



Keeping People Safe

**MINUTES OF MEETING**

**NAME OF COMMITTEE: Culture, Ethics and Diversity Board**

**DATE: 23 January 2019**

**TIME: 9.05am**

**LOCATION: Conference Room 1, Garnerville**

**CHAIRPERSON: Chief Constable**

**MEMBERS:**

T/Deputy Chief Constable	S Martin
T/ACC Legacy & Legal	G Clarke
T/ACC Crime Operations	B Gray
ACC Operational Support	Represented by T/Chief Supt D Moore
ACC District Policing	M Hamilton
T/ACC Innovation & Standards Department	T Mairs
T/Director of Finance & Support Services & Human Resources	M McNaughten
T/Head of Corporate Communications	
T/Head of Human Resources	Y Cooke

**NON-EXECUTIVE MEMBERS**

Non-Executive Member	G Crossan
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**OTHER ATTENDEES:**

Head of Policing College	
Employment Lawyer	
Superintendents Association	
Policing with the Community	
CPA	
LGBT Network	
EMPA	
WPA	
Head of Occupational Health	
Police Federation	
University of Ulster	
External Recruitment Lead	



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Committee Chair	
Command Secretariat	

**APOLOGIES:**

Diversity Officer	
Head of Discipline	
Queen's University	
T/Head of Corporate Communications	
WPA Chair	
CPA Chair	



### **1.1/19 - Welcome and Apologies**

The Chief Constable opened the meeting and welcomed the members in attendance.

The apologies were noted but the Chair asked that the message was conveyed to the key members that attendance at CEDB should be prioritised given the importance and standing of this meeting.

A quorum was confirmed.

### **2. 2/19 Declaration of Conflict of Interests**

The Chief Constable stated that as per decision taken at Service Executive Board on 18 January 2017, in line with good corporate governance practice as set out by the NI Audit Office, members and any persons in attendance were to declare any conflict of interest with any items on the agenda and these were to be recorded in the minutes.

No issues were raised.

### **3. 3/19 Minutes from previous meeting + redactions**

The minutes from the meeting on 21 November 2018 were approved. It was agreed that no redactions from the previous minutes were required other than the names of some attendees.

### **4. 4/19 Action Register**

The action register was reviewed and completed actions were noted.

### **5. 5/19 Tactical Group Updates**

#### **Policing With Community (PWC) Update**

Head of PWC updated the members on the progress of the PWC project board since the last meeting along with an overview of planned activities which included:-

- Partnership work with HR to link Competency Value Framework and PWC behaviours into IPR process 2019/20



- Review of week 1 training at Police College
- Development of next 2 PWC modules and funding which had been secured for further 4 modules in 2019/20.
- Progress of the PWC manual

### **Professional Standards and Ethics Governance Board (PSEGB)**

Chief Superintendent ISD provided members with an update on the progress since the last meeting and also provided narrative on the ACU and Discipline Dashboard which had previously been circulated.

### **Positive Action Group – T/ACC Crime Operations Department**

T/ACC Crime Ops updated the members on the progress of Positive Action Group since the last meeting most of which were featured as separate agenda items.

An analysis of gender equality analysis from campaign 4 with regards to pass rates on the Physical Competency Assessment was provided along with mitigating measures which had been put in place to address the gender pass rate imbalance.

A discussion ensued regarding section 75 equality screening and follow through with an impact assessment if required.

The Chief Constable stated that any decision around PCA should be commenced with an equality impact screening and assessment and this should be completed forthwith.

Head of OHW cautioned that a change to PCA would impact on OHW decision making.

Action - equality impact assessment required for use of PCA as an assessment tool for (1) all selection processes and (2) narrow down to recruitment – Head of PWC

### **Employee Engagement and Wellbeing Group (EEWG)**

The EEWG co-chair updated the members on the progress since the last meeting emphasising the work which had been carried out on menopause support, domestic abuse, whole health and the potential for funding and involvement in the national wellbeing strategy.

D/Chief Superintendent Public Protection Branch provided an update on the progress of the Flexible Working workstream from December 2017-18. Members were informed that only 7% of all flexible working applications considered by the Corporate Flexible Working Panel (CFWP) had been rejected and that decisions made by Local Flexible Working Panels (LFWP) were consistent with the CFWP.



## Keeping People Safe

An analysis of the applications by department, gender, rank/grade and type was provided.

During discussions about consistency and fairness of decision making, assurances were given that the role of the first line managers was to make recommendation on the application but that the final decision was made by the (LFWP).

Members were informed that flexible working agreements would be reviewed on a 12 month basis with the exception of reduced hour's flexible working which was permanent.

D/Chief Superintendent Public Protection Branch outlined the next steps in the workstream which included setting up a working group; appointment of staff member to lead on the review of policy and current processes; research and development of a remote working policy; agreeing principles of a formal flexible working service level agreement and consideration of national best practice.

The Chief Constable acknowledged the work by all involved in the implementation of flexible working in the organisation and asked for confirmation that equality screening had also been applied to this process.

Action – Complete an equality impact assessment for flexible working – HOHR

### **6. 6/19 Section 75 Update**

Head of PWC provided an update to the members on the number and types of screenings completed in 2018 financial year to date.

The Chief Constable stated that quality checks should be completed on Equality Screenings to ensure they met standard and that full equality impact assessments were completed where necessary. ACC ISD proposed that Service Change Board should monitor that all papers are equality screened before submission.

Action – complete quality checks on equality screenings to ensure they meet the required standard and ensure full equality impact assessments are completed where necessary. To be reviewed through the governance of the Service Change Board – ACC ISD.

### **7. 7/19 Forthcoming Events**

Head of PwC provided an update on forthcoming events and highlighted events of interest to CEDB taking place from February 2019 – April 2019. These included Holocaust Remembrance Day, Chinese New Year and International Womens Day. Members discussed the internal plans and external messaging to highlight



upcoming events. It was also noted that this full calendar was available on PoliceNet and should now be utilised across the organisation for planning and messaging around key community events. PwC Branch should focus and coordinate PSNI response at key events.

Action – Submit a funding proposal for attendance at Senior Women in Policing event – T/ACC Crime Ops.

### **8. 8/19 – Equality, Diversity and Good Relations Action Plan**

T/ACC Crime Ops introduced the equality, diversity and good relations action plan (2019-2022) and provided a brief overview of the actions and owners. It was established that this action plan was in addition to the PSNI Equality Scheme and reporting of both would be monitored through the Positive Action Group and reported through CEDB on a quarterly basis.

Equality, Diversity and Good Relations Action Plan was approved.

### **9. 9/19 - Firearms Gender Working Group**

T/ACC Crime Ops provided an update on the Terms of Reference for the Firearms Gender Working Group, the workstreams established and the progress towards delivery in each workstream. An update on the trial of the Glock 19 Generation 3 was also provided.

Update was noted and terms of reference agreed.

### **10. 10/19 - Minority and Diversity Associations Updates**

Attendees from the minority and diversity associations provided verbal updates on their areas of interest which included external mentoring programme for WPA; stonewall results for LGBT; dates of forthcoming events for CPA and the success of the EMPA attendance at the Muslim event.

The Chief Constable offered that the Senior Executive Team were willing to support and attend minority staff association annual general meetings or events as considered appropriate.

Members discussed previous cross border PEACE funding events which may be useful to revisit as part of the cross border strategy workstream to promote inclusivity.



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Action – Revisit previous cross border PEACE funded events regarding inclusivity to inform the current cross border strategy workstream – T/ACC ISD.

Members availed of a break from 11am – 11.15am

### **11. 11/19 – Internal Specialist Selection Project**

T/ACC Crime Ops presented the draft terms of reference (TOR) for internal specialist selection project for approval. Members discussed the TOR presented which was agreed subject to additions to the membership group to ensure practitioner representation.

### **12. 12/19 - PSNI Relationship With Staff Association MOU**

Superintendent Command Secretariat presented a paper on the PSNI Relationship with Staff Associations which outlined PSNI's commitment to support the staff associations and defined the roles of the various staff associations which included the role of a relationship manager and the Deputy Chief Constable. Members were informed about the extent of the stakeholder consultation on the document which included the Equality Commission.

The Chief Constable stated that it was important for PSNI to support and enable underrepresented groups and to encourage employee voice.

PSNI Relationship with Staff Association MOU paper was endorsed.

Action - progress the appointment of a Relationship manager – HOHR.

### **13. 13/19 - Support to Police and Staff Colleagues Subject to Threat**

The Chair of PAG presented the members on a Threat Support Group pilot initiative aimed at supporting officers and staff who were deemed under threat from terrorist attack. This group would provide bespoke support and assistance reflecting the unique challenges and impacts on colleagues who have experienced the consequences and impacts of such threats. Members were informed that the pilot would run for 6 months with the lessons learned brought back to the CEDB.

Action – Complete Section 75 Screening and follow through with equality impact assessment if appropriate – T/ACC Crime Ops.

### **14. 14/19 - Promoting an Inclusive and Professional Policing Environment**

T/ACC Crime Ops commended the efforts of the authors of this paper in getting it to this stage.



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The Head of Training College and the External Recruitment lead provided members with a proposed policy statement that would meet PSNI's unique operating context; meeting the strategic intention to be visibly inclusive and diverse whilst acknowledging the perception of impartiality had in delivering policing confidence, legitimacy and representativeness.

The proposal was to essentially create a 'good and harmonious' environment within the PSNI, with the exception of community background and political view points as these were still heavily contested in Northern Ireland. This could be subject to review as the organisation became fully representative of all communities and groups.

Members agreed that this was not something which the PSNI could resolve themselves and it would be useful to generate these conversations with our partners, particularly the Policing Board.

It was agreed that the format of this work could be devised by a small working groups, which the employment lawyer offered to be involved in.

Action - document to be section 75 equality screened which would help develop proposals and inform policy – T/ACC Crime Ops.

Action – widen consultation and debate to relevant partners including Policing Board and officers/staff and bring an updated paper to next CEDB – T/ACC Crime Ops.

### **15. 15/19 – AOB**

No other business was raised and the meeting ended at 12pm

**Date of next meeting: 3 April 2019 – Conference Room 1 Garnerville**