



Keeping People Safe

MINUTES OF MEETING

NAME OF COMMITTEE: Culture, Ethics and Diversity Board

DATE: 17 January 2018

TIME: 9.07am

LOCATION: Conference Room 1, Garnerville

CHAIRPERSON: Chief Constable G Hamilton

ATTENDEES:	
ACC Legacy & Justice	M Hamilton
ACC Crime Operations	S Martin
T/ACC Operational Support	B Gray
ACC District Policing Represented by:	Superintendent S Walls
Director of Finance & Support Services & Human Resources	M McNaughten
Head of Corporate Communications	L Young

ALSO IN ATTENDANCE:	APOLOGIES:
T/Head of Human Resources	Deputy Chief Constable
Diversity Officer	ACC District Policing
Employment Lawyer	NIPSA
Policing with the Community	Police Federation
Section 75 Lead	
Head of Discipline	
Head of College	
Superintendents Association	
CPA	
LGBT Network	
EMPA	
WPA	

University of Ulster	
Queen's University	
Committee Manager	
Command Secretariat	

1. Welcome and Apologies

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

A quorum was confirmed.

2. 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. Minutes and Actions from previous meeting

The minutes from the meeting on 13 November 2017 were approved.

4. Action Register

The action register was reviewed and completed actions were noted.

Any ongoing actions were noted and will be brought to a future CEDB for update.

5. Tactical Group Updates

Employee Engagement and Wellbeing Group – Y Cooke

T/Head of HR provided an update on the areas of work within the Employee Engagement and Wellbeing Group. This included updates on the relaunch of the 'Tell Us' scheme at the end of January 2018 and the anticipated Callsign article to communicate the results of the Durham survey. Work is also scheduled to develop an action plan for the findings of the Durham survey. T/Head of HR also provided an update on the flexible working scheme since it was launched on 20 November 2017 and clarified how the local and central panels work to consider applications for flexible working which ensure fairness and consistency throughout the organisation.

Policing With Community (PWC) Update – T/Superintendent PWC

T/Superintendent PWC provided an update on the PWC project since the last meeting. Discussion focused on community empowerment. A University of Ulster

lecturer informed the meeting of research which had been commissioned out of a CJNI report that captured the views of local Commanders and recorded an evaluation of local accountability structures. This research had been completed but the NIPB were unable to advance the recommendations in the research report due to the lack of a fully functioning Policing Board.

[Action - Speak with NIPB Chief Executive regarding a mechanism for advancing the research completed by University of Ulster – Committee Manager.](#)

T/Superintendent PWC provided an update to the members on funding from Fresh Start which concentrated on capturing community voice and had been made available to local commanders.

The University of Ulster lecturer updated the meeting that Community Assets research would also be completed in the next 6-8 weeks.

EMPA representative queried how PSNI were sure that they were aware of all communities. T/Superintendent PWC explained how to access NISRA data on Police systems and added that this information was available to all officers and staff.

T/Superintendent PWC concluded his update with reporting on the uptake of the Open University Modules and the development of further modules.

Professional Standards Discipline Working Group – ACC L&J

ACC Legacy and Justice updated the meeting on the work that had been carried out by the tactical group since the last meeting in November 2017. The 3 risks were reported as data misuse, abuse of authority for sexual gain and inappropriate associations. A discussion took place around the increased use of WhatsApp groups by Police officers and the associated risks. The merits of proactively publishing the professional boundaries service instruction were discussed. It was decided that internal communication should be completed and followed up with normal publication through the publications scheme. If the tactical group thought any further communication was necessary it should be brought through a proposal to the CEDB meeting.

The Chief Constable queried the high proportion of grievances brought by Police Staff and asked the T/Head of HR to conduct further analysis of the grievance information provided to ascertain themes.

[Action - conduct further analysis of the grievance information submitted by Police Staff to ascertain themes – T/Head of HR.](#)

The members availed of a break from 10.35am – 10.50am

Positive Action Group – ACC OSD

ACC OSD discussed the draft Terms of Reference for the Positive Action Group which had previously been circulated. The members list was discussed and it was

agreed that a representative from Crime Operations should be considered. It was established that District Policing was appropriately represented by members performing dual roles.

Members were updated on work that had been done to date to address specific specialist recruitment processes and consideration which had been given to changing the pathway in an effort to address under representation.

The actions which align to the Equality, Diversity and Good Relations Scheme (EDGRS) were discussed and it was agreed that there was no duplication between the Positive Action Group and the EDGRS.

6. Governance Papers for Discussion/Decision

Creation of Professional Standards Identity – ACC L&J

The proposal for the change of name of Chief Superintendent Justice to Chief Superintendent Professional Standards was agreed.

In Service Vetting – ACC L&J

A brief discussion took place with regards to the In Service Vetting paper which had previously been circulated. It was established that the In Service Vetting proposal mirrored the College of Policing Vetting Codes of Practice and should be adopted. T/Chief Superintendent Discipline Branch highlighted that in order to fully implement the proposal an increase of staff would be required. The staff increase was not agreed at the meeting but should be brought forward through Priority Based Resourcing (PBR).

Ethical Panel Discussion Paper – ACC L&J

ACC L&J outlined the details in the ethical panel discussion paper which had previously been circulated. A discussion ensued on the merits of establishing an independent ethics committee. This discussion included the fact that our diversity meetings had undergone a significant change over the past 6 months and this new format felt closer to the structures which were required. It was believed that this new format should be given a chance to bed in before embarking on further changes. It was therefore decided that there was no need for an independent ethics committee but rather the Culture, Ethics and Diversity Board (CEDB) would perform this role. It was suggested that any ethical issues would be dealt with at the existing Professional Standards Governance Board (PSGB) Tactical Group and raised to the CEDB as necessary.

It was decided the PSGB should change the title of the group to include ethics and this should be reflected in the Terms of Reference.

To ensure the correct level of independence, challenge and influence from the CEDB it was decided that representatives from the existing independent non-executive directors for the PSNI should be added to the attendee group and the terms of reference reflect this change.

Action - Change title of tactical group and terms of reference to include ethical issues – ACC L&J

Action – Invite non-executive independent directors to join the existing CEDB and reflect purpose and change in the Terms of Reference – Committee Manager.

7. Discussion Topic – Victimisation

The employment lawyer provided a definition of victimisation as:

“When someone treats you badly or subjects you to a detriment because you complain about discrimination or help someone who has been the victim of discrimination.”

Three recent cases of victimisation were outlined and the background and learning points from each was provided. The provision of appropriate support for line managers and victims was explored. Queen’s University lecturer informed the meeting about research which had been conducted on the benefits of providing resilience around the times when individuals and organisations mount of which grievances is one.

Action – obtain a copy of the research conducted about the benefits of resilience training from QUB lecturer and circulate to attendees – Committee Manager.

Action – ACC Legacy and Justice - Coordinate a consolidated paper for presentation at next CEDB which includes:

- Outline of current mediation provision and proposals for training
- Leadership training which incorporates enabling difficult conversations
- ‘Wrap around support’ – how PSNI support individuals during and after grievance process

8. Equality, Diversity and Good Relations Update – PWC

Section 75 lead provided an update on the EGDRS. The scheme is being printed and will launch through a Policenet article in January 2018 and will be supported by a communication plan. The action plans had been endorsed by the equality commission.

It was decided that the EDGRS would be monitored through the tactical groups

with a formal report presented to the CEDB on a 6 monthly basis.

9. Forthcoming Events – T/Superintendent PWC

T/Superintendent PWC updated the meeting on the forthcoming events as:

- Holocaust Day – 27 January 2018
- Chinese New Year – 16 February 2018
- Internationals Women’s Day – 8 March 2018.

The members noted the dates discussed.

The Chief Constable updated the meeting on the feedback from the PRIDE event 2017 and whilst it was never the intention of the PSNI to be seen to support the political theme associated with the event (equal marriage) this criticism was subsequently levelled at our organisation. He continued that PSNI would consider being involved in the 2018 event but it was essential that we maintain political neutrality.

Action – consider the issue of police involvement in Pride 2018 and report back to Board in due course – LGBT representative.

10. AOB

None.

The Chief Constable concluded the meeting at 12.15pm.

Date of next meeting: [Wednesday 21 March 2018](#), Conference Room 1 Garnerville – 10 am.