



Keeping People Safe

MINUTES OF MEETING

NAME OF COMMITTEE: Culture, Ethics and Diversity Board

DATE: 21 March 2018

TIME: 10.07am

LOCATION: Conference Room 1, Garnerville

CHAIRPERSON: Chief Constable G Hamilton

ATTENDEES:

Deputy Chief Constable	D Harris
ACC Legacy & Justice	M Hamilton
ACC Crime Operations	S Martin
T/ACC Operational Support	B Gray
ACC District Policing Represented by:	Superintendent E Bond
Director of Finance & Support Services & Human Resources	M McNaughten
Head of Corporate Communications	L Young
Independent Adviser	G McCrossan

ALSO IN ATTENDANCE:

T/Head of Human Resources
Employment Lawyer represented by Policing with the Community
Section 75 Lead
Superintendents Association
CPA
LGBT Network
EMPA
WPA
Police Federation
University of Ulster
Queen's University
Committee Manager
Command Secretariat

APOLOGIES:

ACC District Policing
Employment Lawyer
NIPSA
Diversity Officer
Head of Discipline

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 17 January 2018 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

T/Head of HR provided an update on the main areas of work within the Employee Engagement and Wellbeing Group. This included an update on the assessment of the effectiveness of the flexible working policy which existed to promote consistency and manage perceived unfairness. It was emphasised that local sign off was important but recommendation would be required by Heads of Branch and ratified through a central panel. The panel currently sits monthly but consideration was being given to moving it to quarterly.

T/Head of Human Resources also informed the meeting about the release of a call sign article which would update the organisation on the progress of the Durham survey.

Policing With Community (PWC) Update

T/Superintendent PWC provided an update on the PWC project since the last meeting in January 2018. He highlighted the expansion of the Open University modules from 6 to 10 and the uptake on completion of the modules to date. Members were also updated on briefings which had taken place with NPTs and Crime Departments on Community Empowerment. PWC Branch is also responsible

for taking forward the briefing model for the organisation. The update concluded by T/Superintendent PWC informing the members that the PWC behaviours were currently being Quality Assured HR with a view to inclusion in the IPR process going forward.

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 January 2018. The discussions centred on the issue of having a barring list and/or an advisory list. Proposed changes to the current student officer application form and process were also discussed.

The use of Police vehicles for anything other than on call duties was discussed. A future paper will be submitted for consideration.

Positive Action Group – ACC OSD

ACC OSD updated the meeting on the work that had been carried out by the tactical group since the last meeting in January 2018. Areas highlighted for discussion were the ongoing work on suitability of uniform for female officers and effect on firearms failure rates. ACC OSD reported that alternative weapons were being scoped out and a position paper regarding firearms training was anticipated in May 2018.

The members were updated on work that was ongoing to assess the requirement for Physical Competency Assessment in specialist posts.

The Minority Support Associations (MSA) report through the Positive Action Group and a paper is currently being prepared to agree the role, goals and responsibilities of the MSAs in the CEDB.

ACC OSD raised a query of where the Disability Action Plan fitted in the tactical groups. It was decided that Disability Action would remain under the Positive Action Group.

The delivery on the Equality, Diversity and Good Relations Strategy was also clarified in that the tactical groups would own the actions and the report would be collated by PWC Section 75 officer and reported on bi-annually.

Action – Add MSA paper regarding roles, goals and responsibilities into the CEDB meeting in May 2018 – Committee Manager.

Action – Scope out all relevant PEEL questions and ensure they are mapped across to correct CEDB tactical group so that the best evidence for PEEL is being captured.

6. Governance Papers for Discussion/Decision

CEDB and Tactical Groups – Terms of References – Committee Manager

The draft terms of references for the CEDB and the tactical groups were agreed with a few additions to the Positive Action Groups attendees. The committee manager committed to ensuring that the TORS were on the current corporate template and include a self-effectiveness review.

Action – Ensure all TORs are on the current corporate template and include a self-effectiveness review – Committee Manager.

The Chief Constable left the meeting at 11.04am and the Chair was taken over by DCC Harris.

7. Discussion Topic – Victimisation

ACC Legacy and Justice and T/Head of Human Resources presented a discussion paper on proposed actions which aimed to reduce the potential for victimisation in the organisation. Included in the update were discussion points on the merits of introducing mediation, current leadership and resilience development and an invitation from the members to consider whether the current level of development and support was sufficient and to provide any additional views or actions.

Queens University representative informed the meeting that there was limited evidence based research on the subject and a literature review would be beneficial. Members agreed that early resolutions were preferable as protracted processes had a detrimental effect on both the individuals and the organisation.

It was agreed that the provision of mediation should be progressed and a consolidated options paper should be produced and brought forward to the CEDB in 6 months.

Action – coordinate and produce an options paper on proposed plans to manage victimisation in the PSNI. Paper to be produced in collaboration with HR and Queen’s University representative – ACC Legacy and Justice.

8. Equality, Diversity and Good Relations Update – PWC

The PWC section 75 officer provided an update on Section 75 issues and informed the member of the training which the Equality Commission had provided to him. He reported the number of Section 75 screenings which had been completed in Quarter 1 of 2018 and the ongoing work with the Equality Commission to standardise Section 75 screening. A hard copy of the PSNI Equality Scheme was provided to all members.

9. Forthcoming Events – T/Superintendent Beck

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

- March/April – Easter
- May - Ramadan
- May – Mental Health Awareness Week

It was agreed that it was important for the organisation to recognise Mental Health Awareness week and the following actions were allocated and should be coordinated by T/Supt PWC:-

Action - Check with OHW what arrangements are in place to mark mental health

awareness week – Director of Finance & Support Services & Human Resources

Action - Liaise with NPCC to ascertain what is being done nationally for mental health awareness week – Head of Corporate Communications

Action - Coordinate response to Mental Health Awareness Week – T/Supt PWC.

Further forthcoming events were noted for the calendar year 2018 as:

April 22 - 25th anniversary of death of Stephen Lawrence

November - 75 years of Women in Policing

The members noted the dates discussed.

10. AOB

None.

The Deputy Chief Constable concluded the meeting at 12.02pm.

Date of next meeting: [Wednesday 16 May 2018, Conference Room 1 Garnerville – 9am](#)