



Keeping People Safe

MINUTES OF MEETING

NAME OF COMMITTEE: Culture, Ethics and Diversity Board

DATE: 8 July 2019

TIME: 1.30pm

LOCATION: Conference Room 1, Garnerville

CHAIRPERSON: Chief Constable

MEMBERS:

Deputy Chief Constable	S Martin
T/ACC Legacy & Legal	G Clarke
T/ACC Crime Operations	B Gray
ACC Operational Support	Chief Superintendent S Donaldson
ACC District Policing	M Hamilton
T/ACC Innovation & Standards Department	Chief Superintendent E Bond
T/Head of Corporate Communications	R Feeney
T/Head of Human Resources	Y Cooke

NON-EXECUTIVE MEMBERS

Non-Executive Member	G Crossan
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OTHER ATTENDEES:

Section 75 Lead	
Policing with the Community	
Head of ACU	
Attendance and Diversity Lead	
CPA	
LGBT Network	



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EMPA	
WPA	
University of Ulster	
Committee Manager	
Command Secretariat	

APOLOGIES:

T/Director of Finance & Support Services & Human Resources	
ACC Operational Support	
T/ACC Innovation & Standards	
Head of Policing College	
Superintendents Association	
Head of Occupational Health	
Police Federation	
Queens University	
Employment Lawyer	



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 22 May 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.

Action – Brief Chief Constable on PCA with particular focus upon female attrition rate – T/ACC Crime Ops.



5. 35/19 Promoting an Inclusive and Professional Policing Environment

T/ACC Crime Operations briefed members on the paper which had previously been circulated. Members were informed that consultation had taken place with the Equality Commission. The paper was discussed and consideration was given to adapting the proposed actions as an organisational plan which would be added to the Equality, Diversity and Good Relations Action plan and reported through the CEDB at appropriate intervals. Members accepted the organisational position of moving from a neutral working environment to one which would promote an inclusive and professional policing environment.

The paper was agreed as a direction of travel for the organisation. Further consideration should be given to how to implement the proposed actions in a thoughtful and considerate way.

6. 36/19 CEDB Self-Effectiveness Review (SER)

The Committee Manager briefed members on the paper which had previously been circulated. Members agreed that the SER was reflective of CEDB business which had taken place in the 2017-18 year and signed off the review. There was recognition that the terms of reference would be reviewed and brought back to CEDB in October 2019. Positive Action Group SER and revised Terms of Reference were agreed and accepted.

Action – Review structure and purpose of CEDB to consider drivers of confidence and ensure correct fit with other governance meetings. Present revised terms of reference to CEDB in October 2019 – Committee Manager.

Members availed of a break from 2.30pm – 2.40pm

7. 37/19 - Tactical Group Updates

Tactical Group Leads updated members on progress from their groups since the last meeting.

Member noted the updates provided.

Action: - PWC - Review Crime Prevention Strategy and Repeat Victimisation



Strategy and monitor through Service Performance Board – DCC Martin.

Action – PWC – Chief Constable would like to be briefed about post implementation review measures, level of online usage, and regularity and feasibility of continually reviewing the manual – ACC ISD.

Action:- PSEG - Revise Terms of Reference and develop product suitable for reporting to CEDB – T/ACC Mairs.

Action:- EEWG – To update how we are mainstreaming the workstreams currently the subject of time limited PFNI funding – Head of HR.

Action – Consider how colleagues suffering from cancer are treated under the auspices of the Attendance Management Procedure – Head of HR.

8. 38/19 - Section 75 Update

Section 75 lead briefed members on the contents of the paper which had previously been circulated.

Members noted the update provided.

9. 39/19 - Forthcoming Events

Members noted the contents of the paper which had previously been circulated. The Head of Corporate Communications provided assurance that an engagement plan was being developed which would provide a sharpened focus for forthcoming events.

Action - Forthcoming events brief should be focussed upon recommended engagement, and presented in an abbreviated manner – T/ACC ISD.

10. 40/19 - Minority and Diversity Associations Verbal Updates

Attendees from the minority and diversity associations provided verbal updates on their areas of interest.

The Chief Constable articulated his support for the minority and diversity



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associations and offered to attend AGMs or similar as diary allowed.

Member noted the updates provided.

11. 40/19 – AOB

Frequency of CEDB meeting - It was agreed that CEDB would move from bi-monthly to quarterly meetings.

The Chief Constable updated members that an update on holiday pay was imminent and would be communicated at the earliest opportunity.

Members were also informed that a uniform review has been commissioned and would be communicated to the service on 9/7/19.

Action – Scope out the possibility of reintroducing Service Award Ceremonies – Head of HR.

No other business was raised and the meeting ended at 4.05pm

Date of next meeting: 1 October 2019 – Conference Room 1 Garnerville