

**PSNI
Proposed Programme of Activity for EQIAS**

DECEMBER 2005



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1. Background

As a requirement of Section 75 of the Northern Ireland Act, 1998 (Section 75) the Police Service for Northern Ireland (PSNI) has completed a screening of all existing policies to assess their suitability or not for Equality Impact Assessment (EQIA). As the result of a meeting with the Equality Commission in June 2004 a strategic review of police functions was implemented. Emanating from that review a policy framework of 48 policy areas was identified into which existing policies were placed (Appendix 1). This categorised: -

- the seven principles which underpin the delivery of policing
- the twenty-two policy areas associated with core policing delivery
- the twenty-six policy areas associated with supporting core police functions.

A screening process was established and the departments responsible for each policy area assessed them. A Screening Report and a consultation document were subsequently devised for distribution – Spring 2004.

2. Consultation

A triangulation of consultation processes was then employed to gauge opinion of organisations, groups and individuals who represent the groups identified under Section 75. The three methods employed were:

- Written consultation - Distribution of the consultation document to a large sample of relevant organisations etc.
- Meetings - A series of meetings with interested organisations/individuals.
- Focus groups – A series of discussions with a number of members of Section 75 groups.

3. Management Response

As result of this feedback, the Senior Management Team in PSNI considered the proposed EQIA timetable, which now includes additional proposed EQIAs. In light of other review processes, which are currently being undertaken in relation to PSNI business, it was agreed that the best way to proceed was to adopt a four-pronged approach.

1. EQIAs, which we will commission and manage ourselves.
2. EQIAs, which we will incorporate into existing or soon to be launched, reviews of discreet areas of police work, conducted by external operators, for example the NIO EQIAs.
3. Areas of the business, which we will include in internal reviews, such as the current review of the promotion process.
4. EQIAs, which we will postpone because of other organisational developments.

This approach will enable us to mainstream equality in a much more meaningful way, into the core work of the organisation and our planned programme of activity is outlined on the following pages.

4. Equality Impact Assessment - Timetable

Year April 2005 – April 2006

Policy Area	Proposed Action from Screening	Proposed Action from Consultation	Proposed Way Forward	Rationale
Protection of Children and Vulnerable Adults	To carry out An EQIA	To carry out an EQIA	EQIA	Identified & agreed during screening process
Recruitment	To carry out an EQIA	To carry out an EQIA	EQIA	Identified & agreed during screening process
Policing Public Events & Preventing & Responding to Public Disorders	To carry out an EQIA	To carry out an EQIA	Reject EQIA	Two other reviews of this policy areas are ongoing by Police Ombudsman Policing Board HR Revised in light of duplicate of effort
Administration and Enforcement of Criminal Legislation	To carry out an EQIA	To carry out an EQIA	Reject EQIA	A pilot equality analysis of persons apprehended for breaches of criminal legislation is about to commence in 3 DCU's. It would be duplication of efforts and resources to carry out this EQIA at this time
Youth Diversion	Not to carry out An EQIA	To carry out an EQIA	Include Equality element in NIO's review of the PSNI Youth Diversion scheme.	Independent review of the Youth Diversion scheme has been commissioned by the NIO, it is proposed that it would be best to include an equality assessment as part of that overall review.

Year April 2006 – April 2007

Policy Area	Proposed Action from Screening	Proposed Action from Consultation	Proposed Way Forward	Rationale
Promotion	To carry out an EQIA	To carry out an EQIA	Proposed Action Bring forward to 06-07	Rationale PSNI are undertaking a significant review of Promotion at this time & would be worthwhile doing EQIA as part of that review.
Support to Victims	To carry out an EQIA	To carry out an EQIA	EQIA to proceed in 06-07	An Equality Impact Assessment will ensure that any Potential differential impacts arising from this policy on the Section 75 groups are identified and options to mitigate such impacts.
Non-Emergency Response & Emergency Response	Not to carry out An EQIA	To carry out an EQIA	EQIA to commence in 06-07 – perhaps this will need to be completed in 07-08 due to availability of data	New call management system to be launched 01 Nov 2005 coupled with results of 3 reviews of current call management programme not available until early 06. More useful data will be available 07-08 allowing a more meaningful EQIA to be conducted.

Year April 2007 – April 2008

Policy Area	Proposed Action from Screening	Proposed Action from Consultation	Proposed Way Forward	Rationale
Media and Public Relations Services to Support the Work of PSNI.	To carry out An EQIA	To carry out an EQIA	Carryout EQIA during 2007-2008	There is a need to assess whether PSNI media and PR services effectively reach the diverse range of audiences in Northern Ireland.
Provision of Key PSNI Messages to Opinion Formers and the Public	To carry out An EQIA	To carry out an EQIA	Carryout EQIA during 2007-2008	There is a need to assess, whether in providing key PSNI media messages to opinion formers and members of the public, the PSNI is effectively reaching the diverse range of audiences in Northern Ireland.
Community Safety and Education	To carry out An EQIA	To carry out an EQIA	Carryout EQIA during 2007-2008	Monitoring data and feedback suggest that some schools in Catholic / Nationalist areas are reluctant to participate in Citizenship and Community Education with PSNI.
Dealing with Offenders	To carry out An EQIA	To carry out an EQIA	Carryout EQIA during 2007-2008	Research and statistics indicate that there may be potential differential impacts arising from this policy area on people with disabilities, people from minority ethnic communities, young people and between people of different genders

Appendix 1 (a)
General functions of Policing - Section 32 Police (Northern Ireland Act) 2000

Underpinning Values	Aims of Policing [Police (Northern Ireland) Act 2000]				
Factors underpinning delivery of Policing	To Protect Life and Property	To Preserve Order	To Prevent the Commission of Offences	Where an Offence has been committed bring the Offender to Justice	
Respect for Human Rights	Reassuring the Public and Reducing the Fear of Crime	Emergency Planning	Crime Prevention	Investigation of Road Traffic Offences	
Promotion of Equality of Opportunity	Investigating Reports of Missing Persons	Responding to Major Incidents	Youth Diversion Scheme	Investigation of Volume Crime	
Promotion of Good Relations	Emergency Response	Policing Public Events & Preventing and Responding to Public Disorder	Administration and Enforcement of Social and Related Legislation	Investigation of Serious and Organised Crime	
Code of Ethics	Non-emergency Response		Administration and Enforcement of Road Traffic Legislation	Support for Victims	
Partnership Working	Protection of Children and Vulnerable Adults		Administration and Enforcement of Criminal Legislation	Dealing with Offenders	
Policing with the Community	Personal Protection		Maintenance of Criminal Records		
Respect for the Rights of All	Dealing with Security Matters		Firearms and Explosives Licensing		
			Community Safety and Education		

Appendix 1 (b)

Support Functions

Human Resources	Internal Investigation Branch	Media and Public Relations	Legal Advisor	Finance and Supplies	Corporate Development
Resourcing	Policy and guidance on integrity and professional standards	Deliver media and public relations services to support the work of PSNI	To provide legal advice to the Chief Constable and PSNI	Management of the PSNI Estate	Provision of Statistical Information
Attendance Management	Managing Complaints, information and recommendations from Police Ombudsman	Communicate PSNI key messages to opinion formers and the general public		Supplies and Procurement of goods and services	Supporting the Programme for Change
Reward and Recognition	Prevent and counter corruption, unlawful, unethical & unprofessional behaviour	To provide strategic communications advice to the chief officers.		Management Accounting	Provision of Support Services to the PSNI Top Management Team
Voluntary Severance				Financial Accounting	Business Improvement
Promotion					Information Technology
Recruitment					Provision of Support Services to PSNI
Corporate Diversity					
Employee Health and Welfare					
Training and Education					