

Police Service of Northern Ireland



**Annual Progress Report on the Implementation of Section 75
Within the Police Service of Northern Ireland
2008 – 2009**

September 2009

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EQUALITY COMMISSION FOR NORTHERN IRELAND
Public Authority 2008 - 2009
Annual Progress Report on Section 75 of the NI Act 1998 and
Section 49A of the Disability Discrimination Order (DDO) 2006

This report template includes a number of self assessment questions regarding implementation of the Section 75 statutory duties from **1 April 2008 to 31 March 2009**. This template also includes a number of questions regarding implementation of Section 49A of the DDO from the **1 April 2008 to 31 March 2009**. Please enter information at the relevant part of each section and ensure that it is submitted electronically (by completing this template) and in hardcopy, with a signed cover letter from the Chief Executive or, in his/her absence, the Deputy Chief Executive to the Commission by **31 August 2009**.

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

Name of public authority (Enter details below)

Police Service of Northern Ireland

Equality Officer (Enter name and contact details below)

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S75 Executive Summary

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

Promotion of equality of opportunity and good relations continues to be a priority for the PSNI. Equality monitoring of all nine categories continues as an integral part of the recruitment process for police officers and police staff.

NICHE Custody software has been reprogrammed in order that we can conduct equality monitoring with the members of the public who are dealt with in our custody suites. The software now gives an automatic prompt to ask the questions regarding the nine categories. This data is collected and is regularly analysed and reviewed to ascertain whether there is any evidence of a trend of higher representation in any category in order that we can ensure that we deliver our service in a balanced and fair manner.

This year the PSNI published an Equality and Diversity Training Plan, the objective being to truly embed fairness into everything we do. The Training Plan targets four areas:

1. Developing internal and external capacity for delivery
2. Curriculum design
3. Training Delivery
4. Monitoring and Evaluation

A programme of work and key objectives has been identified for the financial year 2009-2010 to achieve the vision of embedding fairness in all we do. Work completed to date includes the creation and design of an e learning equal opportunities programme for all personnel, and the development of five topic based courses based on consultation with community groups. The courses are co facilitated between the PSNI and the relevant community group and personnel. The courses arranged to date are

- a) Deaf Awareness (for foundation trainers)
- b) Managing Disability in the Workplace (for managers)
- c) Autism Awareness (for front line officers and support staff)
- d) Mental Health Awareness (for custody and response officers)
- e) LGB Awareness (for Hate & Minority Liaison Officers and response officers)

'A' District has developed a local training package in consultation with the Greater Shankill Community Network called the Connect Initiative. This is aimed at response officers to build bridges and understanding between the community and police officers. Again the course will be co facilitated. As part of the curriculum design section of the Equality and Diversity Training Plan consultation is ongoing with a range of groups, including but not exclusively the Deaf association, Autism NI, Rainbow/Shout, Equality Commission and Disability NI to assist with the design of equality and diversity training packages.

A process has been put in place to ensure that new district training material appropriately incorporates equality and diversity topics. This is achieved by training material being quality assured by the Equality and Diversity Unit prior to being rolled out during district training.

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

Forthcoming work in 2009-2010 includes the recruiting, vetting and training of external trainers; papers in connection with this are currently with the PSNI procurement department. Procurement is also in progress for design specialists to design and deliver three key packages on sectarianism, gender and race.

B District are consulting and designing a training package/project to improve understanding and promote better relations with the Roma community in their District.

A course for Supervisors on Bullying Harassment and Grievance to ensure that staff and officers are trained to the appropriate level is being rolled out to the Service between September 09-March 2010.

A procurement process is underway for the design and delivery of a bespoke course for senior managers to deal with bullying, harassment and grievance.

A pilot course is being developed for inclusion in the induction course for all new staff from September 2009, with the objective of having all staff

complete the Equality and Diversity e learning training programmes within 6 months of taking up position.

Work is also ongoing to develop a consultative group to advise and assist in equality and diversity content. Through consultation this group will assist with the development of course material and also at the review stage.

An equal pay audit is planned to assess any pay differential between men and women. Furthermore a platform is to be established to monitor the nine categories in terms of employment status thus giving us an ability to assess equality of treatment.

A work programme is being drafted to evaluate the pilot women's empowerment programme with a view to increasing access to the programme and mainstreaming it within core grant.

An application for Peace III funding has been submitted. The objective of the application is to target those communities and groups in Northern Ireland most affected by sectarianism, segregation and racism. The project will center on building relationships in these areas between communities, the PSNI and partners in order to build more cohesive communities who can move forward together.

The Equality and Diversity Unit have drawn up a business plan for the incoming year, highlighting a number of planned initiatives:

- To lead in conjunction with the Policy Development Manager on a strategic review of the Bullying and Harassment Policy
- To research the barriers to Flexible working and review and relaunch the policy – to examine the number and types of flexible working applications, to evaluate the effectiveness of the current policy and to amend the policy to increase the number of approved applications
- To research and prepare a Paternity Leave Policy – to research the legislation, to complete the consultation process for presentation to the Chief Constables forum to implement the policy.
- To review and reissue the Management of Expectant Workers Policy – to evaluate the practical application of the policy in line with legislative changes and stakeholder feedback
- To promote well being initiatives for women – to oversee the mobile screening programme in association with Action Cancer and to research and promote healthy living events.

- Please give examples of changes to policies or practices which have resulted in outcomes. If the change was a result of an EQIA please tick the appropriate box in column 3:

	Outline change in policy or practice which have resulted in outcomes	Tick if result of EQIA
Persons of different religious belief	<ul style="list-style-type: none"> • The Policy on Police Response to Hate Incidents was revised this year. A Hate Incident is defined as any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate. Any hate incident, which constitutes a criminal offence, perceived by the victim or any other person as being motivated by prejudice or hate One of the motivations for hate incidents and crimes is faith or religion. This policy gives operational guidance to police officers. 	
Persons of different political opinion	<ul style="list-style-type: none"> • The Service Procedure on Public Processions and the Parades Commission was revised and reissued. The aim of this Service Procedure is to provide guidance and procedure for dealing with public processions and related protest meeting applications. Parades are often contentious issues in Northern Ireland and this Service Procedure gives operational guidance to officers. 	

<p>Persons of different racial groups</p>	<p>The PSNI Policy on Unauthorised Encampments was reviewed and reissued.</p> <p>The aim of this Service Procedure is to provide information to police to ensure a consistent response to complaints of unauthorised encampments. Whilst the order is aimed at dealing with any unauthorised encampment, the proposed measures are likely to impact significantly on the Irish Traveller community (indeed the legislation refers specifically to Irish Travellers)</p>	
<p>Persons of different age</p>	<ul style="list-style-type: none"> • Policy Directive on Preventing and Responding to Crime against Older Persons was revised and reissued. The PSNI will: <ul style="list-style-type: none"> (i) Work in partnership with other key agencies to reduce the fear of crime amongst older persons and provide reassurance; (ii) Work in partnership to prevent and reduce incidents of crime against older persons; (iii) Protect and support older victims of crime during the investigation process; (iv) Accurately record and effectively respond to all reported crimes against older persons through effective investigation, which is consistent, robust and pro-active. • PSNI Child Protection Policy was revised and reissued this year. The Police Service of Northern Ireland (PSNI) will ensure that cases of Child Abuse, whether physical, sexual, emotional or by neglect are investigated by trained officers in co- 	

	operation with colleagues from Social Services in accordance with the Protocol for Joint Investigation by Social Workers and Police Officers of Alleged and Suspected Cases of Child Abuse - Northern Ireland.	
Persons with different marital status	<ul style="list-style-type: none"> • Policy on Police Response to Forced Marriage was revised and reissued. The PSNI will: <ul style="list-style-type: none"> i. Provide awareness of forced marriages for police officers ii. Ensure reports of forced marriages are fully investigated in an effective and consistent manner, acknowledging the cultural and racial traditions iii. Maintain public confidence in the policing and investigation of forced marriages iv. Increase confidence in minority groups in responding to reports of domestic abuse and more specifically, allegations of forced marriage • 	
Persons of different sexual orientation	<ul style="list-style-type: none"> • The Policy Directive on Policing Unlawful Sexual activity was reviewed and reissued this year. Public sexual activity is unacceptable whatever the sexual orientation, however the majority of complaints in this regard received by police refer to sexual activity between men. This policy sets out the procedure for police to provide a consistent response to complaints from the public relating to reports of public sexual activity. 	
Men and women generally	<ul style="list-style-type: none"> • Policy Directive on Police Response to Hate Incidents was reviewed and revised this year. The Police Service 	

	<p>of Northern Ireland will:</p> <ul style="list-style-type: none"> (i) Work to combat all forms of hate incidents through prevention, protection and prosecution; (ii) Ensure that victims are supported and kept informed of the progress of their case; (iii) Work in partnership to tackle hate incidents; (iv) Empower police officers to effectively tackle hate incidents through training; (v) Proactively engage with relevant parties to increase confidence; (vi) Monitor the effectiveness of the Police Service response to hate incidents. (vii) Ensure that any discrimination and prejudice within the Police Service and by members of the Police Service is actively and firmly addressed <ul style="list-style-type: none"> • The PSNI Equal Opportunities Policy was reviewed and revised this year. The purpose of this Policy is to ensure that, during the course of their employment, no police officer or member of police staff receives less favourable treatment or is discriminated against on the grounds of their sex, pregnancy or maternity leave, marital or civil partnership status, sexual orientation, race or ethnic origin, colour, religious belief (or similar philosophical belief), political opinion, national identity, age, disability or whether or not they have dependants. The Police Service of Northern Ireland (PSNI) recognises that all police officers and members of police staff should be treated with 	
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	<p>respect and dignity in the workplace. As such, the PSNI is committed to providing a working environment that is free from discrimination, victimisation, harassment, bullying and inappropriate behaviour. Commitment to the principle of equal treatment also ensures that all police officers and members of police staff are given equal opportunity to develop their skills and abilities and to realise their full potential within the PSNI. It also ensures that all individuals are provided with equal access to opportunities for employment, promotion, training and development.</p> <ul style="list-style-type: none"> • MARAC or Multi Agency Risk Assessment Conference is a multi agency meeting which has the safety of high risk victims of domestic abuse as its focus. The MARAC itself will focus on the creation of a simple multi-agency action plan which is put into place and support the victim and to make links with other public protection procedures, particularly those that manage perpetrators and safeguard children and vulnerable adults. The MARAC concept has been piloted and is to be rolled out in 09-10 	
<p>Persons with and without a disability</p>	<ul style="list-style-type: none"> • A new Policy Directive on Managing staff with disabilities was issued this year. The overarching aim of this Policy is to ensure that individuals, who are or consider themselves to be covered by the Disability Discrimination (NI) Order (DDO) 2006, will be treated in a fair, reasonable and prompt manner. Under the DDO we recognise our duty to promote positive attitudes towards colleagues 	

	<p>with a disability. PSNI will endeavour to provide reasonable adjustments for an individual who is disabled and commit to consulting the individual in all stages of the reasonable adjustment process. We will:</p> <ul style="list-style-type: none"> (a) strive to ensure that police officers and police staff with a disability achieve their full potential at work by offering, so far as is reasonably practicable, the same facilities, career prospects, training and promotion opportunities that are available to others; (b) ensure that our internal policies and procedures do not unfairly discriminate against police staff or police officers with disabilities; (c) provide an appropriate working environment to ensure the safety of all police officers and police staff with disabilities and their colleagues; (d) dispel some of the myths surrounding disability by enabling individuals to remain in their current roles so far as is reasonably practicable <ul style="list-style-type: none"> • New Operational Procedure and Guidance for dealing with Persons with a mental disorder. The new policy sets out the legal responsibilities of police officers when in contact with persons with a mental disorder, and 	
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	<p>provides the general principles to inform local protocols between the police and mental health services to ensure the appropriate management of persons detained for protection and assessment under the Mental Health (NI) Order 1986. District Commanders will appoint a District Mental Health Liaison Officer (DMHLO) as a single point of contact to interface with local mental health services on all matters pertaining to police roles and responsibilities under the Order, and advising health and social care professionals of vulnerable patients who are being subjected to intimidation or threats from within their local communities</p>	
<p>Persons with and without dependants</p>	<p>The Service Policy on Dependents Leave was issued during this year. The PSNI recognises from time to time the lives of individuals outside work may result in an “emergency” absence that cannot be accommodated through the normal measures. Special Leave (Domestic) enables individuals affected by the death or acute illness of a partner or close family member, or by some other family crisis or domestic emergency to take up to five days leave with normal pay, with additional unpaid absence. In exceptional circumstances where the absence is related to dependants, paid special leave may be extended.</p>	

Section 1: Strategic Implementation of the Section 75 Duties

Please outline evidence of progress made in developing and meeting equality and good relations objectives, performance indicators and targets in corporate and annual operating plans during 2008-09

The PSNI is committed to improving equality and good relations. We are constantly striving to improve our service to all sections of the community. Our annual Policing Plan sets out the targets and objectives that will drive our performance for the forthcoming year. The Policing Plan 2008-11 contains two continuous improvement targets

1. To ensure that Policing with the Community is at the core of the delivery of the policing service.
2. To continue to build, broaden and sustain public confidence in the Police.

The action the PSNI must take is to ensure the Police Service of Northern Ireland is delivering a policing service, which takes account of the needs of all communities in Northern Ireland, irrespective of difference.

The targets to achieve this action are:

- To continue to promote and implement the Police Service's Diversity Strategy.
- To continue Section 75 Equality Monitoring at point of contact during 2008-2009.
- To continue to deliver an Equality/Diversity training strategy for all officers and staff.
- To continue to promote Human Rights awareness within the Police Service.
- To provide support to minority and vulnerable groups.

Progress on these targets is monitored by six monthly reports to the Policing Board

Other specific examples to enable the PSNI to deliver on the targets in the Policing Plan include:

- 08-09 saw the roll out of Neighbourhood Policing in the PSNI. Neighbourhood Policing has a number of targets and objectives which are reflected in the Policing Plan 2008-11. One of the targets is each District should develop a Community Engagement Strategy. Any strategy should ensure that targeted engagement activity is directed to meet the concerns of vulnerable and minority ethnic communities. This will ensure that the specific and different needs of all groups is recognised and responded to appropriately. Likewise another target states that a neighbourhood consultative forum, in keeping with the Partners and Community Together (PACT) model, should be established within each neighbourhood. Existing community engagement structures should be reviewed to establish if they meet the needs of each defined geographic area. Again the objective with this target is to ensure that the differing needs of all within a neighbourhood are recognised and appropriate engagement methods used.
- The 2008 Cultural Audit published in June 2008 highlighted the Service commitment to engendering a one-employee culture; one means of doing this was the break with NCIS, which occurred on 1/10/2008. In preparation for this much work was done in defining job families and role profiles to identify development opportunities. In addition the Human Resources department is working to ensure that where possible all new policies are applicable to both police officers and police staff, two examples of which are the flexible working and special leave policies.
- The 2009 Strategic Review was initiated to identify where we are as a Service now, where we need to be going in the future and how we get there. Ten key issues for the Service were identified, one of which was the changing demographics and increased diversity of Northern Ireland. The Review recommends developing shift-working arrangements that meet the needs of the organization and allows individuals more flexibility.

- The PSNI Equal Opportunities Policy was reviewed and updated during this financial year. The purpose of this Policy is to ensure that, during the course of their employment, no police officer or member of police staff receives less favourable treatment or is discriminated against on the grounds of their sex, pregnancy or maternity leave, marital or civil partnership status, sexual orientation, race or ethnic origin, colour, religious belief (or similar philosophical belief), political opinion, national identity, age, disability or whether or not they have dependants. The Police Service of Northern Ireland (PSNI) recognises that all police officers and members of police staff should be treated with respect and dignity in the workplace. As such, the PSNI is committed to providing a working environment that is free from discrimination, victimisation, harassment, and bullying and inappropriate behaviour. Commitment to the principle of equal treatment also ensures that all police officers and members of police staff are given equal opportunity to develop their skills and abilities and to realise their full potential within the PSNI. It also ensures that all individuals are provided with equal access to opportunities for employment, promotion, training and development.

- The 2007 Diversity Strategy remains relevant, the Strategy seeks to ensure that we provide a fair and equitable service, both externally to our communities and internally to all our staff. The Service clearly recognises the link between our internal culture and the way we treat each other and the quality of service we provide to the public. We remain committed to giving due regard to the diverse communities we protect and give consideration to:
 - Community Background issues – our service to those of the two main communities who live in N.I.
 - Race issues - our service to minority ethnic communities,
 - Gender issues,
 - Disability issues
 - Older people's issues
 - Mental Health issues
 - Gay/Bisexual issues
 - Transsexual/ Transgender issues,
 - Travellers issues
 - Refugees and Asylum Seekers issues
 - Youth issues,
 - Issues affecting those of different religious beliefs or faith backgrounds.

To ensure that the Diversity Strategy remains current and relevant for all staff, the Strategy is now being mainstreamed, with responsibility being devolved down to each District to implement their diversity strategy, led by the Diversity Champion for each District.

Progress in the area of gender was made with the appointment of a full time network support officer for the Women's Police Association. The aims of the Association are to:

- Support women within the Organisation
- Promote choice
- Influence policy
- Conduct research into working practices that may affect men and women within PSNI.

Recent initiatives of the Women's Police Association include:

- Empowerment Training Programme
- Introduction of WPA Policy Review subcommittee
- Development of maternity uniform
- Female wellbeing events for a variety of districts and departments
- Visit of Action Cancer 'Big Bus' to The Northern Ireland Police College and Omagh PSNI (Breast screening and health checks)

The Women's Police Association presently sits on the following committees:

- Uniform and Protective Measures
- Gender Implementation Group
- Wellbeing Committee

The Association also has developed partnerships with the following external agencies;

- Business in the Community
- Women in Business
- Fire Service
- Ambulance Service

Section 2: Screening

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

Title of policy subject to screening	Was the <u>F</u>ull Screening Report or the <u>R</u>esult of initial screening issued for consultation? <i>Please enter <u>F</u> or <u>R</u></i>	Was initial screening decision changed following consultation? <u>Y</u>es/<u>N</u>o	Is policy being subject to EQIA? <u>Y</u>es/<u>N</u>o? If yes indicate year for assessment.
Active Citizens Network	R	NO	NO
Role of Air Accident Investigation Branch	R	No	NO
Appropriate Use of PSNI Information and Communication Systems	R	NO	NO
PSNI Full-Time Reserve Report and Contract Requirements	R	NO	NO
MoU on Decontamination of Emergency CBRN Responders	R	NO	NO
Police response to CBRN incidents and incidents involving white powder and other suspicious substances	R	NO	NO
Discipline sanctions for police officers convicted of drink driving offences	R	NO	NO
Police Response Document to HMRC Operation Cyclamen	R	NO	NO
Operational Procedure and Guidance for Dealing with Persons with a Mental Disorder	R	NO	NO

Volume Investigation	Crime	R	NO	NO
Integrity and Professional Standards		R	NO	NO
Natural Gas Incident		R	NO	NO
Role of Health & Safety (NI)		R	NO	NO
Resignation / Retirement from the Police Service of Northern Ireland		R	NO	NO
Dangerous Substances Machine Made Mineral Fibres (MMMMF)		R	NO	NO
Abstraction of Neighbourhood Officers From their core duties		R	NO	NO
Policy Directive – Managing New & Expectant Mothers		R	NO	NO
Review and Reaccreditation of the Student Officer Training Programme: Introduction of Shift Patterns for Training		R	NO	NO
Policies and Procedures relating to the Police Ombudsman for Northern Ireland		R	NO	NO
Guidance on dealing with Probationer Constables alleged not to be 'well conducted' but such behaviour is not suitable to be considered in either criminal and/or disciplinary terms		R	NO	NO
Annual Performance Review- Police Staff		R	NO	NO
Electronic Radiation		R	NO	NO

Alarms			
Security of Personnel attending places of Further and Higher Education	R	NO	NO
Special Leave	R	NO	NO
Sports credit	R	NO	NO
Special Priority Payment Scheme	R	NO	NO
Managing Unsatisfactory Performance of Police Officers	R	NO	NO
Police Use of Firearms	R	NO	NO
SERVICE VETTING POLICY FOR THE POLICE COMMUNITY	R	NO	NO

Section 3: Equality Impact Assessment (EQIA)

- Please provide an update of policies subject to EQIA during 2008-09, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2009-10

EQIA Timetable – April 2008 - March 2009

Title of Policy EQIA	EQIA Stage at end March 09 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals and the relevant Section 75 categories due to be affected.
PSNI Policy for Supporting Victims	Stage 5-6 Formal consultation and decision making	Adjustments to policy to benefit individuals and section 75 categories still being finalised
PSNI Citizenship and Safety Education Programme	Stage 5-6 Formal consultation and decision making	Specific adjustments to target Section 75 groups that PSNI will take as a result of this EQIA include: <ul style="list-style-type: none"> ▪ Aiming to deliver the CASE Programme to all requesting it ▪ Conducting research to identify the

		<p>reasons for some schools non-participation</p> <ul style="list-style-type: none"> ▪ Actively promoting participation in the CASE Programme to those all schools that do not request the CASE Programme ▪ Training CASE officers who will reflect a diversity of gender, religion and ethnicity ▪ Consider increasing the extent to which diversity issues are included in the content of the CASE programme; ▪ Establishing targets for increasing the schools in which CASE is delivered ▪ Continuing to develop plans to offer the CASE Programme in Irish ▪ Reviewing access to the CASE Programme for those with disabilities, ▪ Publicising the scheme outside of schools ▪ Providing introduction material to CASE in Irish language ▪ Building relationships between young people and PSNI by developing CASE lessons on rights, responsibilities, the law and complaints processes <p>Monitoring measures including gathering evaluation feedback, recording an increase or decrease in participating schools in each category; and inclusion on the monitoring information of participation in the CASE Programme by people from minority ethnic communities, pupils with English as a second language and pupils with disabilities.</p>
PSNI Proposals to Introduce Taser	Stage 6	Officers should receive training specifically on the impact of Taser on

	<p>persons who may have different needs and/or expectations due to their ethnicity. (This should include young persons from minority ethnic groups); AND if it is identified that a subject cannot or would not be able to understand instructions from police due to a language barrier, then where possible the services of an interpreter via radio or mobile telephone should be considered.</p> <p>The Bronze Firearms Commander to make a dynamic risk assessment at the scene on the use of Taser if the subject appears to be a child, women, women whom they know or have reasonable cause to believe is pregnant, taking into account the unique circumstances of each incident.</p> <p>The Bronze Firearms Commander should dynamically risk assess the requirement to use Taser on people with poor mental health and Officers will be trained in dealing with persons who have mental health problems or neurological conditions, including where possible provision of training from an independent outside organisation</p> <p>Firearms teams who are deployed with availability of Taser should have at least one officer who is trained to an appropriately high level in dealing with persons with heart problems, epilepsy and pacemakers and appropriate medical equipment should be available to that officer commensurate with the high level of training. Training is to be directed by the Chief Medical Adviser of Occupational Health and Welfare in consultation with Association of Chief Police Officers (ACPO).</p> <p>Officers who will be issued with Taser will carry a defibrillator in their vehicle</p>
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		<p>and will be trained in its use and in Cardiopulmonary Resuscitation (CPR).</p> <p>Officers will be trained in dealing with persons who have hearing loss including where possible provision of training from an independent outside organisation.</p> <p>In addition to the above, for all groups consideration was given to monitoring and reviewing the use of Taser regularly; ensuring that all persons subjected to Taser discharge should be examined by a medical practitioner at the earliest practical opportunity.</p> <p>In the event that Taser is discharged, follow up will include collection of the following monitoring information in respect of the subject so far as is possible; gender; age; racial group; people with dependants and those without; religious group; whether or not they have a disability; and marital status.</p>
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- Where the EQIA timetable for 2008-09 (as detailed in the previous annual S75 progress report to the Commission) has not been met, please provide details of the factors responsible for delay and details of the timetable for re-scheduling the EQIA/s in question.

Ongoing EQIA Monitoring Activities April 2008- March 2009

Title of EQIA subject to Stage 7 monitoring	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased
Nil return		

2009-10 EQIA Time-table

Title of EQIAs due to be commenced during April 2009 – March 2010	Existing or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
None identified at present Test Purchasing – Check Others?		
Other EQIAs will be identified as part of the PSNI new Equality Scheme to be drafted following the release of new guidelines from the Equality Commission.		

Section 4: Training

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

Section 75 training for all policy writers is currently being delivered. Four courses have been delivered to date and further courses are planned. This training ensures that all policy writers are aware of the Section 75 duties.

A training need was identified in relation to a need for greater awareness of the Islamic community amongst police officers. A course ‘Islam for Police Officers’ was developed and eleven sessions were delivered, training between 250 to 300 officers. The course was delivered by community subject matter experts and included topics such as:

- Key concepts in relation to Muslims and Islam
- Muslim belief and practice and its impact on police organizations
- A Mosque Tour and Observation of Prayer
- Gender and Social issues in Islam
- Core Policing and Challenging Stereotypes and Clarifying Misconceptions

Feedback has been very positive and further courses are under consideration.

Training continues for all new recruits, both police and police staff in relation to the PSNI responsibilities under section 75. This includes specific section 75 inputs from outside agencies. The police staff induction module is currently under review and the new revised course should be rolled out to staff later this year. There has been a continuation of Section 75 Training for Policy Writers throughout the organisation. A number of courses have run and have further strengthened the understanding of the importance of the Human Rights and Section 75. The Equality and Diversity Unit have continued to support the organisation through Section 75 Consultations and with reviews of Policy Screening Documents.

Equality and Diversity E Learning courses have been made available to police officers and police staff. Currently the Equal Opportunities course is mandatory for all staff and the Disability Awareness course is also available to staff. Later this year two new courses will be rolled out namely, Bullying Harassment Awareness and Grievance Awareness.

Diversity Training for all senior investigating officers and senior management within the Historical Enquiries team was also delivered during this year. The training was designed to:

- Recognise the role of diversity when managing change in today's society. (This section is used to set the scene and incorporates interactive work e.g. quiz. It also provided an up to date overview of the demographic make up of Northern Ireland).
- Redress the definition and understanding of diversity, culture and the dynamics of difference (This section provided an overview of the current legislation around equality and diversity and will incorporate Section 75, highlighting how this impacts in the workplace. There was an outline of PSNI policies, including bullying and harassment/grievances/appropriate language.)
- Identify some of the skills and knowledge required to achieve the strategic benefit of diversity within our workforce. (This section is scenario based and provides insight on how to challenge inappropriate comments/risks when socialising (extension of the workplace)/ identifying the facilitation of a non equality based environment and case law. A discussion also takes place on how management can unwittingly facilitate an environment of inequality through non-action.)

Section 5: Communication

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

The 2008 Cultural Audit reported significant improvements in Equality and Diversity; however several negative perceptions were also identified. As a precursor to development of a 2009-2010 communications and engagement plan an independent company were commissioned to carry out qualitative research to provide a basis for the 2009-2010 plan. The main recommendations from the report were:

- Clearer messaging which is inclusive and positive in content, tone and style
- Strong, consistent leadership at all levels and a more consistent approach to Equality and Diversity across the Districts and organisation as a whole
- More effective engagement on Equality and Diversity with the whole workforce through the creation and adoption of a measurable internal communications plan which aligns with a wider internal communications strategy
- Enhanced partnering with internal and external stakeholder groups and the development of a stronger network of internal Equality and Diversity communicators.

Following this research in March 2009 a proposal paper was developed to highlight the growing desire among officers, staff and most internal stakeholders to see change in the way in which Equality and Diversity is promoted in order to more accurately reflect the progress already made by the organisation and current attitudes of the workforce. This proposal paper made a number of recommendations

- Form a cross-disciplinary working group with key stakeholders to consider the content and communication options for the delivery of future Equality & Diversity Communications.

- To consider putting in place a network of volunteer advisers to assist officers and staff with issues arising from allegations of bullying and or harassment in the workplace as part of the fundamental review of the Bullying and Harassment procedure.
- Consider future options on how to select District and HQ Diversity Champions and to carry out a review of their role and linkages with the Equality & Diversity Unit.
- Explore how Corporate Equality & Diversity targets can become embedded in local performance assessment.
- Explore options around accessibility to Equality & Diversity advice and guidance.

These recommendations have been put forward for approval, research continues at present into the development of an Equality and Diversity Corporate Communications Strategy.

Equality and Diversity Unit currently have dedicated web pages on the PSNI Intranet that are accessible to all police officers and staff. It is anticipated there will be some changes following publication of the Equality and Diversity Corporate Communications Strategy. Currently key topics include:

- Age Discrimination
- Anti-Racist Awareness Training
- Appropriate Language
- Autism Awareness
- Bullying and Harassment
- Cultural Audit
- Disability
- Faith Language and Culture (FLAC)
- Gender Action Plan
- Guide to Culture and Diversity
- PSNI Minority Associations

- Section 75
- Shared Future Strategy
- Transgender Awareness

The Section 75 page provides all staff with the Service Section 75 Guidance Document and the Services Section 75 Screening Document. Details of key contacts are published to assist staff with section 75 queries.

Section 6: Data Collection & Analysis

Please outline any systems that were established during the year to supplement available statistical and qualitative research or any research undertaken/commissioned to obtain information on the needs and experiences of individuals from the nine categories covered by Section 75. Please outline any use of the Commission's Section 75 Monitoring Guide.

An Equality Data Scoping Exercise was carried out in this financial year. The aim was to carry out a review of the collection mechanisms for equality data from the key PSNI systems and identify how this data is utilised. The results of the scoping exercise will then be used to highlight good practice, areas for improvements and to offer recommendations to how the activities of the PSNI can be enhanced.

The following recommendations were made:

- The report to be forwarded to all interested parties for consultation and comment in order that a robust and validated report can be presented
- A strategic approach to the introduction of Equality Monitoring within the PSNI is required. Senior Management to agree lead person/department and accountability mechanism.
- Where and when equality monitoring is necessary will need to be decided based on the business need of the organisation in conjunction with statutory requirements, EQIAs and events. The resulting register will specify which systems require Section 75 equality monitoring and a proposed time scale for introduction. The register will need reviewed periodically.

- It is not acceptable to simply gather data. When deciding to monitor Section 75 data consideration must be given to why the data is being collected and how it will be shared within the service Thus a programme of where and when statistics/analysis of the results of equality monitoring also need to be produced.
- It is planned to publish, at least internally, the Section 75 monitoring at point of contact. Saturn would be the ideal location to display Section 75 data as people already accept it as the location for official PSNI figures and little or no additional training would be required.
- Establish a corporate list of options within each of the 9 equality categories, as there is no consistency across any of the systems.
- Appropriate training in to how to ask the more sensitive questions and to be able to explain clearly why the information is needed

The recommendations are under consideration and further research and work is underway.

Section 7: Information Provision, Access to Information and Services

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

A Recruitment and Retention Advisory Group was set up in the PSNI in October 2008 where it was agreed to proceed with programmes aimed at increasing representation from three particular groups:

- Members of the Black and Minority Ethnic Community including those from countries where English is not the first language or official language.
- People who reside in areas west of the Bann.
- People who reside in socio – economically deprived Wards.

The PSNI appointed Belfast Metropolitan College to design a training programme which would help prepare persons from countries where English is not the first language or official language to prepare for the work of a police officer with particular reference to improving their linguistic skills and abilities.

The course is designed to:

- Improve participants key skills in English, e.g. reading, writing, listening and speaking so that they will be fully functional in the linguistic requirement of being a Police Officer
- Improve participants pronunciation in spoken English to enable them to be a fully functional Police Officer
- Improve participants and understanding of language structures and vocabulary in written and spoken English. These will include written and verbal communication and comprehension.
- Focus on the key criterions necessary to be a fully functional Police Officer in that it will improve participants skills in linguistic and numerical reasoning

The course was launched to tie in with the key recruitment dates for 2009.

During this financial year a proposal was developed for a bi lingual advocacy scheme. The long term objective of the scheme was to have local police fully engaged and interacting with the communities that they police. Members of these communities will then see the police as a potential career that is fully open to them. It was envisioned that the scheme would operate in B District. Hate Crime Investigators and local Neighbourhood teams would work in partnership with the Chinese Welfare Association and the Polish Association N.I. who would provide the bi-lingual advocates to the scheme. Advocates and local officers would work together from a range of sites to provide a service that is tailored to the needs of the community

Discussions identified that one of the key reasons why engagement with the police was not taking place is not because these communities are not fully supportive of the police, but it is because there is a language barrier that must be overcome in order for people from these communities to be able to communicate effectively with their local police. This scheme was the response from the Police Service to ensure that trust is built within these communities, and give a sense of equality with other communities throughout Northern Ireland.

Following the European Charter for Regional or Minority Languages a draft Code of Courtesy has been drawn up for approval whereby the PSNI will provide translations of documents into Irish or Ulster-Scots when they:

- are likely to be of particular relevance to Irish or Ulster-Scots speakers;
- are likely to be read and used generally;
- will contribute to promoting, maintaining and safeguarding either language.

The PSNI will consider requests for translation, bearing these points in mind, as well as value for money. Where possible suitable documents will be identified and translated pro-actively by officials. Examples of documents are information leaflets, policies, press releases, job advertisements, consultation documents and publications. Material which fulfils the above criteria should be made available on the PSNI website. Material in Irish and Ulster-Scots should be updated at the same time as material in English.

The PSNI will continue to display in all Police Stations welcome signage in multi-lingual format including Irish and Ulster-Scots. PSNI will consider opportunities to use external signage in Irish or Ulster-Scots but only in locations where these languages are widely used by the local population. We will respect the wishes of anyone who wishes to be known by the Irish or Ulster-Scots version of his or her name, and will use only that name in official business. Where a person is known by names in more than one language, in order to keep records together both names will be recorded on files.

The PSNI will encourage knowledge of and use of Irish and Ulster-Scots by our staff. The Police College has organised Irish language classes in Belfast and previously in the North West to meet the demand from staff and officers to enable them to deal with Irish or Ulster-Scots speakers in the language of their choice.

The Draft Code has been sent for internal consultation.

The Chief Constables Annual report is translated into minority languages based upon analysis of our most frequently used interpreter requests. We also regularly translate into Irish and make our annual report available as an audio mp3 download

In a practical initiative in 2008 police in Portstewart operated a police surgery in TESCO'S supermarket in Portstewart. The surgery was widely advertised in local newspapers and by way of exhibiting fliers. The surgery

operated on a Wednesday evening from 6pm to 8pm with the objective of increasing accessibility to services for the public.

F District set up a programme in partnership with the Coalition on Sexual Orientation as in the Mid-Ulster area of Northern Ireland there is little or no access to support services for those from LGBT Groups. Work was carried out with Coalition on Sexual Orientation (COSO) to try and establish a support Network for LGBT groups in the Cookstown and Dungannon areas. This was carried out mainly on-line and by advertisement in an attempt to bring together a group of individuals who could offer support to one another. Despite there being low uptake this project has allowed relationships to be developed with COSO, this in turn has enabled F District to communicate information on specific issues to LGBT groups via COSO's on line forum. In the rural areas interaction and communication with LGBT groups has been difficult, the online forum enables police in F District to communicate effectively with these groups.

The Rape Crime Unit has introduced partnership working with the Rainbow project in order to develop understanding around rape awareness/prevention and detection, and improve access to services and information. This includes an agreement to make Rainbow premises available to RCU Detectives to interview victims where the victim has reservations about attending a police establishment and wish to speak to police in a confidential and neutral environment. The Rape Crime Unit have also placed an article in the first edition of MSM, a gay magazine, outlining issues regarding rape and the service provided by RCU/Rainbow.

Victims of Crime Leaflets have been translated into a number of major languages in use in Northern Ireland, namely.

- Cantonese
- Latvian
- Lithuanian
- Polish
- Portuguese
- Slovakian

These leaflets are provided to all victims of crime giving advice on important contact details and listing the support services and agencies available to assist victims.

Section 8: Complaints

Please identify the number of Section 75 related complaints: received and resolved by the authority (including how this was achieved); which were not resolved to the satisfaction of the complainant; which were referred to the Equality Commission.

During financial year 2009-2009 the PSNI did not receive any complaints in relation to the operation of its equality scheme

Section 9: Consultation and Engagement

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

Community Safety Branch attend and financially support a number of events designed to promote and support cultural identity and tradition. Events supported by Community safety Branch include Ramadan Celebrations, Chinese New Year Celebrations, Pride, Polish Picnic and the Indian Meal.

In order to enhance and expand the ethos of working hand in hand with the community, D District Community Safety has put in place a part - time Neighbourhood Watch Administrator to run all the NHW schemes across the district. As a result of the work of the officer the schemes in D District have increased from 42 to 90 between April 2008 to April 2009. A scheme is now running in Toomebridge that once was an area with little engagement with Police and another set up within the RAF Camp at Aldergrove. Themed evenings with the coordinators on dealing with ASB, Road Safety, the role of the dog warden etc have been held across the district in addition of an inter-active training evening at Garnerville for all the coordinators. By putting in place a single point of contradict problems can be resolved quickly and better contact maintained.

H District introduced a Causeway VIP Scheme, with the objective of reducing crime and the fear of crime for vulnerable members of the community. A partnership was set up between police, Council, Housing

Trusts and Health Trusts to identify Vulnerable Isolated People (The Elderly and those with Disabilities) in the community, to provide them with the information they require, in order that they can protect themselves, their property and improve their quality of life and well-being.

The Crime Prevention Officer trained Health Care Workers in basic crime prevention allowing these workers to provide minimal crime prevention within homes of their clients and to encourage those at risk to be more vigilant concerning their security. A school drama play was developed into a DVD by local schools to aid children at being more pro-active with regard to family members who would benefit from such crime preventative precautions. Crime Preventions Officers obtained funding from PWCA in partnership with other agencies and provide a wide range of tangible security products that after appropriate assessment can be introduced into the homes of this vulnerable community. Approximately 107 vulnerable persons benefited within this scheme in H District after being visited by the Crime Prevention Officer.

C District produced an Information leaflet for migrant workers printed in 10 languages highlighting contact details for many useful agencies (including Down Area Police) and other organisations throughout Down District. The leaflet was made widely available to all migrant workers in Down District and this served as a useful tool and reference guide for a series of consultations which followed.

An 'East Meets West' cultural event was held following the disorder associated with the Northern Ireland/Poland football international designed to support and consult with the Polish community resident and working in the Down area. This was attended by community representatives, police officers and members of the Polish Community to promote understanding and engagement.

B District has implemented a protocol in relation to hate crime. The aim of the protocol is to ensure effective investigation of hate incidents, an increase in clearance rates, and a reduction in the level of hate crime and the fear of crime, especially amongst vulnerable groups. The protocol is led by specifically appointed hate crime officers who are attached to the community safety team. Hate crime investigators aim to identify and prosecute offenders to the satisfaction of the victim and to use legislation that allows the court to increase sentences in circumstances where a hate motivation can be proved. Hate Crime Investigators also develop and strengthen partnerships with local support groups to build confidence in the

Police Service and tackle the issue of under-reporting. Hate Crime officers regularly participate in events with the African Community Support Organisation Northern Ireland. During the course of the meetings any concerns are raised and fed back, along with various police presentations to raise awareness and to educate. The reporting of hate crime is always emphasised and discussed in order to familiarise possible victims with procedures and what to expect. Hate crime officers also regularly visit Belfast Islamic centre to provide support and address any issues that arise to ensure there is confidence in Police and allay any fears. Work is currently ongoing with Roma families to address any concerns they may have and break down negative perceptions of the police service.

F District set up an initiative with a local with adult learning centre. All persons attending the centre have learning difficulties. Issues have arisen about low level crime, such as items being taken which belong to someone else. The Schools Officer has been doing one to one sessions around the issues of personal safety and consequences of crime, because of the short attention span of the adults at the centre the one to one sessions have proved very effective, and when one topic cycle finishes the Schools Officer begins again with the next topic. This initiative has enabled topics such as personal safety, low level crime, the consequences of crime and the role of the police and how they can help to be addressed. This initiative has been extremely successful to date.

In 2008 E District ran a Fun World Cup Project the whole project was a 3 day event. The first day was an Anti Racism Conference held in Armagh City Hotel, and included 3 workshops on Racism in N. Ireland, Sport against Racism Ireland and 'Beyond Skin' Motions Project - Music Workshop. There were also a number of Information Stalls on display, i.e. Travellers Project, STEP Project etc.

The 2 day football tournament was held in Armagh Rugby Club grounds. This began with an Opening Ceremony and there was also a display of PSNI vehicles and equipment in the car park for the young people to visit when not playing football. Day 2 of the Football Tournament included the semi-finals, the final and presentation of prizes. Prizes were presented by the Mayor of Armagh. During the 2 days of the football tournament, there were also activities going on in the Clubhouse, including interactive learning sessions with Breakthru (Drugs + Alcohol), Health Action Zone (healthy eating) etc. There were also activities outside in the Rugby Club

grounds, such as Penalty Kick competitions, Rodeo Bull and Target Shooting .Teams were drawn from all across the Armagh Policing Area, including Armagh City, Keady, Middletown, Tandragee and Richhill. A total of 8 teams took part altogether. To avoid teams from local estates, i.e. Callanbridge Park or Orangefield, being identified as coming from a Nationalist or Unionist background, all teams were given 'Countries' as their team identification. To reinforce links with new communities the names of countries already associated with communities living and working in the Armagh area were used :- China, Latvia, Lithuania, Poland, Slovakia, Nigeria, Portugal and Russia. The event was very successful, interaction between the teams was positive with a fun family atmosphere.

PSNI Community Safety Branch worked with the Crime Prevention Officer who covers West Belfast in relation to a laneway at Newhills which connects the local Newhill Community Centre with part of its catchment area. This was a prime site for some crime prevention by environmental design. A survey of the area showed that there was evidence of extensive drug use and alcohol abuse. So much so that locals feared to use the laneway at night and it was a positive hazard to children using it through the day. A redesign plan was developed enlisting the help of the Falls Council and funding was made available from Crime Prevention Headquarters. Other funding was sourced to complete the project from Belfast City Council .Local children became involved in the project designing the fence tops and the community took the project to heart. The best measure of success came from one local resident "Local kids are using the new area for a play area. Good to see normal kids playing up there rather than drunks and urinaters." As a result of this work and the commitment to such projects Crime Prevention HQ facilitated by A District made a presentation to the West Belfast Festival in August 2008 the first PSNI officers to be formally invited to do so. The presentation was a resounding success.

In A District Holy Cross Girls School in North Belfast, a Catholic Primary School became infamous in 2001 when an issue of the flying of flags escalated into a full-blown sectarian dispute between the two communities, Catholic and Protestant, which are split across the religious divide. Worldwide media images showed crying schoolgirls and their parents being escorted to and from school, by Police dressed in full public order equipment, past a baying 'mob' of angry protestors. The years following this dispute led to mistrust and anger towards Police by the parents of the pupils attending Holy Cross Girls School which in turn led to the Holy Cross

Boys and Nursery schools following suit. No engagement with the Police followed for a number of years and the PSNI were unable to deliver the Citizenship and Safety Education (CASE) programme to these schools. However in 2008/2009 the Community Safety Team's Schools Liaison Officer for the area, through professional dedication, successfully delivered the CASE programme to the Boys and Nursery schools. He broke down the last bastion to engagement with Police, through sheer determination, doggedness and dedication, and delivered CASE to the Primary 7 class of Holy Cross Girls School. This followed a successful demonstration to Staff and the Board of Governors. The Principal of Holy Cross Girls states, "This year we have taken another step on our journey towards a more normal and peaceful society. Given our recent history and the trouble which surrounded our school in 2001, it is gratifying to see that teachers, pupils and parents are on this journey together. We hope to be able to build on the good work begun by Constable Callaghan next year with staff and pupils." The good work carried out has certainly enhanced community confidence in Police.

Section 10: The Good Relations Duty

- Please provide details of additional steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.
- 2. Please outline any use of the Commission's Good Relations Guide.

H District, the local Police District that encompasses the Council Areas of Coleraine, Ballymena, Larne, Ballymoney and Moyle have established an Independent Advisory Group to provide Senior Police in the District with independent community consultation, feedback and advice in relation to local delivery of policing. Its make up is diverse reflecting the range of communities that now live and work within the District. The IAG is currently made up of members of the following communities/groups

- Minority ethnic community
- Migrant workers community
- Disabled community
- Aged community
- Business community
- Rural communities
- Clergy

- Students and Young People
- Women's Groups
- Lesbian, Gay, Bisexual and Transgender communities.

This year will see a roll out of Neighbourhood Policing in the District; locally the police have devised an engagement strategy and a Neighbourhood Policing strategy. The IAG's role is to review these and to tell the Police if it will deliver the desired results in the communities they represent, and if it won't, what will and why. The IAG offers an opportunity for these diverse groups to work together to assist and influence policing in H District.

H District also set up an initiative to promote interaction and engagement between ethnic minorities and school children.

This is comprised a series of joint seminars with the Ethnic Support worker for Ballymoney and a local migrant worker examining stereotyping, prejudice, discrimination and hate crimes issues in local secondary schools. Almost 300 school children participated. Although there has been no reduction in PSNI statistics, this should be considered against an increase in the ethnic minority community in the area. Partners within the project reported that local minorities welcomed the initiative and felt that agencies were taking their concerns seriously.

C District has set up a formal Youth IAG. The IAG aims to help young people resident within 'C' District have an active say in how policing is delivered. The IAG is made up of sixteen young people of different gender, religion, social status, age and with and without disabilities. The IAG sit in on the District Commanders monthly community safety meetings, and the Neighbourhood Partner and Community Together meetings.

The IAG have advised and worked on the following:

- Reproduced the PSNI 'Youth Strategy' into a format more accessible to young people. The policy document was reviewed and reissued as a glossy A5 leaflet in appropriate language and sent to schools and libraries.
- They have also joined local NPT officers on 'town beats' in an effort to enhance feedback regarding local service delivery
- Formed a consultative focus group for the following HQ Policy/Practice reviews

- CASE (Citizen and Safety Education) Program
- Policing With The Community Policy
- Quality of Service Policy
- Revamp of PSNI external web site which led to some of their suggestions being taken forward by the PSNI Team such as the links to the Youth IAG, Youth Strategy, Police Involvement with Young People and Engagement with Young People.
- Shared Futures/Diversity Strategy
- Down Area Policing Plan
- Critical Incident training

In March 2009 Castlereagh police ran an event called 'A Taste of Ireland day' for schools. The event was aimed at primary seven children with the objective of removing the perception that people from different ethnic backgrounds were somehow not the same as them and to promote understanding. The event was attended by 2-300 pupils. The Chinese, Filipino, Indian and Afro Caribbean welfare associations were given a room each. Pupils went in groups around each room and were given insight into each association's culture, the country they came from, history, religion and food tasting. The event was designed to be fun for the children with art projects and bollywood dancing. The day had a competitive edge to it with the pupils having a questionnaire to complete about the different cultures; pupils were awarded points for correctly answering questions on each of the differing cultures. It is hoped to provide similar events in the future for first and second year children.

In E District violence and anti-social behaviour had become a prevalent problem in the small fishing village of Annalong, on closer study it appeared that the violence was motivated by sectarianism and was having a significant detrimental effect on businesses in the area which relied heavily on tourism. Quality of life for residents was also significantly adversely affected and fear of crime was high. The village is populated by Catholic and Protestant communities. A river runs through the village and down to the sea, it is this very striking geographical divide which also demarcates that Protestants live on the South side of the river and Catholics on the North side. On the weekends youths from the catholic and protestant communities would congregate on their respective side of the bridge and make military like sorties to the 'enemy' side and through fireworks, bottles

or petrol bombs, assault someone or paint sectarian graffiti. The PSNI together with partners formed the Annalong Network; The Annalong Network adopted a multi faceted approach, which addressed single identity issues, cross- community issues and capacity building with the Catholic/ Republican/Nationalist community (CRN) and between this community and the Protestant/Loyalist/Unionist (PLU) community. A number of activities seeking to engage the target youth group were conducted. These activities were varied in nature and driven by the stated desire of the target youth group; they included paint balling and bowling as well as a number of youth evenings in the community centre which addressed basic engagement issues and sought to begin to address issues of ASB, vandalism and young people as victims of crime. Training was provided for 16 adults on Conflict Intervention and Building Good Relations.

Basic training was also provided for 16 young people from the Annalong area in Handling Conflict, Anger Management, Identity and Good Relations. The project was successful with a significant decrease in anti social behaviour and better developed cross community relations. The legacy of the project is a cross-community partnership sustainable by the local community and a founding Youth Club based in the local community centre.

F District organised a Foreign National Football Tournament held between January and June 2008. This tournament was organised by Neighbourhood Police in Dungannon through contact with local workplaces and agencies. It was organised in response to tensions between different foreign national groups living within the Dungannon area with the objective of bringing the different groups together to share a positive common experience and build relationships with each other. Those who attended were Lithuanian, Polish, Portuguese and East Timorese. This tournament was an excellent way to improve relations between the foreign national groups as well as between them and Police.

Historically members of the Irish Travelling Community in Northern Ireland have had high levels of mistrust in their dealings with the Police Service, no more so than in A District, West Belfast. These difficulties arose through cultural, negative stereotypes and lack of education in respect of each other's needs and working requirements. Police were constantly faced with a situation where their only contact with the Travelling Community was in negative situations. An educational programme was devised by a member of A District's Community Safety Team, in partnership with 'An Munia Tober' to attempt to address these needs. The programme consisted of

Officers attending 'An Munia Tober' to see the Travelling Community in their own environment and to hear about the work of the various support agencies in the complex, which included the Travellers School Project, Mothers Support Project and the Health and Cultural Awareness programmes. A cultural awareness presentation by local Travellers was also arranged. A question and answer session was also facilitated between the Travellers and local Police. This training and awareness has allowed Officers a better insight into the Travelling way of life and similarly has given the Travelling Community an opportunity to talk with Police Officers in an informal setting. The seeds of this initiative can be shown to have born fruit as Officers and Travellers have a much better relationship and now in some instances can refer to each other by name. As said a letter from 'An Munia Tober', "Travellers have more trust in the PSNI and are now more likely to use the Justice system. It has broken down negative perceptions on both sides and a friendly relationship exists."

Section 11: **Additional Comments**

- Please provide any additional information/comments

During this reporting year a Policy Directive was issued on Managing Staff with Disabilities. This provides a structure and guidance for managers and Police Officers and Staff who consider that they may have a disability. The PSNI are committed to:

- Ensuring that police officers and police staff with a disability achieve their full potential at work by offering, so far as is reasonably practicable, the same facilities, career prospects, training and promotion opportunities that are available to others;
- Ensuring that our internal policies and procedures do not unfairly discriminate against police staff or police officers with disabilities;
- Providing an appropriate working environment to ensure the safety of all police officers and police staff with disabilities and their colleagues;
- Dispelling some of the myths surrounding disability by enabling individuals to remain in their current roles so far as is reasonably practicable

Work is ongoing to examine the possibility of promoting deaf awareness through securing the services of RNID to assist in the practicals, role plays and scenarios delivered to police officers as part of the foundation programme.

Annual Report 1 April 2008 / 31 March 2009
'Disability Duties' Questions

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

13

▲

2

Fully
Achieved

Partially
Achieved

Not
Achieved

Of the 15 action measures within the reporting period 13 were fully achieved and 2 partially achieved

2. Please outline the following detail on **all actions that have been fully achieved** in the reporting period.

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

Level	Public Life Action Measures	Outputs ¹	Outcomes / Impact ²
National ³			
Regional ⁴	The Disability Independent Advisory Group has been set up at a strategic level and routinely advises on policy construction	The IAG meets four times a year	The IAG has a wide and varied membership which ensures that a comprehensive consultation process is routinely carried out.
Local ⁵	The PSNI have employee support workers currently in post	11 workers with a disability currently in post	These posts demonstrate the PSNI commitment to integrating workers with disabilities in to the main workforce and promotes a positive attitude with co

¹ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

² **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

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

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

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

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

	Training Action Measures	Outputs	Outcome / Impact
1	Ensure that all new police officers and staff receive specific disability awareness training on their responsibilities under the Disability Discrimination Act	Provision of a mandatory course for all new police officers and staff	As part of the induction course all new police officers and staff receives specific section 75 input from outside agencies. Police Officers attend a residential course where they have a practical demonstration of issues around disability which then leads to discussion and exploration of the legislation, and how this disability can impact on police officers both internally within the organisation and externally in the service provided to the public. This course is delivered at the beginning of foundation training for maximum impact.
2			
3			

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	Ensure that the Police Services consultation with the public are mindful of the needs of people with disabilities	Ensure that consultation processes are carried out with the disability sector in mind and that consultation documents are available in formats accessible by disabled people	The consultation list for Equality Impact Assessments includes the following groups: Mencap Northern Ireland Mental Health Commission for Northern Ireland RNIB/Blind Centre Royal National Institute for Deaf Blind Action Mental Health Deaf Association of Northern Ireland Disability Action Northern Ireland Down Syndrome Association
2			
3			
4			

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	Encourage partner organisations to promote positive attitudes	Work carried out with DPP's to raise awareness of hate crime motivated by lack of understanding of disability	More inclusive language is now used and increased awareness in DPP's
2	Engage with people with disabilities as a normal part of policy development	The section 75 screening form has been amended to reflect the new disability duties under DDA. The IAG on Disability is in place and used as much as possible especially in relation to Service Policy construction	Consideration and incorporation of disability issues is now routine practice
3	PSNI will help encourage the participation of disabled people in public life and will promote positive attitudes towards disabled people	PSNI revised the internal policy on the management of officers and staff with disabilities in 08/09	The revised policy focuses on an officer/member of staff's ability rather than on their disability. The revised policy also empowers greater local decision making. By maximising the number of officers and staff who remain 'in role' we increase the participation of people with disabilities in service delivery. Work is ongoing and further issues are being explored.

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	Monitor complaints that are lodged under the existing Grievance and Bullying and Harassment procedures and analyse to see if disability has been a factor in the complaint	Ensure that the PSNI Behavioural Standards report reflects all grievances & reported cases of Bullying & Harassment where disability has been a factor, through analysis ensure that these situations are not repeated & that there is organisational learning	The PSNI Behavioural Standards report records complaints where disability is a factor. There were no such recorded instances within this reporting time frame
2	The PSNI's Diversity Management Board will review progress of the Disability Action Plan on an annual basis and review what actions are required to promote positive attitudes towards disabled people	Review the progress made under the Disability Action Plan	Annually the PSNI's Diversity Management Board review the progress that has been made under the Disability Action Plan
3	Ensure that the Omnibus survey of Public attitudes to Policing is amended to report on attitudes of disabled people towards policing	Amendment of the Omnibus survey	The Omnibus survey has been amended to reflect the views of disabled people towards policing.

4	Report annually to the Equality Commission on progress against the action plan	Compile annual report	The annual report is compiled each year and submitted to the Equality Commission
5	To ensure that Disability Action Plan targets are included in the Business Planning of the Equality & Diversity Unit and Human Resources Department	Ensure that the Equality and Diversity and Human Resources Department include disability action plan targets	The Equality and Diversity Unit have disability targets included within s75 actions. The personnel branch business plan included an action to review the disability discrimination act policy, which was duly completed and a new policy issued
6.	Ensure that external complaints to the Police Ombudsman regarding failure to promote a positive attitude towards someone with a disability are reported to the Diversity Management Board	The annual behavioural standards reports identify any such complaints.	The yearly Behavioural Standards reports are reviewed by the Diversity Management Board and appropriate steps taken

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

	Action Measures partly achieved	Milestones ⁶ / Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Encourage the formation of an internal support group for people with disabilities	An internal cancer support group has been established in association with Occupational Health and Welfare	Support and advice available for police and staff	Nominated internal lead yet to be appointed
2	Create opportunities for disabled people in public life positions	A Headquarters IAG has been set up	This IAG meets four times a year and has a varied membership which advises on policy	The PSNI are not responsible for the appointment of custody visitors, this rests with the NIPB
3				
4				

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

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

	Action Measures not met	Reasons
1	None	

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

Monitoring of progress under the Disability Action Plan is included in the business planning of our Equality and Diversity Unit. Each action is recorded, costed and reported against internally. The success of our Disability Action Plan 2007-2010 will be assessed after the plan has been delivered – This will be included in the consultation on the new plan. We will consult with a range of disability groups including the Disabled Police officers Association, National Disabled Police Officers Association, PSNI independent Advisory Group on Disability and the Employers Forum on Disability.

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes.

No

7. Do you intend to make any further **revisions to your plan** in light of your organisations annual review of the plan? If so, please outline proposed changes?

NO