



Equality & Diversity Unit

PSNI Equality Scheme 2009-2010

We hope this document will give you a taste of the type of projects going on across PSNI as we work toward mainstreaming the promotion of equality and good relations in all our practices and service delivery.

This document will be available in alternative formats on request including;

- Large font
- Audiocassette
- Braille
- Computer disc
- Main minority ethnic languages
- Easy-read
- Electronic version

1**BACKGROUND****BACKGROUND**

Annually the Police Service of Northern Ireland has to submit a report to the Equality Commission outlining activities, which evidence our commitment to implementing Section 75 of the NI Act (1998).

Section 75 of the NI Act (1998) requires public authorities to promote equality of opportunity and good relations. The main aim of Section 75 is to ensure that equality of opportunity is 'mainstreamed' by public authorities in their policy making, policy implementation and review.

Section 75 (i) places a duty on public authorities to have due regard to 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 dependants and persons without.

Section 75 (ii) places a further duty on public authorities in carrying out its functions to have due regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

This document gives a snapshot of some of the initiatives delivered in 2009/10 by PSNI which were reported to the Equality Commission.



EVIDENCE OF DELIVERY TO MEET OUR OBLIGATION UNDER SECTION 75 (I)

In 2009/10, following a consultation process in which people told us they wanted to know what is happening in their hometown, rather than nationally, PSNI set up **Facebook pages** for Ards, Bangor, Ballymena and Holywood, thus bringing policing and engagement into the local community.



EVIDENCE OF DELIVERY TO MEET OUR OBLIGATION UNDER SECTION 75 (1)

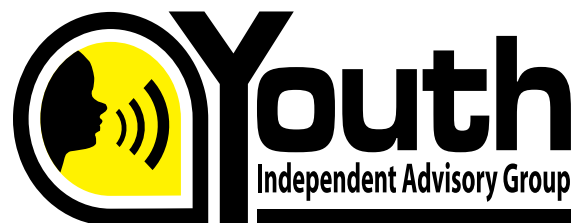
One facebook message read 'I was attracted to the page as it was an opportunity to get direct access to my local PSNI'. In making PSNI more locally accessible, we have personalised our service delivery. Using social media has helped us to better communicate as an organisation, especially with individuals and groups that are difficult to reach.

A Tension Monitoring Group has been established in B District to have a better understanding of the local community's issues and to identify potential or actual tensions. The group works to reduce conflict. They consider and plan interventions, inform and support the management of critical incidents and support and promote community cohesion. Membership of the group includes Belfast City Council Community Safety Partnership, PSNI, OFMDFM and community representatives. Some of the outcomes already seen include;

- * 2% reduction in incidents of hate crime
- * Increased confidence in reporting
- * The community has become better equipped to challenge behaviours and perceptions.

A PSNI Young Persons Independent Advisory Group (IAG) was launched in February 2010. The purpose of this group is to enhance consultation in relation to:

- * Determining local policing priorities
- * Handling critical incidents
- * Investigating specific crimes which have a direct effect on young people
- * Planning operations for events involving young people
- * Dealing with anti-social behaviour
- * Carrying out Community Impact Assessments
- * Police engagement with young people within communities.



The group also build trust and confidence in policing within local communities. Young people who have taken part in the Engagement Programme are invited to be part of the Young Persons Advisory Steering Group



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INFORMATION PROVISION, ACCESS TO INFORMATION AND SERVICES

which provides a young person's perspective on consultation.

C District also established a Youth Independent Advisory Group (IAG) which aims to help young people living in the District have an active say in how policing is delivered. Working with the IAG, C District reproduced the PSNI 'Youth Strategy' into a format more accessible for young people. The policy document was reviewed and reissued as a glossy A5 leaflet in appropriate language and sent to schools and libraries. Members of the IAG have also joined local NPT officers on 'town beats' in an effort to enhance feedback regarding local service delivery.



Other 2009/10 consultation and engagement initiatives included;

- * Lisburn Community Engagement Conference
- * An 'East Meets West' cultural event in the Down area
- * Aghagallon Community Association project
- * **D District's** "Young People Matter"
- * **F District's** Hate Crime IAG.

INFORMATION PROVISION, ACCESS TO INFORMATION AND SERVICES

This section outlines some of the initiatives undertaken to increase service users' access to information and services.

In 2009/10, an Advocacy Scheme was established within **B District** to engage with the Polish and Chinese communities. Partner agencies include the Chinese Welfare



THE GOOD RELATIONS DUTY

Association, the Polish Association, Northern Ireland Housing Executive, Belfast City Council and PSNI. Hate Crime Investigators and local Neighbourhood Teams work with the Advocates in relation to the reporting of crime, anti-social behaviour and the gathering of intelligence. The Advocates provide information about police services to the Chinese and Polish communities. They also encourage the reporting of crime through joint surgeries with hate crime officers and have carried out joint visits and leaflet drops.

A District have created a trusting relationship with the Cavehill and Antrim Road Representative group (CARR), a community based organisation in a predominately Nationalist area of North Belfast. As a result of this initiative, CARR commenced the promotion of reporting crime and engaging with police. Throughout 2009/10, Antrim Road Neighbourhood Team have engaged with numerous residents groups in order to address local problems by exploring all service delivery options.

D District's `Safe and Well Project` was re-launched in March 2010 to support older people becoming more included in

their community and to continue living independently in their own home as long as possible. The project now covers the whole of the Lisburn Area.

Other provision of information and service initiatives included

- * **H District's** Polish language classes
- * **D District's** Overseas Student Safety Initiative
- * Antrim Community Safety Team's fortnightly newsletter
- * Deployment of civilian interpreters with Specialist Firearms Officers
- * Tiger's Bay Community Safety Partnership.

THE GOOD RELATIONS DUTY

This section outlines some of the initiatives we have delivered to meet the Good Relations Duty of Section 75.

Promoting good relations can involve proactively challenging sectarianism and racism. It can involve challenging misconceptions, preconceptions, stereotypical



THE GOOD RELATIONS DUTY

assumptions and prejudices against people perceived as outsiders or different (such as migrant workers or Irish Travellers). It can also



involve tackling difficult issues, such as the display of aggressive and intimidating flags and emblems, and taking steps to create safe and shared public spaces in towns and cities that can be accessed and used by all of the community.

C District's "Dealing with Difference" programme involved 40 young people aged between 14 -18. A series of six workshops took the young people, who were from diverse backgrounds (Catholic, Protestant, Minority Ethnic, varying Socio Economic and Academic mix) through issues surrounding difference through the media of sport, story

telling and historical research. The project encouraged young people to examine their own values, prejudices and perceptions and in turn to address their own behaviour.

H District has been working closely with the Ballymena Inter Ethnic Forum. The purpose of this forum is to assist ethnic minorities integrate into society. The District Hate and Minority Liaison Officer (HMLO) has developed education programmes and also conducts victim of crime visits using the Polish, Slovakian and Romanian advocates. This work was recently recognised when Ballymena Inter Ethnic Forum were the winners of the Community Safety Category at the Intercultural Achievement Awards. They





THE GOOD RELATIONS DUTY

also received runner up in the Good Relations and Community Involvement Award.

Neighbourhood Police based at Woodbourne, A District, have visited each Irish Traveller site along the Glen Road and Monagh By-Pass in West Belfast in order to introduce a local neighbourhood police travellers' liaison officer to each family. The initiative is aimed at nurturing trust and offering a point of contact between police and local travellers. A working group called the Greater Belfast Travellers Community Safety Group has also been established to facilitate better communication between Travellers and outside agencies. This group includes representatives from An Munia Tober, PSNI, Belfast City Council, Belfast Trust, Community Restorative Justice Ireland and Northern Ireland Housing Executive.

Several hundred Primary 7 schoolchildren across C District attended the "Taste of Ireland" event. The aim of the project was to promote understanding of different ethnicities. Supported by the Chinese, Filipino, Indian and Afro-Caribbean welfare associations pupils were given an 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.

In 2009/10, PSNI worked with Belfast Metropolitan College to deliver a training programme aimed at helping to prepare persons from countries where English is not the first language or official language to prepare for the work of a police officer. In 2009/10, a course was delivered for the first time outside the Belfast area and 11 participants joined the course in Dungannon.

D District played host to a 'Celebrate Diversity' through sports and culture. Lisburn City Council, South Eastern Health Trust and the local Neighbourhood Policing Team were present to support the one day extravaganza. Taking place at Lisburn's Grove Activity Centre, the extravaganza began a six week initial cross community sports programme, alongside information evenings providing policing advice for ethnic groups in the area.

G District continue to participate in the 'Theatre of Witness' programme with Holywell Trust which addresses sectarianism

HATE CRIME

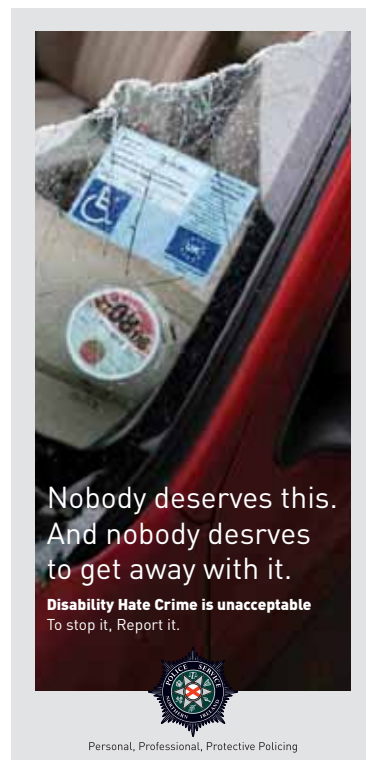
and issues of past conflict on a trans-generational basis, along with several spin off workshops in local schools, theatres, community centres and with the Victims Commissioner.



HATE CRIME

This section outlines some of the initiatives we have delivered to address hate crime in our society.

Hate crime is any incident perceived to have been committed against any person or property on the grounds of a particular person’s ethnicity, sexual orientation, gender identity, religion, political opinion or disability. The police are working hard to tackle hate crime throughout Northern Ireland but our success will mostly depend on you. We need you to recognise when a hate crime occurs and report it to us.



We engage with victims of hate crime, and their representatives, through many initiatives. **E District** held a series of “Beat It” domestic abuse seminars. Organised in partnership with NSPCC, Woman’s Aid, Craigavon Travellers Support and Spanner in the Works Theatre Company, the aim was to raise awareness amongst young people on domestic abuse, forming healthy relationships and domestic abuse and the law.



HATE CRIME

G District launched the “hands off my Friend” campaign which is supported by SEEDS and Foyle Multicultural Forum, Disability Action, Victim Support, The Rainbow Project, Strabane and Lifford LGBT Project, Sai Pak, Polish Abroad and many others. The aim of the campaign is to encourage the reporting of hate crime.

As part of the Citizenship and Safety Education Programme, educational packages are available for addressing Hate Crime. In order to make the training more reflective of the views of young persons, **E District** invited all secondary schools within the area to participate in a competition to write and perform a short drama DVD and to design a poster for distribution highlighting the issue of Hate Crime. The completed DVD focused on three victims who had been the subject of Hate Crime and gave accounts covering Hate Crime dealing with Race (Criminal Damage), Sexual Orientation (Assault) and attitudes towards Disability. The winners of the competition included St Patrick’s High School, Keady, Markethill High School and Lisnally Special School.

The DVD along with the poster has now been circulated service-wide. The length of lessons locally has been extended from 1 to 2 periods as the DVD has generated more discussion amongst young people relating to Hate Crime. Discussions centre not only on the victims of hate crime but also individuals’ perceptions of what constitutes hate crime and highlighting the importance of respect for the diversity of others.



