearing their uniform or being identifiable as police when engaging in 'cause issues'.

Furthermore, Assistance Chief Constable Singleton committed the Service to reviewing the approach taken to dealing with street preachers in Belfast. Interim guidance has already been produced both

internally and externally to assist in outlining the policing approach when dealing with all parties which has received positively from the community. This will be subject to further consultation with stakeholders before a final version is adopted in the autumn, and a further meeting is due to take place with the LGBTQIA+ community on the issue in October 2023.

The SCET (Strategic Communication and Engagement Team) separately organised a strategic level Reference, Engagement and Listening (REaL) event with stakeholders from the Catholic, Nationalist, and Republican (CNR) community in early August which was structured around the five pillars of the 'Here for You' Public Engagement Vision.

Feedback from the event around Police Service engagement was broadly positive with a particular focus on good practice in West Belfast as a model which could be useful in other areas.

Issues around legacy, the importance of Neighbourhood Policing and the need for greater cultural awareness were also raised during the event. Specific concerns were discussed in relation to the attraction and recruitment pillar around a lack of role

models to help young people within the CNR community consider a career in policing as a viable option; suggestions to improve this involved consideration being given to a dedicated Single Point of Contact (SPoC) within the Service.

A REaL event was also held with groups representing a range of ethnic minority communities from across Northern Ireland in September. A number of issues were discussed as part of this, including hate incidents and crimes with a racist motivation with some concerns expressed that these figures do not show the full scale of the problem.

A further consistent message from the event was around improving Police engagement with young people. Feedback from these events continues to be used to inform the development of a regular monthly 'Strategic Community Impact Assessment' designed to ensure that Police Commanders have a broader understanding of community sentiment when planning operations and taking key decisions.

Furthermore, the team have also developed a set of resources to assist other teams across the Service in developing their own REaL events at a local level.

Student Safety Campaign

This September we launched our Student Safety campaign in partnership with Queens University Belfast, Ulster University, Belfast Metropolitan College and Belfast City

Council. The campaign aim was to encourage safe and respectful behaviour and provide an opportunity for students to learn more about their local police.

The campaign welcomed new and existing students, encouraging a positive experience by providing crime prevention advice through our social media channels. Officers were also visible and accessible in the local community, reinforcing these messages and making students aware of their Local Policing Teams (LPT) and how they can help. LPT also worked with partners on the ground to prevent harm and address any issues in the local area.

To raise awareness of events that LPT were attending, regular and locally led social media posting was used across all District social channels. This helped to promote local teams, increase social media followership, further extending the core messages.



Overall the campaign gained good reach to further demonstrate our visibility and accessibility in the local area as we

responded to issues of local concern under the Hallmarks of Neighbourhood Policing.

Detectives from Economic Crime Unit (ECU) and the Neighbourhood Policing Team (NPT) from North Belfast met with new international students at the new Ulster University Belfast campus on Tuesday 19 September.

They held discussions on how to stay safe online, keeping property secure, how to avoid fraud and becoming a money mule.

Our People, Your Service

Local Policing

Work has continued within Local Policing to examine some of the key themes that came through in the Local Policing Engagement, Welfare and Wellbeing Survey. Already a number of areas of work have been taken forward as a result by way of response, and these include:

- Extensive inputs to the Police Remuneration and Review Body (PRRB) highlighting the impacts of rising costs on colleagues, and the challenges faced by colleagues due to the pressures on resourcing.
- All Districts within Local Policing have now developed bespoke action plans focusing on Engagement, Welfare and Wellbeing and will be continuing to take these forward over the coming months.
- Shift Pattern Review - a comprehensive shift pattern review is currently being conducted which is examining demand against current and future resourcing pictures and assessing if the current shift patterns remain fit for purpose in terms of efficiency, effectiveness and officer wellbeing.

- Modified Rest Day (MRD) Pilot – a pilot process has been implemented during September which will allow for a more flexible approach to the allocation of MRDs thereby assisting in supporting officer wellbeing.

An extensive programme is also underway across the Service to increase the number of people trained in Peer Support – colleagues who are specifically trained to support their fellow police officers and police staff members from a peer support perspective when they have been exposed to traumatic incidents. Occupational Health & Wellbeing (OHW) colleagues are also presently working in partnership with the Police College and Police Care UK on the delivery of Trauma Impact Prevention Techniques skills training.

The Police College has also worked with colleagues across the organisation to reconfigure resourcing and training allocations, which has allowed them to increase the number of standard driving places offered, which has already made an impact within Local Policing Teams.

A previously set target of 66% of Local Policing officers holding this qualification is nearing completion. To support delivery, the Service Management Board approved

the adoption of the National Basic Driver Programme. This has been opened to all officers and staff across the Service and to date has had 250 applications. Police Officers attesting from the Police College now move directly to driver traffic training unit enabling them to respond to community concerns from their first day in local policing.

National Police Memorial

Assistant Chief Constable Chris Todd represented the Police Service of Northern Ireland at the National Policing Memorial Day held in Wales on 24 September.

Speaking at the event at St. David's Hall in Cardiff, Assistant Chief Constable Todd said: "It was an honour to represent the officers, families and staff of the Police Service of Northern Ireland at this year's National Policing Memorial Day. This was a fitting tribute to police everywhere who have selflessly given their lives in the course of their duties. The sacrifice made by these courageous officers will never be forgotten."



Assistant Chief Constable Chris Todd pictured along with the parents of Constable Philippa Reynolds, Mervyn and Dorothy and Liam Kelly, Chair of the Police Federation. (Image courtesy of the Police Federation for Northern Ireland)

Forward look

October will be a busy month with a number of significant campaigns leading with Hate Crime 'In Their Shoes' campaign which will be launched during Hate Crime Awareness week.

Our Halloween campaign began in September and will continue throughout October to promote firework safety messages as well as the work of officers and partners in the community.

October is Domestic Violence Awareness Month, which will be promoted with collaboration from Department of Justice and other partners.

International Control Room Week will run 23–29 October with the communications focused on celebrating the work of staff and officers in the Contact Management Centre, as well as encouraging the public to report online.

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