



Equality Scheme

Section 75 and Schedule 9 of the Northern Ireland Act 1998



Making Northern Ireland Safer For Everyone Through Professional, Progressive Policing

Updated November 2005 to reflect changes in contact details

Equality Scheme for the Police Service of Northern Ireland

Foreword by the Chief Constable Sir Hugh Orde

Section 75 and Schedule 9 of the Northern Ireland Act 1998 requires public authorities to have due regard to the need to promote equality of opportunity, and have regard to the desirability of promoting good relations. The Police Service recognises its statutory obligations under this legislation, and is fully committed to the fulfillment of these obligations, specifically in relation to:

- (i) The promotion of equality of opportunity between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; between men and women generally, between persons with a disability and persons without; between persons with dependants and persons without; and**
- (ii) Good relations between persons of different religious belief, political opinion or racial group.**

Public authorities are required to submit Equality Schemes to the Equality Commission for Northern Ireland, and to carry out Equality Impact Assessments (EQIA) on their policies in certain circumstances. In order to achieve this I am committed to provide the necessary resources in terms of people, time and money to ensure that the statutory duties are complied with, so that the Equality Scheme can be implemented effectively and on time.

This commitment ensures that effective internal arrangements are in place to ensure that the duties are effectively complied with and monitored, and that reviewing of progress will take place.

The content of the Equality Scheme shall be communicated to the entire service, and police officers and support staff will receive training and/or education relevant to their role, on the Equality Scheme through a planned programme.

This Equality Scheme endeavours to describe how the Police Service of Northern Ireland proposes to fulfil the Section 75 duties and obligations, with regard to all of its policies, functions and duties. It is an effective plan for mainstreaming equality issues within our policy decision-making and implementation.

**Hugh Orde
Chief Constable**

Introduction by Assistant Chief Constable Sam Kinkaid

The functions of the Police Service are as follows:

- (a) to protect life and property;
- (b) to preserve order;
- (c) to prevent the commission of offences;
- (d) where an offence has been committed, to take measures to bring the offender to justice.

In order to carry out such duties they have been granted some of the most intrusive legal powers given to any public body.

Examples include: powers of arrest, powers of seizure, powers to conduct surveillance, powers of stop/search and the right in particular situations to use force. Such powers must be used in an impartial manner that respects the various traditions and beliefs held by the citizens of Northern Ireland, whilst protecting human dignity and upholding human rights. It is also essential that there is equal access to police services, hence the importance of Section 75 of the Northern Ireland Act 1998.

Section 75 must not be seen in isolation from the many recommendations in the Patten Report that refer to the need for police officers to carry out their duties in a way that respects equality. Examples would include: Patten Recommendation 2 (the new attestation according to which police officers must carry out their duties); Recommendation 3 (the new Police Code of Ethics which contains a section on equality) and Recommendation 37, of the need for the Police Service to be transparent.

The Police Act (NI) 2000 states that police officers shall, as far as practicable, carry out their functions in co-operation with, and with the aim of securing the support of, the local community. The Police Service of Northern Ireland seeks to work with the community and to protect the rights that are enshrined in Article 14 of the European Convention on Human Rights (ECHR). We see Section 75 and the community consultation process defined within it, as a tremendous opportunity to secure community support.

As consultation with those in the community who are affected by our policies, functions and duties is central to the successful

operation of this Scheme, we welcome this opportunity for the community to contribute to the Police Service's decision-making processes. The central point for contact in relation to the Section 75 statutory duties is:

Section 75,
Equality & Diversity,
PSNI Lisnasharragh,
42 Montgomery Road,
Belfast, BT6 9LD.

E-mail: Section75@psni.pnn.police.uk
Tel No: 028 9065 0222 Ext 69770

The Scheme is available on disc, in large print and can be made available in Braille, in minority languages (for those who are not fluent in English) or on an audiocassette, by contacting the Section 75 office at the Police Service of Northern Ireland at the address above. The Scheme is also available on the Service's website at www.psni.police.uk

Sam Kinkaid
Assistant Chief Constable

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1. The Police Service of Northern Ireland

The Police Service of Northern Ireland came into being on 4th November 2001. The service consists of approximately 13,600 staff, both police and civilian support. We police a population of 1.7 million, covering 13,576 square km across Northern Ireland.

The operational policing of Northern Ireland is organised into two geographical areas – Urban and Rural Regions. An Assistant Chief Constable commands each region.

The regions are divided into District Command Units (DCUs) aligned with District Council areas, with the exception of Belfast, which is further sub-divided into Belfast North, South, East and West. Altogether there are 29 DCUs. Either a Chief Superintendent or Superintendent depending on population size commands each District.

Supporting the Police Service there are a number of departments based at various locations across Belfast. They are:

Supplies and Information, Human Resources, Crime, Operations, Media and Public Relations, Corporate Development and Internal Investigation.

2. Statutory Duty

Section 75 of the Northern Ireland Act 1998 ('the Act') requires the Police Service of Northern Ireland, in carrying out all its functions, powers and duties relating to Northern Ireland, to have:

Due regard to the need to promote equality of opportunity:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without;
and
- between persons with dependants and persons without.

In addition, without prejudice to these obligations, the Police Service shall, in carrying out all its functions, powers and duties relating to Northern Ireland, have:

Regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

Schedule 9 to the Act requires the Police Service to set out how it proposes to fulfil the duties imposed by Section 75. This document is intended to fulfil that statutory requirement. In particular, the Act requires that the Scheme must include:

A general introductory statement specifying the purpose of the Scheme, and the public authority's commitment to the statutory duty and a description of the internal arrangements for ensuring that the duty is effectively implemented.

The authority's arrangements for assessing its compliance with Section 75 duties and for consulting on matters to which a duty under that section is likely to be relevant.

- The authority's arrangements for assessing and consulting on the impact of policies adopted or proposed to be adopted, on the promotion of equality of opportunity.
- The authority's arrangements for monitoring adverse impact of policies adopted by the authority, on the promotion of equality of opportunity.
- The authority's arrangements for publishing the results of equality impact assessments¹ and of monitoring any adverse impact of policies adopted by the authority on the promotion of equality of opportunity. This must include a commitment to publishing the results of an equality impact assessment.
- A statement of the aims of the policy to which the assessment relates.
- Details of any consideration given by the authority, to measures which might mitigate any adverse impact of that policy on the promotion of equality of opportunity.

¹Equality Impact Assessment is the mechanism used where existing and proposed policies are assessed, in order to determine whether they have an adverse impact on equality of opportunity for the relevant groups.

- Details of any consideration given by the authority to alternative policies that might better achieve the promotion of equality of opportunity.
- A commitment that in making any decision with respect to a policy adopted or proposed to be adopted by it, that the public authority shall take into account any equality impact assessment and consultation carried out in relation to the policy.
- The authority's arrangements for training staff on issues relevant to their duties.
- The authority's arrangements for ensuring, and assessing, public access to information and to services provided by the authority.
- The authority's timetable for measures proposed in the Scheme, including an annual review of progress made implementing the arrangements specified in the Scheme.
- Details of how the Scheme will be published.
- The authority's arrangements for dealing with complaints alleging a failure to comply with the Scheme.
- A commitment to conducting a review of the Scheme within five years of its submission to the Equality Commission and to forwarding a report of this review to the Equality Commission, along with making this report public.

For the purposes of this Scheme the term policy has been deemed to include all the ways in which the Police Service carries out or proposes to carry out its duties, powers and functions relating to Northern Ireland, statutory and non-statutory, written and unwritten.

The Police Service acknowledges that there may be difficulties in defining policies and in particular, where policies cut across different functions or involve other public authorities. Where the Police Service has lead responsibility for a policy, which requires close co-operation with other public authorities, it will ensure that there is active participation by all relevant authorities in any equality impact assessment.

Where the Police Service is required to implement a policy that has been formulated by another public authority, then the implications of that policy on equality of opportunity and good relations, will be addressed in partnership with the source organisation for that policy.

Objectives and targets relating to the statutory obligations under the Act, will be integrated into the Police Service's strategic and operational plans. This will include implementation of the statutory obligations in performance plans, both individual and collective.

The Police Service will ensure that implementation of the Section 75 obligation is supported effectively with necessary resources of people, time and money, so that the statutory duties are complied with and that the Equality Scheme can be implemented effectively and on time. This will include resources for communicating to and training its staff on the requirements of the statutory obligations and how they can be implemented.

3. Arrangements for Assessing Compliance with Section 75 Duties

The Police Service is committed to the fulfillment of its Section 75 obligations in all parts of its organisation. To this end, internal arrangements have been put in place to ensure that this commitment will be effectively and demonstrably carried out, and that progress will continue to be monitored and reviewed. An annual review of progress will be carried out and forwarded to the Equality Commission.

Assistant Chief Constable Sam Kinkaid will be accountable to the Chief Constable for the development, implementation, maintenance and review of the Scheme, in accordance with legislation, good practice and any guidance, which may be issued by the Equality Commission. The Assistant Chief Constable will also put in place such arrangements as are necessary, to enable him to advise the Chief Constable on a regular basis, of progress in relation to the Scheme. In discharging these duties the Assistant Chief Constable has directed that the following arrangements will exist:

1. Overall responsibility for the implementation of the Scheme will rest with a Project Board, chaired by the Assistant Chief Constable. However, overall responsibility lies at the highest level with the Chief Constable. There is a full-time Project Manager, currently located within Human Resources, Equality & Diversity Unit. Contact details:

**Equality & Diversity Unit,
PSNI Lisnasharragh,
42 Montgomery Road,
Belfast BT6 9LD.**

**E-mail Section75@psni.pnn.police.uk
Tel No: 028 9065 0222 Ext 69770.**

2. The Project Manager will co-ordinate and manage the implementation of the Scheme, thus ensuring that the necessary actions are progressed in accordance with the Scheme's commitments and timetables.

3. The Project Manager will be a central point of contact for the public, officials, the Equality Commission and for complainants. The Project Manager will advise departments on the implementation of Section 75 obligations.

4. The Assistant Chief Constable, through the Project Manager, will delegate to Heads of Departments/Regions, the duty to conduct equality impact assessments where necessary, on existing and new policies in areas for which they are responsible.

The Project Manager will co-ordinate these activities and ensure that policy makers are appropriately trained in the requirements of Section 75 and Schedule 9, and that assessment of compliance with Section 75 and Schedule 9 duties becomes a mainstream of their work.

The Police Service will assess, over a five-year period, the extent to which each of its current functions, policies or duties has an impact on the promotion of equality of opportunity, and the promotion of good relations within the terms of Section 75 of the Act. This will be achieved through a process of

- (i) screening policies, functions and duties in consultation with representatives of affected groups, to be completed by May 2003; and
- (ii) subsequent equality impact assessments. This five-year review will be forwarded to the Equality Commission and will be made public.

The organisations will be consulted about equality impact assessments. Where appropriate, an equality impact assessment will include an annex on the promotion of good relations. In addition to the consultation arrangements set out in Section 6 below, the following organisations will be consulted, specifically in relation to any impact assessment, which deals with the promotion of good relations:

- Community Relations Council.
- Northern Ireland Council for Ethnic Minorities.
- Equality Commission.
- Mediation Network NI.

In relation to the duty to promote good relations on an annual basis, the Police Service will conduct an audit to determine

- (i) the state of community relations within the Police Service; and
- (ii) how the Police Service is perceived in the community it serves, according to religious belief, political opinion and racial group. The Principal Statistician shall be responsible for this audit.

The Section 75 Project Board will meet at least four times each year, so as to review progress on the implementation of the duties against the arrangements specified in this Scheme, and the objectives and targets set in strategic and operational plans, and to help prepare an annual statement for submission to the Equality Commission. Such progress will be reported quarterly to the Chief Constable, and the Annual Report on progress will be included in the Chief Constable's Annual Report. The Police Service will also liaise with the Equality Commission with a view to ensuring that progress is maintained.

The Police Service will address complaints that it has not fulfilled its statutory obligations and will seek to resolve such complaints bilaterally. The Police Service will aim to give a substantive response to complaints within one month. When a complainant claims to have been directly affected by a failure of the Police Service to comply with the Scheme, that person/representative shall be informed of the procedure for bringing such a complaint to the Equality Commission.

The Police Service will liaise with the following public authorities, which are also required to submit their own equality schemes and whose duties, functions and policies are likely to overlap with those of the Police Service:

- Northern Ireland Office.
- Policing Board.
- Northern Ireland Court Service.

The Police Service will consult with relevant bodies before submission of the 5-year review to the Equality Commission, and will ensure that the consultation process is timely, open and inclusive (see 6 below).

4. Arrangements for Screening and Prioritising

The PSNI has commenced a screening procedure. The list of policies, duties and functions to be subject to initial screening (see screening report August 2005).

The purpose of screening is to identify policies, which are likely to have a significant impact on equality of opportunity. The Police Service will systematically review each policy in terms of the nine categories listed at Section 75 of the Act. For each policy the following criteria will be considered:

- Is there any evidence of higher or lower participation or uptake by different groups?
- Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policies, functions or duties?

- Is there an opportunity to better promote equality of opportunity or good relations, by altering policy or practice, or working with others in Government or the larger community?
- Have consultations with relevant representative organisations or individuals within groups indicated that particular policies, functions or duties create problems that are specific to them?

If the answer to any of these questions is positive, then consideration will be given as to whether the policy will be subject to the equality impact assessment, in accordance with the procedure set out in Annex 1 of the Equality Commission Guidelines. Where it is found that there is insufficient data to reach an opinion then, additional information will be sought to inform the decision-making process.

Consultations will form an integral and important part of the screening process, and will include relevant organisations. Arrangements for consultation will be those set out in Section 6 of this Scheme, and will comply with the Guiding Principles contained in the Guide to the Statutory Duties.

A detailed report of the screening exercise will be included in the annual report to the Equality Commission. This will detail which policies will be subject to impact assessment and the timetable for undertaking them, and those policies proposed for impact assessment by those consulted which have not been so included and why.

5. Timetabling

The screening process will lead to the establishment of a timetable for conducting equality impact assessments over the next five years on the Police Service's duties and functions. The Police Service will prioritise its policy review programme on the basis of:

- relevance to social need;
- effect on people's daily lives;
- effect on Human Rights responsibilities of Police Service;
- effect on economic and social rights;
- scale of expenditure incurred by the policy.

The timetabling and prioritising will be subject to consultation. The Police Service will report to the Equality Commission on its first annual progress report on:

1. the results of consultation on the screening exercise;
2. the timetable for carrying out assessments of existing policies;
3. who was consulted;
4. any comments made; and
5. any changes made consequent to consultation.

During the period of twelve months following approval of this Scheme, the Police Service currently anticipates that the following new policies will require consideration:

Call grading Policy.
Appraisal Systems.
Policing with the Community.
Code of Ethics (Integrity and Misconduct).
Transparency.

Any other Patten Project implementation of which has not yet begun.

However, there will always be new policies, and when these are being developed they will be screened and impact assessed using the methods set out in Section 4 of the Scheme.

In making any decision on a current function, policy or duty, the PSNI will take into account any relevant consultation equality impact assessment and the outcome.

6. Consultation

Consultations will begin as early as possible. The Police Service will ensure that all consultation is timely, open and inclusive, and is in line with the Equality Commission's Guiding Principles on consultation. The Police Service will consult as appropriate with the Equality Commission, the Community Relations Council and the other bodies on issues relevant to the fulfillment of the Section

75 obligations and how best to obtain their views. The list is not exhaustive and may be amended in the light of experience. It will respond constructively to proposals from those bodies relating to its compliance with the Section 75 obligations.

Consultation will be carried out through various methods at each stage and will involve face-to-face meetings, advisory groups surveys, consultative panels, Internet discussions, citizens' juries and other innovative ways of consulting, as there will be different means of consultation for different groups, and it will be important to establish the basis for dialogue and engagement during the life of the scheme.

The Police Service recognises the central role of the Policing Board and will work closely with it in relation to those functions, duties and policies for which the Board has responsibility and which are likely to impact on police policies.

In consulting non-government organisations, the Police Service will aim to provide a period for response of at least twelve weeks and to begin consultation as early as possible. However, there may be circumstances when this timescale is not feasible, for example, in order to ensure continuity of the provision of services in an emergency. Adequate time will be allowed for groups to consult among themselves as part of the process of forming a view. Every attempt will be made to remove barriers to consultations by ensuring accessibility of language and appropriate format.

Information will be made available in on request accessible formats, including Braille, large print, audio cassette, signed video cassette and in minority ethnic languages (for those not fluent in English). Arrangements for providing these formats in a timely fashion are in hand with the service providers concerned.

Consideration will be given as to how best to communicate information to young people and those with learning disabilities and their carers. To assist, we will liaise with, for example, MENCAP and Youthnet who are experts in this area.

Specific training will be provided for those engaged in consultation exercises, to ensure that those facilitating consultations have the necessary skills to communicate effectively.

In organising consultation meetings, the Police Service will aim to ensure a full participation in setting the time, venue, accessibility, and alternative formats, and if appropriate, the provision of a signer and/or childcare.

7. Monitoring

Any progress towards equality of opportunity, will depend on the community and voluntary groups having knowledge of the uptake of services provided by the police. Information will often have to be gathered by proxy or survey to comply with Article 8 ECHR - Right to Privacy. The Police Service will endeavour to obtain information by consent to assist us to monitor.

One year after approval of the scheme, the Police Service will complete an assessment of the extent of its baseline data and of existing monitoring arrangements within each of the Police Service's policy areas.

The Police Service will assess the extent to which the Police Service holds data, relevant to the Police Service's policies, and those groups affected by them, in the first instance, and then explore other sources of data, including sources available to the affected groups themselves.

A system will be established to monitor the impact of policies in order to identify their effects on the relevant groups. This will be reviewed on an annual basis and the results widely and openly published. If monitoring and evaluation show that a policy results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, we will ensure that the policy is revised.

In some cases, an equality impact assessment may identify an anticipated differential adverse impact on particular groups within the Section 75 categories. Assuming that no alternative function, policy or duty is feasible, steps will be taken to mitigate such anticipated adverse impact. The Police Service may, in these circumstances, commission special monitoring analyses to confirm the extent of the adverse impact and/or the success of any

mitigating measures. Information collated in this special monitoring would be taken into account in any future review of the policy. Where relevant and available, the Police Service will have regard to other sources of information including those produced by affected groups.

The Police Service will seek to co-operate closely with bodies, including the Equality Commission and the Northern Ireland Statistics and Research Agency (NISRA), in its review of existing arrangements and its consideration of special monitoring of anticipated adverse impacts.

8. Publication of Assessments and Monitoring

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 Police Service will inform the general public about the availability of this material through a variety of mechanisms, including press releases and any other such mechanisms as may be required to ensure compliance with Section 75. It will also directly inform interested bodies when this material is available, and any other organisations or individuals who were involved in the consultation process. We will also take into account how best to communicate with young people and people with learning disabilities.

The published documentation on an equality impact assessment will include:

- the aims of the function, policy or duty;
- details of the outcome of the assessment, highlighting if an adverse impact has been identified;
- associated available monitoring data;

- details of any consideration given to mitigate any adverse impact of the function, policy or duty on the promotion of equality of opportunity;
- details of any consideration given to alternative functional activities which might better achieve the promotion of equality of opportunity;
- monitoring arrangements.

9. Training

The Police Service will ensure that its entire staff receives a programme of relevant communication and awareness training on the Section 75 obligations, also current anti-discrimination legislation in Northern Ireland. This programme will be ongoing covering induction training for all new staff.

Those who are charged with policy development and review, will have specific training to assist them in embedding these obligations in any decision-making process associated with policy development and review. Those involved in consultation, complaints and impact assessment of existing policies will receive training in these duties. Training will also pay regard to the good relations duty.

The training will be evaluated for the extent to which all participants in this training programme have acquired the necessary skills and knowledge to achieve each of the above objectives.

Copies of this scheme will be made available to all officers and support staff via the Police Service's intranet, and will be publicised widely through our website. A planned programme of training will be delivered to staff.

10. Public Access to Information and Services

The Police Service is committed to effective communication with the public. It recognises, however, that there is a risk that some sections of the public will not enjoy equality of opportunity in

accessing information provided by the Police Service. The following are particular areas of concern:

- people with sensory and learning disabilities may have particular difficulties with information in print;
- members of minority ethnic groups, whose first language is not English, may have difficulties with information provided only in English;
- some local newspapers are read predominantly by members of only one community.

In disseminating information through the local press, the Police Service will ensure that press statements and public advertisements are accessible to both main communities.

All three Belfast daily newspapers, including the North West version of the Belfast Telegraph, will carry public advertisements.

The Police Service is committed to developing a monitoring tool to ensure that there is equality of opportunity in relation to access to information and services.

The Police Service undertakes to make arrangements to provide information in Braille, large print, audio cassette, signed video cassette and in minority ethnic language formats.

The PSNI considers it important that sufficient, timely and appropriate information is provided, to enable the affected groups and individuals to consider the full implications of proposals, and it will take steps to ensure that all information used in reaching policy decisions is made available to consultees, while being mindful of the necessity to maintain confidentiality of legally or commercially sensitive information.

11. Publication of the Scheme

Following submission to the Equality Commission, the Police Service's Equality Scheme (revised as appropriate following the consultation process), will be made available in print form and accessible formats free on request from, Section 75, Equality & Diversity, PSNI Lisnasharragh, 42 Montgomery Road, Belfast, BT9 6LD. It can also be accessed on the Police Service's Internet website at <http://www.psni.police.uk/>

12. Complaints

When a person believes that they have been directly affected by a failure of the Police Service to comply with this Scheme, they or a representative should, in the first instance, bring a complaint to the attention of **Assistant Chief Constable Judith Gillespie**, by contacting: -

Section 75,
Equality & Diversity,
PSNI Lisnasharragh,
42 Montgomery Road,
Belfast, BT9 6LD.

E-mail: Section75@psni.pnn.police.uk

Tel No: 028 9065 0222 Ext 69770

The Police Service will carry out an internal initial investigation of the complaint and will undertake to respond to the complainant within one month.

In responding to the complainant, the Police Service will inform them or their representative of the procedure for pursuing the complaint further with the Equality Commission, as set out in Paragraph 10 of Schedule 9 to the Northern Ireland Act 1998.

In any subsequent investigation by the Equality Commission, the Police Service undertakes to co-operate fully and to provide access to any relevant documentation that the Commission may require. Similarly, the Police Service will co-operate fully with any investigation by the Equality Commission under subparagraph 11(1) (b) of Schedule 9 to the Northern Ireland Act 1998.

Complaints relating to the failure of the Police Service to comply with this Scheme must be submitted to the Equality Commission within twelve months from the day on which the complainant first knew of the matters alleged.

13. Summary Timetable

The following timetable summarises the measures which the Police Service proposes to take, during the five years following the launch of this Scheme.

Year One

- Take all necessary steps to ensure website meets full access standards of web design.
- Establish policy screening process, including development of pro forma.
- Prioritise policies.
- Develop timetable of equality impact assessments for subsequent years.
- Conduct information audit.
- Initiate pilot impact assessments on selected policies.
- Assess training needs.
- Deliver awareness training to appropriate staff.
- Deliver skills training to appropriate staff.
- Prepare annual report for Chief Constable.
- Prepare annual action plan.
- Review implementation of Scheme.
- Screen all new policies.

Years Two – Four

- Screen all new policies.
- Conduct impact assessment on prioritised policies.
- Further train relevant staff.
- Prepare annual report.
- Prepare annual action plan.
- Review implementation of Scheme.

Year Five

- Screen all new policies.
- Conduct impact assessment on prioritised policies.
- Further train relevant staff.
- Prepare annual report.
- Prepare annual action plan.
- Review Scheme and report to Equality Commission.

Concluding Comments

The PSNI wishes to consult as widely as possible on its draft scheme. With this objective in mind, we propose to take the following actions:

- A press release will be prepared and submitted to various media outlets.
- Prominent advertisements inviting the public to comment on this matter will be placed in newspapers popular in the main communities in Northern Ireland.
- This report will be issued to all identified consultees and to any member of the public on request.
- A copy of this report will be posted on the PSNI's website.
- Individual consultation meetings will be arranged with representatives of particular interest groups.
- Consultation meetings for the general public will be arranged at suitable venues.
- Publicity material will be available at each operational location.
- The report can be made available, on request, in alternative formats including Braille, disc and audio-cassette and in minority languages for those who are not fluent in English.