



Keeping People Safe

**MINUTES OF MEETING**

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

**DATE: 16 May 2018**

**TIME: 9.00am**

**LOCATION: Conference Room 1, Garnerville**

**CHAIRPERSON: Chief Constable G Hamilton**

**MEMBERS:**

ACC Legacy & Justice	M Hamilton
ACC Crime Operations	S Martin (9.35am)
T/ACC Operational Support	Represented by T/Chief Superintendent P Knox
ACC District Policing	A Todd (10.00am)
T/Director of Finance & Support Services & Human Resources	M McNaughten
Head of Corporate Communications	

**NON-EXECUTIVE MEMBERS**

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

T/Head of Human Resources
Human Resources
Head of Corporate Support
Employment Lawyer
Policing with the Community
Section 75 Lead
Superintendents Association
CPA
LGBT Network

EMPA
WPA
Police Federation
University of Ulster
Queen's University
NIPSA
Diversity Officer
Committee Manager
Command Secretariat

**APOLOGIES:**

Deputy Chief Constable	D Harris
Head of Discipline	
Non-Executive Member	G Crossan

### **1. 18/21 - Welcome and Apologies**

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

A quorum was established at 10am on the arrival of ACC Todd. Update items were taken at the beginning of the meeting to ensure a full quorum was present to hear decision making agenda items.

### **2. 18/22 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. 18/23 Minutes from previous meeting + redactions**

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

### **4. 18/24 Action Register**

The action register was reviewed and completed actions were noted.

### **11. 18/31 Section 75 Update**

Section 75 lead updated the meeting on a paper which had previously been circulated. An overview was given on the variety of Service Policies and Instructions which had been screened and cancelled since the last meeting. Members were also updated about ongoing meetings and work with Equality Commission Northern Ireland.

The Chief Constable stated that it was important for us to have assurances that screening was being carried out appropriately.

Updates noted by members.

### **12. 18/32 Forthcoming Events**

Head of PWC highlighted events of note over the next 3 months. Ramadan was discussed and a decision taken that the appropriate measures should be taken to

protect the Muslim communities and extra attention should be given to mosques over the 30 day period. Representative from Queens University suggested that the large international Muslim population of students should to be considered in any tactical plans.

Action – Link in with necessary departments to ensure that appropriate protective actions and positive media coverage is in place to cover Ramadan. – Head of PWC.

### **13. 19/33 National Diversity, Equality and Inclusion Strategy, Toolkit and National Good Practice**

ACC L&J briefed the members on a paper which had previously been circulated. He explained that the National Police Chiefs' Council was introducing a Diversity Strategy and proposed that PSNI should give consideration to adopting or adapting the strategy.

Action: Consider the merit of adapting or adopting the National Diversity, Equality and Inclusion Strategy and map current work to the Attraction, Recruitment, Progression and Retention Toolkit - T/HOHR.

## **5. 18/25 Tactical Group Updates**

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

The EEWG representative updated the meeting on the progress of the EEWG since the last meeting. This included benchmarking, exploring best practice, the appointment of a well-being co-ordinator and upcoming wellbeing events.

An update was also given on the progress of the Durham survey results. The Chief Constable raised concerns that wellbeing had potential to be seen as owned by HR and not the responsibility of the whole organisation. The Federation representative gave assurances that there was traction at local level and Districts were keen to be involved in delivering wellbeing initiatives.

ACC Crime Ops asked how themes from the 'Tell Us' scheme were being fed back into the centre and subsequently connected to the relevant working groups.

The members were informed that a report was being worked on to capture the qualitative data from the Durham survey. It was suggested that on completion of this report it could be overlaid with the Blue Light Champions Toolkit to help establish good practice. Contact had already been established with the National Lead on wellbeing. Consideration should also be given to how the PEEL Legitimacy inspection fits with the work being coordinated through the EEWG.

It was decided that Head of Corporate Support should co-chair the EEWG with the Head of HR to help build a framework and ensure local delivery.

The Chief Constable queried whether the next Durham survey should take place in

April 2019 to allow time for changes to work through and for the workforce to feel the benefit of them.

Action: Add Wellbeing as a theme into the next round of Local Leaders Engagement Forums - Committee Manager

Action: Capture the local stories and practical examples of wellbeing in a feature in the next Call Sign – Head of Corporate Communications

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

Head of PWC updated the members on the progress of the PWC project board since the last meeting. Updates on planned activity included module development of unconscious bias and leadership. Phase 2 training of Identification of vulnerability had commenced. The Chief Constable emphasised the importance of vulnerability training to Crime Departments as well as Districts. A PWC manual currently exists in draft form but should be ready for sign by end of June 2018.

Members noted tactical group update.

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

ACC L&J provided an update of the Profession Standards and Ethics Governance Board. He reported that work on a barred list and use of police vehicles continued. The performance statistics from the PSEGB were outlined and noted by members.

### **Positive Action Group – ACC OSD**

Committee Manager provided an update on the Positive Action Group on behalf of the ACC OSD. The main point for discussion was the role of the Minority Support Associations which was discussed as a separate agenda item.

### **Members availed of a break from 10.35 – 10.50am**

### **6.18/26 Role of the Minority Staff Associations**

The Committee Manager updated the members on the paper which had previously been circulated. An overview of the history of Minority Support Groups since 2008 was provided. The Minority Associations each articulated how they functioned and how they saw their Associations adding value but recognised that a framework to work within would be useful.

The main questions posed in the paper were:

- What was PSNI senior management understanding of the role of the associations?
- How can MSA add value and support the mainstream staff associations?

It was proposed that a Memorandum of Understanding (MOU) would help to define the roles of the Minority Staff Association. The chair of the Christian Police Association (CPA) stated that they should be considered as a group within the Minority Staff Associations.

The members agreed that an MOU would be beneficial to define the relationships between minority associations and recognised industrial framework groups. The Chief Constable stated that the issue of CPA could be worked through in the MOU.

Action – Create a draft MOU for submission at a forthcoming CEDB – ACC OSD.

#### **7. 18/27 Self-Effectiveness Review and Terms of Reference**

The Committee Manager updated the members on the Self Effectiveness Review (SER) which had been completed for the CEDB. The SER was endorsed. The Terms of Reference were also endorsed with 1 change required to the EEWG to reflect the earlier conversation of Head of Corporate Support co-chairing the work group.

Action: Update Terms of Reference to reflect co-chair appointment of Head of Corporate Support - T/Head of Corporate Governance

#### **8. 18/28 NI Gender Charter Mark and Stonewall Update**

The Diversity Officer informed the members that the PSNI had signed up to NI Gender Action Charter Mark in December 2017 with the first submission date made on 30 April 2018. There would be an annual review of previous actions alongside a new annual action plan expected 20 April 2019 to retain the charter mark status.

The update continued by informing the members about the results of Stonewall submission which took place in October 2017. PSNI was placed nationally 341/434. The next submission date is September 2018. Actions from the Stonewall feedback report should be progressed through the Positive Action Group.

The members discussed the relevance of the information and the importance of benchmarking against national standards. The Chief Constable stated that it was important to note that only 1 of 9 actions discussed should be owned by LGBT the other 8 needed to be owned by the organisation.

Members noted the updates provided.

## 9. 18/29 Durham Survey Update and Next Steps

Contents of this paper were covered in agenda item 5. Separate agenda item not required.

## 10. Pride Update

The Committee Manager briefed the members on a discussion paper which had previously been circulated regarding police participation in the Belfast PRIDE Parade 2018. Members were provided with a concise history of Belfast PRIDE since it commenced 27 years ago along with an overview of how police participation became the main story of PRIDE 2017.

The decision to permit uniformed PSNI officers to participate in the parade in 2017 was based upon distinct policing purposes. The issue of impartiality and political neutrality came under scrutiny when the theme of 'Demand Change' was widely interpreted to directly relate to Northern Ireland's ban on same-sex marriage.

The purpose of bringing the discussion to the governance structure of Culture, Ethics and Diversity Board was to provide a forum for discussion and decision making to 'check and challenge the PSNI around ethics and diversity'. The final theme for PRIDE had not been confirmed but it was anticipated that this year's event would be themed around homophobia and hate crime, mental health issues and inclusion which all align with a clear policing purpose.

A full discussion took place where the views of all members and attendees were considered. The Chief Constable thanked everyone present for the debate and stated that a decision would be made upon confirmation of the event theme and consideration would be given to all views expressed.

Action:- Update Board on Pride decision at next CEDB meeting – Committee Manager.

## 14. 18/34 AOB

None

## Date of next meeting: Wednesday 18 July 2018 – 9am

The Chief Constable concluded the meeting at 12.02pm.

Date of next meeting:

Wednesday 18 July 2018, Conference Room 1 Garnerville 9am