



Keeping People Safe

MINUTES OF MEETING

NAME OF COMMITTEE: Culture, Ethics and Diversity Board

DATE: 18 July 2018

TIME: 9.07am

LOCATION: Conference Room 1, Garnerville

CHAIRPERSON: Chief Constable G Hamilton

MEMBERS:

ACC Legacy & Justice	M Hamilton
ACC Crime Operations	S Martin
T/ACC Operational Support	B Gray
ACC District Policing	Represented by Superintendent A Barton
T/Director of Finance & Support Services & Human Resources	M McNaughten
Head of Corporate Communications	[REDACTED]
T/Head of Human Resources	Y Cooke

NON-EXECUTIVE MEMBERS

Non-Executive Member	G Crossan
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OTHER ATTENDEES:

Head of Corporate Support	P Farrar
Head of Discipline + Supt Association	Superintendent J McCaughan
Employment Lawyer	L Crilly
Employment Lawyer	[REDACTED]
Policing with the Community	[REDACTED]
CPA	[REDACTED]
LGBT Network	[REDACTED]
EMPA	[REDACTED]
WPA	[REDACTED]

Police Federation	[REDACTED]
University of Ulster	[REDACTED]
Queen's University	[REDACTED]
Diversity Officer	[REDACTED]
Committee Manager	[REDACTED]
Command Secretariat	[REDACTED]

APOLOGIES:

Deputy Chief Constable	D Harris
ACC DPC	A Todd
Federation	M Lindsay
Section 75 Lead	[REDACTED]

1.18/34 - Welcome and Apologies

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

A quorum was confirmed.

2. 18/35 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. 18/36 Minutes from previous meeting + redactions

The minutes from the meeting on 16 May 2018 were approved. It was agreed that no redactions from the previous minutes were required other than the names of some attendees.

4. 18/37 Action Register

The action register was reviewed and completed actions were noted.

The Chief Constable provided an update on PSNI participation in the PRIDE festival in August 2018, outlined the rationale for this decision and encouraged all present to advocate for the decision. He thanked the members for the quality of their contributions which had informed the decision making.

5. 18/38 Tactical Group Updates

Employee Engagement and Wellbeing Group (EEWG)

The EEWG chair updated the meeting on the progress of the EEWG since the last meeting. A planning day took place on 28 June 2018, the results of which would be developed into an action plan. The Wellbeing Coordinator continues to develop contacts and has engaged on behalf of the PSNI with the Oscar Kilo project. The PSNI Mental Health lead and the Wellbeing Coordinator continue to work on PSNI's internal and external focus on mental health and wellbeing. Examples of projects planned for the forthcoming EEWG plan, one of which being the reintroduction of a charity of the year. A status report on the flexible working pilot was also provided. The representative from the Police Federation paid tribute to the work of the EEWG and the workstream leads on behalf of all of their members.

Superintendent Barton updated the meeting on the progress of the 'Tell Us' scheme and provided examples of the questions/queries received.

The Co-chair of the EEWG informed the members that a delegation from the PSNI had organised to meet with the NPCC lead for Wellbeing and Staff Engagement in the near future.

The Corporate Communications representative informed the members that he would be meeting with the Head of OHW to progress a communications plan with regards to EEWG.

The EEWG chair concluded the update by informing members of how the learning from her work with Eisenhower fellowship would benefit the work of the EEWG.

Action:- Submit EEWG Action Plan for next CEDB – T/HOHR.

Policing With Community (PWC) Update

Head of PWC updated the members on the progress of the PWC project board since the last meeting.

The following list of planned activities were noted by members:-

- PwC Training - Phase 2 currently being rolled out as part of District Training. Plans being progressed for delivery to all Departments.
- Open University - 'Techniques Guide' completed and being distributed. Further OU Modules in development in conjunction with Policing Consortium.
- QA Process re Behaviours to be included in IPR – being developed with HR.
- Ongoing liaison with DPC Review on interdependencies.
- PWC Branch supporting delivery of initiatives in District.
- Post Project Evaluation Part 1 completion has been extended to July 2018.
- Further phase of Communications strategy being progressed
- Continuing development of a 'PwC Manual' – liaising with Publications to produce and Corporate Communications to launch. Chief Con was briefed and provided with a mock-up. Launch scheduled for September.

The Chief Constable asked that the Northern Ireland Policing Board was involved in the PWC Manual to highlight the external element.

Action – Involve the NIPB in the PWC Manual to highlight the external element – Head of PWC.

J Byrne updated the meeting on how the University of Ulster was working in collaboration with the Policing College to integrate the PWC ethos into lessons for new students.

Professional Standards and Ethics Governance Board (PSEGB)

ACC L&J provided an update of the Professional Standards and Ethics Governance Board. Initial findings from the reported domestic abuse cases involving officers had not identified patterns but further analysis had been commissioned. A report will be brought to CEDB on completion of this work.

Legal advice was being sought on the necessity of a barred list for PSNI. Head of Justice is leading on Pricewater Cooper Internal Audit and would provide an action plan to CEDB on completion. The alcohol misuse Service Instruction revision was near completion. An update was provided on the national network of Ethics Panel being developed by NPCC which will be submitted as an options paper to CEDB.

The Chief Constable agreed that the statistics used by PSEGB could be shared with the EEWG.

Action: - Submit papers on domestic abuse, barred list, action plan for internal audit – behavioural assurance, alcohol misuse and ethical panel on completion of work to CEDB for discussion, options or sign off as appropriate – ACC L&J.

Positive Action Group – ACC OSD

The PAG chair updated the members on the progress of Positive Action Group since the last meeting. A smaller working group had been formed and was dedicated to linking the positive action plan with governance and strategies within the organisation. A refreshed Positive Action plan would be submitted to the CEDB in September. Updates were also received on ongoing work within the scope of the PAG on appropriateness and options for use of the Physical Competency Assessment, Firearms equality issues and lessons learnt from police recruitment campaign 4. A paper is being developed to explore the current and aspired culture of PSNI i.e. Neutral Working or Good and Harmonious working environment and a discussion paper due to come to CEDB in September followed by a full paper in November 2018.

Action – submit a refreshed Positive Action plan, PCA proposal paper and update on PSNI Environment to CEDB in future meetings - ACC OSD.

The chairs from EMPA, CPA, WPA, LGBT, Superintendents Association and Police Federation Northern Ireland provided update reports to the members on ongoing work in their areas of responsibility.

Chief Constable and Superintendent A Freeburn left the meeting at 11.38am to deal with an urgent call and ACC L&J took over the chair.

6. 18/39 Section 75 Update

Head of PWC provided an update to the members on the number of screenings completed in 2018 financial year to date and listed a sample of Service Policies and Service Instructions which had been screened. There had been an increase in enquiries from policy owners about screening and Section 75 compliance.

7. 18/40 Forthcoming Events

Head of PWC provided an update on forthcoming events and highlighted events which would need focus from CEDB from July 2018 – October 2018.

8. 18/41 Flexible Working Panel Update

T/Head of Human Resources provided an analysis from the 1st 6 months of the flexible working panels. Overall the central flexible working panel approved 80% of the 141 applications received. Of the applications received 9% were rejected, 5% deferred and 4% were subject to a 3 month review period.

The pilot was considered a success and it was anticipated that it would move to mainstreaming and moving out of pilot status.

The next focus would be to refine the policy and plan an approach for review of all existing flexible working arrangements. It was anticipated that this may bring challenges with long term local arrangements which would need to provide balance between organisation requirements and personal needs.

A future options paper would be submitted to CEDB regarding review of existing flexible working arrangements.

Action – submit an options paper to CEDB on managing the review of existing flexible working arrangements – T/HOHR.

9. NPCC Update Papers

ACC L&J provided an update on relevant National Police Chiefs Council papers which had been heard at the NPCC on 11-12 July 2018. Updates included gender based hate crime, national police wellbeing service and transgender guidance for policing toolkit.

10. AOB

Employment Lawyer (████████) offered to be part of any ongoing work with the PSEGB on Domestic Abuse.

Head of PWC informed the members that volunteering opportunities originating from Business in the Community were available and he asked for advocacy from the SET and Heads of Branch when this was communicated out from PWC.

The ACC L+J concluded the meeting at 11.47am.

Date of next meeting: Wednesday 26 September 2018 – 9am