

Police Service of Northern Ireland



Annual Progress Report on the Implementation of Section 75 Within the Police Service of Northern Ireland 2007 – 2008

September 2008

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EQUALITY COMMISSION FOR NORTHERN IRELAND
Public Authority 2007 - 2008
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 2007 to 31 March 2008**. This template also includes a number of questions regarding implementation of Section 49A of the DDO from the **1 July 2007 to 31 March 2008**. 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 **30 September 2008**.

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)

Paul McIlwaine
Equality Adviser
Equality & Diversity Unit
Lisnasharragh
42 Montgomery Road
Belfast
BT6 9LD
section75@psni.pnn.police.uk

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?

The past year has been a fruitful year in terms of PSNI seeking to fully implement our monitoring duties under Section 75 of the Northern Ireland Act. From January 2007 through to July 2008, we have worked on reprogramming our NICHE custody software so that we can gather equality information on individuals entering custody as defendants. This information in time will also feed through to the rest of the Criminal Justice System.

We have completed a scoping study of all equality data that is gathered across all our main information systems. This study has been used to identify necessary improvements in the quality of information that is gathered and more importantly how this information will be used to promote equality. This study calls for greater harmonising of the classifications of equality data so that meaningful benchmarking and analysis can be carried out.

We have also introduced equality monitoring of all 9 categories from June 2007 into our recruitment of both Police Officers and civilian Police Staff. This information is being used to identify trends in our recruitment and to identify if there are any groups Section 75 that fair less well in our recruitment process and to identify why this is the case.

During 2007-2008 two EQIA's have been completed and published, while 3 more have been commenced. The two published EQIA's refer to the PSNI recruiting process and our internal promotions processes. Both EQIA's have resulted in a series of recommendations that will be progressed during 2008-2009 that will have a lasting effect on the promotion of equality.

In relation to building Good Community Relations dual language handsets have been introduced into Custody and Enquiry Offices – This permits telephone conference calls with translators with guidelines issued to officers.

In Belfast local Sector Minority Liaison Officers have attended an intensive 12 day Polish Language Courses as well as a District Training programme set up with An Munia Tober to give all officers familiarisation and appreciation of Travellers culture and customs.

In Craigavon the Community Safety Team and the Community Safety Partnership produced a DVD entitled “Racism Ruins Lives” in regard to Hate Crime and Respecting Diversity. This is an educational tool used in the delivery of lessons within schools and is aimed at upper primary and lower secondary pupils. The DVD will also be shown to community groups. The DVD has been made available across the service and it is deliberately not restricted to Craigavon area.

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?

During 2008-2009 the police service will continue to embed the equality monitoring of our services. In July 2008 we commenced equality monitoring of those entering our custody suites commenced, we are looking at this introduction and seeking way to improve the quality of this data. We will also work closely with the Criminal Justice Board and the Causeway IT project to investigate how the data that we gather can be shared with the rest of the Criminal Justice sector via the Causeway computer system.

We will during 2008-2009 complete an internal monitoring survey with all our staff and officers, to fill in the gaps in equality data held internally. This survey will be fully

automated so that information gathered from the on-line survey will in turn be electronically updated on our computerised personnel system.

We have also commenced work on three Equality Impact Assessments namely our schools education programme, support for victims and the introduction of Taser.

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	PSNI in partnership with its recruitment agency will research and analyse any trends in regards to success rates for Catholic, Non-Catholic community and unknown backgrounds.	✓
	PSNI will invite officers from Catholic backgrounds to access the Positive Action Leadership Development Programme.	✓
Persons of different political opinion	Monitoring of Political Opinion in recruitment commenced in June 2007	✓
Persons of different racial groups	PSNI will continue to liaise with ethnic minority representatives and examine strategies etc. to improve the application and attendance rates of ethnic minority applicants.	✓
	PSNI in partnership with its recruitment agency will actively research the use of additional recruitment initiatives to improve application rates and success rates for candidates with specific focus on the Initial Selection Test. A definitive initiative will be established for the next recruitment campaign and results of its effect analysed.	✓
	PSNI will continue to seek ways in which to raise awareness of the needs and concerns of ethnic minority groups both internal and external to the organisation. The success of these will be monitored through the various formal and informal contacts with individuals and organisations within those groups.	✓
	PSNI will continue to monitor and review the	✓

	<p>number of ethnic minority officers seeking and gaining promotion.</p> <p>PSNI will examine potential strategies to encourage and support ethnic minority officers in seeking and gaining promotion.</p> <p>PSNI will appoint a full-time Network Support Officer to support the ethnic minority police association (this will be subject to continuous funding). This will raise and establish the profile of ethnic minority officers from an organisational perspective.</p>	<p>✓</p> <p>✓</p>
Persons of different age	<p>From 2007 all applicants and appointees, both police and police staff, have been requested to provide data/information in respect of all nine Section 75 categories. This will form part of their personal record, if successful, and steps are being taken to allow all employees to access and update their personal record including information in respect of equality. This will also allow all nine Section 75 categories to be monitored and potential impacts identified.</p>	<p>✓</p>
Persons with different marital status	<p>Marital Status is now monitored as an equality category from June 2007</p>	<p>✓</p>
Persons of different sexual orientation	<p>PSNI will actively seek to raise the profiles of officers from ethnic minority, female and LGBT backgrounds through articles in relevant publications and joint strategies with relevant representative groups and organisations to inform members of these groups.</p>	<p>✓</p>
Men and women generally	<p>PSNI in liaison with its recruitment agency partner will continue to review and assess the medical assessment process to ensure it reflects the requirements of the role and is conducted fairly and equally.</p> <p>PSNI will monitor the Gender Action Plan and Shared Future Strategy to ensure their progress in regard to female career development and support is maintained.</p> <p>PSNI will monitor the Gender Action Plan and the Shared Future Strategy to ensure their progress is maintained and the recommendations in regards to a mentoring scheme for female officers and targeted training and development programmes are implemented.</p> <p>Where there is a clearly identified under representation of female officers, Human Resource will conduct personal career development interviews with female officers eligible for promotion to senior ranks. These interviews will be directed towards assisting officers identify skills and</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>

	<p>competencies needed to prepare them for meeting criteria for promotion should they wish it.</p> <p>PSNI will invite female supervisory officers to access the Positive Action Leadership Development Programme.</p> <p>PSNI will monitor the rate of applications for senior ranks by female officers and analyse the influence of support measures on those rates.</p> <p>Subject to continuous funding and selection of a suitable candidate, a Network Support Officer will be appointed to support and raise the profile of female officers.</p>	<p>✓</p> <p>✓</p> <p>✓</p>
Persons with and without a disability	<p>PSNI in liaison with its recruitment partner agency will continue to review the content of its communication mediums to ensure information is accurate, understandable (font, etc.) and informative for all categories.</p> <p>PSNI will continue to monitor and analyse applications for promotion from officers who have declared a disability and ensure the requirements of the DDA are fairly applied.</p>	<p>✓</p> <p>✓</p>
Persons with and without dependants	<p>The strategies/programmes planned and initiated to assist those with dependants will be monitored and assessed as to the benefits or otherwise on this category of applicant.</p>	<p>✓</p>

Section 1: Strategic Implementation of the Section 75 Duties

Please outline evidence of progress made in developing and meeting equality and good relation's objectives, performance indicators and targets in corporate and annual operating plans during 2007-08

In June 2007 the Police Service published its first corporate Shared Future (Diversity) Strategy – This strategy documented the PSNI's desire to make a real difference to the community that we serve in particular we have identified strategic priorities in the areas of Race, Gender and Sectarianism.

This document sets out a plan for the Police Service of Northern Ireland to ensure that everything we do is underpinned with fairness and respect.

In order to achieve this we have to:

- Ensure equality;
- Promote diversity;
- Develop an understanding of the different perspectives of our past; and
- Contribute to bettering relations between different groups in our society

The document aims to inform the public of what we intend to do and what we expect from our police officers and police staff. The Shared Future Strategy will also be underpinned and supported by a comprehensive Communications Strategy, which will ensure its effective delivery both internally and externally.

In April 2008 the Police service published its Gender Action Plan, which commits the organisation to a programme of action to promote gender equality in the following areas that sit within the domains of the Northern Ireland Policing Plan, which directs the activities of the PSNI.

These domains are:

- Satisfaction and Confidence
- Tackling Crime
- Promoting Community Safety
- Managing Capability
- Organisational Development

It is however recognised that the domains where the Gender Action Plan will have most impact are in the areas of:

- Organisational Development
- Managing Capability

In particular it is recognised that the PSNI must address gender issues to ensure that it achieves the maximum effective and efficient use of human resources to meet the organisational need. Where possible a flexible approach to deployment will be considered. We will strive to meet the demands of the community by balancing the service delivery needs of the organisation alongside the aspirations of individuals for a more flexible work pattern.

The Policing Plan 2008 – 2011 clearly commits the Police Service to achieve our statutory duties and in particular the following specific actions

- To promote and implement the Police Service's Diversity Strategy
- To continue Section 75 Equality Monitoring at point of contact
- To continue to deliver equality and diversity training strategy to all officers and staff
- To provide support to minority and vulnerable groups

The Police College Strategic Training plan continues to place equality, diversity and Section 75 as main core themes running through all Police training.

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.
Body Identification	R	No	No
Call Handling	R	No	No
Chemical Agent Monitoring	R	No	No
Casualty Bureau	R	No	No
Circulation of wanted persons	R	No	No
Electronic Records Management Policy	R	No	No
Court Attendance Procedures	R	No	No
Dealing with Persons with Mental Disorders	R	No	No
Dealing with prolific offenders	R	No	No
Emergency Flying restrictions	R	No	No
Emergency Mobile Communications	R	No	No
Escape Hoods	R	No	No
Fire Police Procedures	R	No	No
Flexible Working	R	No	No
Flood Emergency Procedures	R	No	No
Forced Marriages Service Procedure	R	No	No
HR System Policy	R	No	No
Identification from Dental Records	R	No	No
Liaison With Ambulance Service	R	No	No
Links project – Breaking	R	No	Yes

the link with Civil Service			
Dealing with Major Incidents	R	No	No
Marine Accident Investigation	R	No	No
Notifiable Occupations	R	No	No
Partnership Working	R	No	No
Professionalising Investigatory Practice	R	No	No
Police Transfers	R	No	No
Rail Accident Investigation	R	No	No
Service Confidence Procedures	R	No	No

During 2007 – 2008 a high number of Service Procedures have been reviewed, these service procedures are instructions to police officers and staff and a large number of these deal with reacting to emergency situations in line with national policing guidelines and standards.

The responsibility for consultation is the responsibility of the policyholder or author – The PSNI has not carried out a full public consultation exercise on our previous equality screenings (as reported to the Commission in the 2006 – 2007 Progress Report). We have as a result of our five year review of the impact of section 75 concluded that we need to revise our consultation strategy so that we give consultees advance notice of screening consultations instead of consultation after the decision has been made. We have reached this conclusion from speaking with our consultees.

In 2008 – 2009 we will substantially revised our Section 75 guidance for policy writers and require an annual audit of what policy work is planned for the year ahead and then advise our list of consultees via a regular newsletter about what work is planned. We will also seek greater use our Independent Advisory groups on Age (both youth and older), Multi-cultural, Gay & Lesbian and Disability together with District Policing Partnerships.

Section 3: Equality Impact Assessment (EQIA)

Please provide an update of policies subject to EQIA during 2007/08, stage 7 EQIA monitoring activities and an indicative EQIA timetable for 2008-09.

EQIA Timetable – April 2007 - March 2008

Title of Policy EQIA	EQIA Stage at end March 08 (Steps 1-6)	Outline adjustments to policy intended to benefit individuals, and the relevant Section 75 categories due to be affected.
PSNI Recruitment Policy	Step 6	Specific measures are recorded in the Executive Summary pages 4 - 6
PSNI Promotion Policy	Step 6	

Ongoing EQIA Monitoring Activities April 2007- March 2008

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
Youth Diversion Policy	No Change	Research ongoing
Protection of Children & Vulnerable Adults	No Change	Research ongoing

2008-09 EQIA Time-table

Title of EQIAs due to be commenced during April 2008 – March 2009	Existing or New policy?	Please indicate expected timescale of Decision Making stage i.e. Stage 6
Introduction of Taser	New	Oct 2008
Support for Victims	Existing	March 2009
Citizen and Safety Education Schools Programme	Existing	March 2009

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.

All new entrants to PSNI both Police and Non-Police Staff go through an induction training programme, part of this induction training includes a training module that includes details of the PSNI's responsibilities under Section 75 and also this module seeks to set Section 75 within the range of Equal Opportunities policies and procedures to emphasize the importance the organisation places on responsibility in this area.

Specific Section 75 training has been delivered to Policy writers within PSNI; Only one course has been organised during the reporting period this course was designed to assist people within PSNI with specific responsibility for policy writing to understand the requirements of Human Rights and Section 75. Further policy writing training is planned for 2008-2009 and will become a course that is held on a quarterly basis.

Since these courses commenced there has been a greater understanding of Section 75 screening and consultations. We have seen an increase in the number of officers and staff contacting the Equality and Diversity Unit for further advice and also we have seen an increase in the number of policy screening documents being submitted to the Equality & Diversity Unit for checking.

Section 5: Communication

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.

As a result of our Five-year review of the implementation of Section 75 within the Police Service we have taken the view that we need to improve the provision of information to consultees. We plan to deliver a regular newsletter twice yearly to update consultees on the screening work and planned EQIA's. This will commence during 2008-2009.

PSNI is continually refreshing the Section 75 page on the PSNI's website and has included details of all completed EQIA's, results of screening consultation, timetable of future EQIA's. We are committed to making all documents available in concise straightforward language so that they will appeal and be read by the widest possible audience. Feedback received to date has been very positive indicating that having concise summary documents are greatly appreciated by readers who also appreciate having the in-depth reports available for reference.

The Section 75 mailbox is monitored daily and visitors to the site can correspond with the Equality and Diversity Office directly in relation to any queries or issues.

The Section 75 page will continue to expand to include more screening results, EQIA results and also publication of our Annual Progress Reports.

The PSNI's Annual Progress Report to the Equality Commission is circulated to all staff via our Intranet facility, and is available to the public on our external website. The PSNI's Report of the Five Year Review of the operation of its Equality Scheme will be published on the intranet site for the information of staff once approved by PSNI Senior Management Team.

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.

Work has been ongoing during 2007- 2008 to make changes to our crime recording software (NICHE) to enable equality monitoring to be introduced into PSNI Custody Suites. This will enable PSNI to monitor those entering the criminal justice system by 7 of the 9 equality categories via point of contact monitoring. The PSNI like many other public bodies have decided not to monitor political opinion or sexual orientation, as these are perceived to be highly sensitive personal information that is unsuitable to be gathered via point of contact monitoring.

The reprogramming of the NICHE software has been completed and the equality monitoring has begun in our Custody Suites from 1st July 2008.

From June 2007 the PSNI has introduced full equality monitoring of our recruitment processes for both police officers and civilian police staff. We are seeking ways to fill in the necessary gaps in our equality data held on staff and officers and will conduct an equality monitoring survey during 2008 – 2009 to complete the equality data held on our personnel.

A scoping study has been completed in relation to the range of equality data captured on all our IT systems. This study has resulted in a programme of work that will lead to greater analysis and publication of equality data.

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.

The PSNI's remain committed to the provision of information in accessible formats as per our equality scheme:-

The Police Service will make publicly available the outcome of any equality impact assessment and any monitoring undertaken in relation to Section 7 above. This material will be accessible on the Police Service's Internet website at <http://www.psni.police.uk/>. It will also be available in printed form and in accessible formats, for example: Braille, disc, audio cassette and minority languages (for those not fluent in English) from Section 75, Equality & Diversity, Lisnasharragh, 42 Montgomery Road, Belfast BT6 9LD.

The PSNI are represented on a number of strategic committees regarding the investigation of Hate Crime including.

- Racial Equality Forum
- Travellers Support Group
- Community Safety Unit
- Northern Ireland Council Ethnic Minorities

PSNI also coordinate the production and distribution of Service Hate crime awareness materials both internally and externally.

PSNI also manage the several translation service providers namely:-

- Connect
- National Interpretation service
- Royal National Association for the Deaf

PSNI has also a number of Independent Advisory Groups through which issues affecting these groups can be raised directly with the police service and also provide a channel through which the PSNI can discuss in a meaningful way how we propose to carry out our functions.

- Multi Cultural
- Disability
- Older Persons
- Youth forums
- Lesbian Gay Bisexual Transgender

Community Safety Branch has recently taken over the management of PSNI Deaf Link Officers and maintains links with the three regional coordinators and training providers.

Section 8: Complaints

Identify the number of Section 75 related complaints:

During 2007 to 2008 the Police Service of Northern Ireland has received no 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.

The PSNI Youth Independent Advisory Groups (Armagh, Down, Fermanagh and Foyle) completed their 12-month pilot run in February 2008. The completion of the initial phase of this initiative was marked with an event in Cookstown, which gave the young people an opportunity to outline their achievements over the past year to a select audience. Those involved were aged between 13 and 18 years, from various backgrounds within the community, who were willing to provide unique and valuable input into both local and strategic policing.

The groups were actively involved in a number of projects, which allowed them access to key decision makers. They provided an input into local Policing Plans, devising a youth friendly version of the PSNI's policing with children and young people policy, input and participation in Critical Incident training, as well as contributing to an international Independent Advisory Group conference in Blackpool.

During 2007 – 2008 PSNI has redesigned our Equality & Diversity pages on our website. This now includes a table of Section 75 related documents laid out in a logical and easy to navigate style. This has led to greater use of these pages. PSNI has received feedback from consultees who have been using our site to obtain equality reports.

Regular meetings with ACSONI (African Community Support Organisation Northern Ireland) are held every second Friday of the month. There are approximately 60 attendees and during the course of the meetings, concerns are raised and fed back, along with various Police presentations and external department 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.

Meetings are held on a frequent basis with local Belfast LGBT groups such as GLYNI (Gay Lesbian, Youth NI), COSO (Coalition Organisation on Sexual Orientation), Cara-Friend, Lesbian Line, Rainbow Project and NI Gay Rights. Outside statutory bodies attend e.g. Housing association, Victim support etc.

A drop in centre i.e. Queer Space attended by Police (out of uniform) to break down the communication barriers and build upon these. Queer Space runs every Saturday and Police attendance is on every first Saturday of the month. Local issues and concerns are discussed and it has proved to be a great source for contact with the local Gay and Lesbian community, to hear first hand their problems, concerns and fears and helps to dispel preconceived perceptions about the Police.

A new Multi Cultural group named R.E.S.P.E.C.T. in North Down (Rights, Equality, Status, and the Promotion of Ethnic Cultural Traditions in North Down) has been constituted. This has been the result of an eight-month project with Minority Ethnic Groups in the Borough, supported by PSNI, North Down Borough Council and Health Trust. The aims of the group are to promote the benefit of its members by association with statutory authorities and voluntary organisations. Issues such as Citizenship, Exploitation, Discrimination and Hate Crime will be addressed and information on these accessed for the group and its members.

A Flags and Emblems programme took place in Holywood to discuss the affects of these on the community, respect for culture and awareness raising. This was in partnership with North Down Borough Council, Queen's University, PSNI and RECON Community Group in Holywood.

Newtownabbey Community Safety have been involved with a newly formed Indian group called Newtownabbey Indian Malayalee Association. This is a group of people mainly from the Southern part of India who speak Malaylem. Community Safety Sgt was at the official launch of this group that got wide support from Newtownabbey council and Community Safety Partnership.

Dual handsets have been introduced in Custody and Enquiry Offices across Northern Ireland – telephone conference on 999 introduced and guidelines issued to officers.

Police form part of Ballymena Inter Agency Ethnic Support Group. The group is made up of organisations including NIHE, NHSSB, NEELB, Victim support, Ballymena Borough Council, Ballymena Job Centre representatives. These meeting help provide a more rounded service and better understanding of services available within the community for the ethnic community in addition to the more recently arrived immigrant workers. The forum recently hosted members of the Italian community. It gave those in attendance an opportunity to meet the forum and receive an update on racially motivated crime and crime prevention advice.

Community Safety Branch officers represent the PSNI on a number of strategic committees regarding vulnerable minority groups including:-

- Racial Equality Forum
- Travelers Support Group
- Community Safety Unit
- Northern Ireland Council Ethnic Minorities

Community Safety Branch manages the service's Independent Advisory Groups:-

- Multi Cultural
- Disability
- Older Persons
- Lesbian Gay Bisexual Transgender

Community Safety Branch has recently taken over the management of PSNI Deaf Link Officers and maintains links with the three regional coordinators and training providers.

The above are some examples of the efforts that PSNI continues to make to reach out and engage with our diverse society here in Northern Ireland.

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.

Neighbourhood Policing is about focussing our resources on the needs of the people we serve within relatively small geographic areas, i.e. 'neighbourhoods'. People's feelings of safety are strongly influenced by the signals, which they see and hear close to their home. Each local area is unique; what may be considered a concern to a community in one location may not be to another.

Our Neighbourhood Policing Programme was initiated in July 2007 to bring together the various frontline and support resources necessary to establish the systems, structures and policies required to support Neighbourhood Policing. Over recent months each of our Police Districts has worked with local residents and partners to identify 'neighbourhoods' within their area.

Our promise is to give every 'neighbourhood' across Northern Ireland access to local policing, offer opportunities to influence local priorities, deliver positive interventions with partners to tackle identified priorities and provide answers on what has been done. This will be achieved by our Neighbourhood Policing Teams, made up of officers dedicated to specific geographic areas, who will be responsible for establishing the local issues identified by the community and take responsibility for working with them to find answers. Over the last year we have seen a strong network of Neighbourhood Policing Teams develop across Northern Ireland working to make the 'neighbourhoods' they work within feel safer places to live, work and socialise.

A new DVD, the first of its kind in Northern Ireland tackling the issue of **racism** was launched through a partnership between Craigavon police, Craigavon Community Safety Partnership, the DPP and Craigavon Borough Council.

The hard-hitting DVD helps police officers and professionals in community safety and youth services; by educating and informing young people and community groups in an effective manner on hate crime.

The initiative was developed to help reduce the number of victims of racist incidents through education and discussion. The DVD, features local actors, locations and bands throughout the production. It also comes with an additional resource of key message for debate in the classroom in order to challenge attitudes in a safe environment and discuss potential positive options.

In June 2007, we launched the **Shared Future Strategy**; a plan to ensure everything we do is underpinned with fairness and respect.

We aim to achieve this through:

- Ensuring equality
- Promoting diversity
- Developing an understanding of the **different perspectives of our past**
- Contributing to **bettering relations** between different groups in our society.

In order to be truly effective, we must use the skills and talents of all our police officers and staff, which we can only do by valuing everyone's contribution.

We agreed the following three objectives for the year 2007-2008:

1. To provide a police service, which makes people from minority ethnic and European communities, feel safer
2. To deliver a police service which both women and men experience as a professional and progressive service
3. To deliver a police service that contributes to building a shared future, by ensuring it is developed by taking account of different interpretations of policing in the past.

The Service will endeavour to deliver these objectives within the context of the Policing Plan and we have identified a series of actions for the next twelve months to meet these. The Shared Future Strategy is ambitious, but absolutely necessary to shape the way we deliver policing in the future.

The Historical Enquiries Team (HET) is a police investigation team created to re-examine 3,268 deaths, which occurred in Northern Ireland as a result of 'the Troubles'. The team has a two-fold role, to answer the questions families bring and to ensure that any new or remaining investigative opportunities are taken forward.

The Historical Enquiries Team is focused on offering families in Northern Ireland a thorough, professional and independent review of their case; however it also consults with families to find out exactly what they want to know. HET includes answering family questions as part of their investigation work.

Central to this aim is the principle of maximum permissible disclosure and each family is given a report outlining the findings of the team in relation to their case.

There are four HET review and investigation teams, one staffed exclusively by officers and retired officers from Northern Ireland with the remaining made up of officers from outside Northern Ireland who can deal with cases where complete independence is beneficial to families. The structure of the teams is designed to deliver an effective response to the challenges ahead and reassurance where it is needed.

So far the team have worked with 680 families and have logged 4,700 family questions. The unit is looking at all deaths that occurred between 1969 and pre-Good Friday Agreement in 1998, with the general rule being the examination of cases on a chronological basis beginning in 1969.

Annual Report July 2007/ March 2008

Disability Duties' Questions

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



Fully
Achieved



Partially
Achieved



Not
Achieved

Of the 13 targets set in the PSNI Disability Action plan for 2007-2008:

10 actions have been completed

1 action partially completed

2 actions have yet to be completed

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	Encourage the formation of an internal support group for people with disabilities	To work with the disabled police officers towards the formation of a support group that will seek to offer practical advice and guidance to officers and staff who have disabilities. This will also raise the profile of people with disabilities within the organisation.	PSNI in 2007- 2008 have become subscribing members of the Employers Forum On Disability both nationally and locally – We continue to work with these organisations to enhance support services to our employees. We have also made contact with the National Police Officers Association with a view to organising in Northern Ireland.

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

Regional ⁴	We will ensure that the existing Disability Independent Advisory Group is expanded to become more representative of the disabled communities. We will advertise this forum widely and work with disability groups so that it becomes a vital two way communication forum that supports the promotion of equality of opportunity	4 meetings held per year with the Independent Advisory group on Disability	A wide range of policy issues have been discussed with this well attended Independent Advisory Group. This group has the opportunity to raise any policing related issues. The group is open to all disabled people with an interest in policing issues and has members from all over Northern Ireland.
Local ⁵			

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 forums.

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

	Training Action Measures	Outputs	Outcome / Impact
1	To identify a suitable disability awareness raising educational programme that is capable of being delivered to all police officers and staff.	To secure the use of training materials for police officers and staff.	PSNI have identified a suitable and detailed on-line training package that will be made available to all staff and officers in the 2008-2009 training cycle.
2	To identify a suitable disability awareness raising educational programme that is capable of being delivered to all police officers and staff.	To secure the use of training materials for police officers and staff.	PSNI Foundation Diversity Training is being amended to include Disability awareness training for all new Student Officers 440 per annum.
3	To identify a suitable disability awareness raising educational programme that is capable of being delivered to all police officers and staff.	To secure the use of training materials for police officers and staff.	All civilian police staff have been required to undertake mandatory on-line diversity course that includes overt examples of disability discrimination in the workplace with a clear message that this is unacceptable within the Police Service.

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 consultations with the public are mindful of the needs of people with disabilities	Ensure that consultation exercises are carried out with the disability sector in mind and that consultation documents are available in formats accessible by disabled people	In line with existing guidelines the Police Service seeks to reach a wide audience with our information – All consultations include information on alternative formats that support inclusion.
2	Review internal and external communication policies	Specifically we will review the PSNI website to ensure that we maximise the use of Information Technology to assist those with disabilities. PSNI will ensure that we redesign our website with accessibility issues as a core	Work is at an advanced stage to redesign the PSNI external website to incorporate a range of accessibility enhancing tools. It is anticipated that the site will launch during 2008-2009.
3	Review internal and external communication policies	The minicom communication network has been expanded to include 15 new local points of contact for the deaf community.	Enhanced ability to communicate with police for deaf communities Provence wide.
4	We will sustain the provision of Minority Liaison and Deaf Link officers in each Area Command.	We will commit to supporting the existing initiatives through which PSNI employ Officers to provide a specific point of contact for minority communities together with Deaf Link Officers in each Area Command.	PSNI continue to have a capacity to assist deaf and hard of hearing members of the public by providing specific contact personnel and disseminating this information to those most in need.

5	Include features on disability issues in PSNI's internal on-line magazine Callsign and within the Equality & Diversity Units WebPages and bulletins	Articles promoting positive attitudes to disabled people will be included in the PSNI's Callsign magazine and on the PSNI's Intranet sites	Information about disability is carried on our website along with contact details of our services to disabled people – To view follow the link below. http://www.psni.police.uk/index/hate_crimes/disability_related_incidents.htm and also at http://www.psni.police.uk/index/departments/disability_issues.htm
6	Encouraging greater participation through building good relations with disabled groups	In the Coleraine area Police are involved within the local disability forum advising on policing issues and promoting relationships between the forum and the PSNI.	Building better relationships with the disabled people that in turn may lead to greater participation in public life.

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

	Encourage others Action Measures	Outputs	Outcome / Impact
1	PSNI will continue to raise awareness of disability issues through publicising awareness raising	In 2007/2008 CASE lessons on Diversity were delivered to schools across Northern Ireland. In North Down Disability was addressed with the assistance of the Chairperson of Disability Matters.	Raising awareness of young people in issues affecting disabled people. Teaching young people that disability discrimination is unlawful.

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	Allocate responsibility for the overall management of the action plan.	The implementation of our Disability Action Plan will be the responsibility of the management team within our Equality & Diversity Unit.	PSNI have now identified a single point of contact for all disability related issues
2	Consider ways of monitoring the effectiveness of the measures introduced.	To put the actions contained within this plan into the costed business plan of the Equality & Diversity Unit.	Cost have been identified and money is available to ensure that they can be achieved
3	Put in place a Disability Action Plan scheme that recognises and values the contribution of disabled people.	To have in place a Disability Action Plan that has been publicly consulted on that will lead to positive attitudes of people with disabilities	A strategic approach is now being taken by PSNI in relation to these two disability duties.
4	To put in place Diversity Champions throughout the organisation at senior management levels.	Diversity Champions have been appointed to each Area Command and also in the main Departments to ensure that diversity issues are on the agenda of operational and management meetings on a regular basis.	Our Champions role is to advance equality and diversity during routine management meetings thereby mainstreaming consideration of disability in operational policing decisions
5	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.	To ensure that the PSNI's Behaviours Report reflects all grievances and reported cases of Bullying and Harassment where Disability has been a factor – Through such analysis that steps will be taken to ensure that these	Identify emerging trends where they exist of disability discrimination or bullying and take steps to address as appropriate.

		situations are not repeated and that there is organisation learning as a result of these cases. This will inform the Training Needs Analysis.	
6	PSNI has committed itself to the introduction of Equity Monitoring in service delivery.	With the introduction of equity monitoring of our services to the public we will have the ability to analyse potential inequalities and adjust our policies and procedures accordingly. Specifically disability will be a new category that will be monitored.	In July 2008 monitoring of defendants commenced – We now are gathering information on people going through our Custody Suites. This will be able to identify the number and broad classification of disabled people who are dealt with in our Custody suites and eventually link with outcomes.

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	The Criminal Justice Equality Network will set up a joint consultative forum to offer a two way channel of communication that will seek to promote equality of opportunity	We will seek ways through which disabled people can play a leading role in this consultative policy forum.	To give disabled people a voice in relation to their experience of the Criminal Justice System.	This action does not belong to the PSNI solely and therefore we will work collaboratively with our partner organisations and the Criminal Justice Board to make this forum a reality.

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

	Action Measures not met	Reasons
1	We will appoint a Network Support Officer to analyse opportunities to encourage participation of disabled people in Public Life within PSNI	Despite advertising for this seconded position on three occasions we have been unable to appoint a suitable person for this role, however the work will be continued by our Section 75 Manager who will take this work forward in 2008-2009.
2	Put in place a mechanism to screen PSNI's functions against the additional requirements of Section 49A of the Disability Discrimination Act 1995.	Disability screening on the positive duties where to be included in the next version of our Section 75 screening tool; however this has been held back until our new Equality Scheme has been written. It is anticipated that the new Policy Appraisal Review will be able to incorporate screening on the disability duties.

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.

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 & 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. We will seek ways to improve the effectiveness of our performance in promoting positive attitudes to disabled people and encouraging their participation in public life.

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?

None during 2008-2009