



Keeping People Safe

MINUTES OF MEETING

NAME OF COMMITTEE: Culture, Ethics and Diversity Board

DATE: 23 May 2019

TIME: 9.05am

LOCATION: Conference Room 1, Garnerville

CHAIRPERSON: Chief Constable

MEMBERS:

T/ACC Legacy & Legal	G Clarke
T/ACC Crime Operations	B Gray
ACC Operational Support	A Todd
ACC District Policing	B Cairns
T/ACC Innovation & Standards Department	T Mairs
T/Director of Finance & Support Services & Human Resources	M McNaughten
Head of Corporate Communications	R Feeney
Head of Human Resources	Y Cooke

NON-EXECUTIVE MEMBERS

Non-Executive Member	G Crossan
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OTHER ATTENDEES:

Section 75 Lead
Employment Lawyer
Policing with the Community
CPA
LGBT Network
EMPA
WPA
Head of Occupational Health
Police Federation
University of Ulster
Queens University
Committee
Command Secretariat



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APOLOGIES:

Deputy Chief Constable
ACC District Policing Command
Head of Policing College
Diversity Officer
Head of Discipline
Superintendents Association



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1.16/19 - Welcome and Apologies

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

A quorum was confirmed.

2. 17/19 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. 18/19 Minutes from previous meeting + redactions

The minutes from the meeting on 23 January 2019 were approved. It was agreed that no redactions from the previous minutes were required other than the names of some attendees.

4. 19/19 Action Register

The action register was reviewed and completed actions were noted.

5. 20/19 PSNI Ethics Advisory Committee

Chief Superintendent ISD briefed members on the paper which had previously been circulated, and proposed that PSNI establish Ethics Advisory Committees in 3 phases to continually develop and embed these structures, increase engagement/collaborative working opportunities and maximise benefits.

Members discussed the paper and potential benefits and risks involved. The Chief Constable queried if the advisory committees would replicate the work of the Professional Standards and Ethics Governance Board (PSEGB).

ACC ISD advised that they would be a 'Feeder Group' into PSEGB to identify and review matters impacting fairness and ethics which fall outside formal processes.



Members were convinced of the utility of ethical panels group and agreed the general direction of travel.

The Chief Constable outlined his preference that the work of the current PSEGB was reviewed so that normal business of the department was separated from it and the ethics advisory committee incorporated into its work.

Action - Proceed as outlined in paper but undertake a review of the role of PSEGB with a view to incorporated ethics advisory committees within its work – ACC ISD.

Members availed of a break from 10am – 10.15am

6. 21/19 PSNI Pride Participation

Superintendent Command Secretariat briefed members on the paper which had previously been circulated. The paper addressed the issue of police participation in PRIDE Parades in 2019 and sought an outline agreement that PSNI officers could participate in uniform provided that the themes chosen by organisers were not politically motivated or in conflict with the policing purposes previously identified.

Members approved this proposal on the basis that any such parades which appeared to have a political theme or outside of the stated policing purposes would be brought back for further discussion.

ACC Crime Ops advised members that Newry Pride was significant as it was the main Pride event for the UK this year.

7. 22/19 Stop and Search Update

ACC OSD briefed members on the contents of the paper which had previously been circulated on Stop and Search Statistics against Section 75.

Members discussed the trends in Stop and Search activity and how this could impact on Section 75 Groups. It was agreed that there was further development potential around mapping and statistics within the paper.

The Chief Constable stated that the paper should be shared with members of the NI Policing Board for their information.



Action – Further develop the Stop and Search update paper with regards to statistics and mapping – ACC OSD

Action – Engage with NIPB and share the updated Stop and Search paper – ACC OSD

8. 23/19 – Competency Value Framework

Head of HR briefed members on the contents of the paper which had previously been circulated on PSNI Competency and Values Framework (CVF).

Head of HR explained that this framework had heavily relied upon the College of Policing's product, but also specifically reflected the PSNI PWC behaviours.

The recommendation was to extend the use of the CVF for all internal PSNI processes for police officers and staff.

Members discussed and approved the paper presented.

9. 24/19 - Spit and Bite Guards

ACC OSD briefed members on the contents of the paper which had previously been circulated, regarding the implementation of Spit and Bite Guards.

Members discussed and approved option 3 – to introduce spit guards to custody suites and to all operational officers, subject to approval of appropriate policy, training and a suitable communications package.

Action – Implement Option 3 of paper – ACC OSD

Action – ACC OSD and Head of Corporate Communications to liaise to implement communications package – ACC OSD, Head of Corporate Communications

10. 25/19 – PSNI Chaplaincy

ACC Legacy and Legal briefed members on the contents of the paper which had previously been circulated, regarding the introduction of a PSNI Chaplaincy.

Members discussed the paper and highlighted that the initiative may not be perceived as being a multi-faith chaplaincy, if the funding arrangements were being managed through a single faith group. Members also considered whether the PSNI



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should take charitable funding at all and if there was value in this initiative around officer and staff wellbeing, that the PSNI should fund it itself.

Whilst the concept was agreed in principle, the Chief Constable asked for further consideration to be given around the role of the Chaplain, e.g. confidentiality of the information they received in line with our Whistleblowing policy and induction of the Chaplain, where it should be made clear that its purpose was not evangelical.

The Chief Constable asked for this further work to be completed and an additional paper to be brought back to a future CEDB for agreement, prior to commencement of the pilot scheme.

Action – Further development of paper needed regarding measuring impact of pilot, confidentiality standards, future funding, charity involvement and potential presentation from National Co-ordinator to CEDB or a suitable sub-group – ACC L&L

13. 28/19 - Section 75 Update

This item was taken out of order.

Superintendent PWC briefed members on the contents of the paper which had previously been circulated and advised members that a new Section 75 lead had been appointed within the Human Resources structure. Members were informed that the changeover date would be 3 June 2019.

Members discussed and noted the update provided.

Action – Section 75 lead to present at future CEDB meeting – Human Resources

11. 26/19 - Minority and Diversity Associations Verbal Updates

Attendees from the minority and diversity associations provided verbal updates on their areas of interest which included attendance at conference for WPA; change of Chair for LGBT; dates of forthcoming events for CPA and the success of the EMPA attendance at a Ramadan event.

Member noted the updates provided.



12. 27/19 - Tactical Group Updates

Attendees from the Tactical Groups provided verbal updates on their areas of interest which had previously been circulated.

Member noted the updates provided.

14. 29/19 – Forthcoming Events

Supt PWC advised members of that PWC have developed a comprehensive framework of special dates of cultural events and awareness days and will be focusing on a small number of upcoming dates which link to PSNI's strategic priorities.

The Chief Constable asked for Head of Corporate Communications to examine this work and give consideration to how these dates could be coordinated with appropriate communication messages within the organisation.

Members noted the updates provided.

Action – Examine how dates of cultural events and awareness days could be coordinated with appropriate communication messages within the organisation – Head of Corporate Communications

15. 30/19 – AOB

ACC ISD acknowledged that this was the Chief Constables final CEDB meeting and thanked him on behalf of members for the progress that had been made within CEDB.

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

Date of next meeting: 8 July 2019 – Conference Room 1 Garnerville