



Keeping People Safe

**MINUTES OF MEETING**

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

**DATE: 21 November 2018**

**TIME: 9.05am**

**LOCATION: Conference Room 1, Garnerville**

**CHAIRPERSON: Chief Constable**

**MEMBERS:**

T/Deputy Chief Constable	S Martin
T/ACC Legacy & Legal	G Clarke
T/ACC Crime Operations	B Gray
ACC Operational Support	A Todd
ACC District Policing	M Hamilton
T/ACC Innovation & Standards Department	Represented by E Bond
T/Director of Finance & Support Services & Human Resources	M McNaughten
T/Head of Corporate Communications	Represented by D Boylan
T/Head of Human Resources	Represented by Louise Crothers

**NON-EXECUTIVE MEMBERS**

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

Head of Discipline	[Redacted]
Employment Lawyer	[Redacted]
Superintendents Association	[Redacted]
Policing with the Community	[Redacted]
CPA	[Redacted]
LGBT Network	[Redacted]
EMPA	[Redacted]
EEWG	[Redacted]
WPA	[Redacted]
Police Federation	[Redacted]
University of Ulster	[Redacted]
Queen's University	[Redacted]
Committee Manager	[Redacted]
Command Secretariat	[Redacted]



Keeping People Safe

Command Secretariat	[REDACTED]
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**APOLOGIES:**

Head of Occupational Health	[REDACTED]
Section 75 Lead	[REDACTED]
Diversity Officer	[REDACTED]
NIPSA	[REDACTED]
Employment Lawyer	[REDACTED]
T/HOHR	Yvonne Cooke
ACC ISD	T Mairs
T/Head of Corporate Communications	[REDACTED]



### **1.18/55 - Welcome and Apologies**

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

The apologies were noted but the Chair asked that the message was conveyed to the key members that attendance at CEDB should be prioritised given the importance and standing of this meeting.

A quorum was confirmed.

### **2. 18/56 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. 18/57 Minutes from previous meeting + redactions**

The minutes from the meeting on 26 September 2018 were approved. It was agreed that no redactions from the previous minutes were required other than the names of some attendees.

### **4. 18/58 Action Register**

The action register was reviewed and completed actions were noted.

### **5. 18/59 Tactical Group Updates**

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

Head of PWC updated the members on the progress of the PWC project board since the last meeting along with an overview of planned activities which included:-

- The PWC behaviours would form part of the IPR process going forward.
- A full gap analysis had been carried out with a view to identifying next steps to achieve the PWC project deliverables.
- PWC project had been invited into the Police College to conduct a review of week 1 training for students. The findings in the review were positive and would be followed up with a full report back to the Police College.



## Keeping People Safe

- The next 2 modules for the Open University were at an advanced stage and are entitled Community leadership and Community. Funding had been secured for a further 4 modules.

The Chief Constable acknowledged the importance of the PWC portfolio, however it was believed the PWC project should become 'business as usual', and similar to the full integration of Human Rights policing. It was however agreed that the PWC ethos was the core philosophy of PSNI and that some form of support team should remain in place to provide assistance and assurance.

Action – T/ACC ISD and ACC DPC to meet and discuss the future scope and scale of the PWC team in advance of the first NIPB Board meeting in December – Head of PWC

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

Chief Superintendent ISD provided members with an update on the progress since the last meeting and also provided narrative on the ACU and Discipline Dashboard which had previously been circulated.

The Chief Constable stated that part of the purpose of CEDB was to provide focus on diversity, standards, inclusion, openness, resourcing challenges, human rights and representativeness. He stated that it was encouraging to note the downward trends in the dashboard but it was equally important for the organisation to understand the narrative behind the figures.

The Chief Constable stated that it was important to have a mixed economy staffing model in the Professional Standards team who would provide consistency of leadership in misconduct investigations. This team should be able to apply the different staffing regulations as well as provide a single investigation and consistency of approach. Assurances were given by ISD that work was ongoing to introduce a staffing model to reflect this.

Chief Superintendent ISD commented that the paper which had been commissioned on Ethics and the subsequent set up of Ethics Panels by end of financial year 2018/19 would enhance the understanding and management of PSNI standards and behaviours.

ACC Crime Ops commented that it was important to evaluate the need for Diversity and Human Rights Training to be reintroduced into the students induction programme.

T/DCC informed the meeting that he was due to meet with Legal Services and T/HOHR to understand the lessons learned from settled IT cases that would inform ethics around standards and behaviours.

Action – Invite ACC Crime Ops to meeting which is being organised regarding learning from settled Industrial Tribunal Cases that would help inform the ethics around standards and behaviours – T/DCC



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

The EEWG co-chair updated the members on the progress since the last meeting.

The update concentrated on the collaborative working and evidence based practice which linked into the national Humanising HR Policy project and advancement towards the national wellbeing strategy. The Callsign article which promoted the role and work of the wellbeing coordinator was also highlighted.

The PFNI chair informed the meeting that a recent federation survey had been completed and the results would be shared with the Chief Constable.

The Chief Constable sought further information around the timing of the PSNI's next follow-up Durham survey.

#### **Action – Clarify the date of the next Durham Survey – T/HOHR**

Members discussed the flexible working pilot. It was understood that the policy was still in draft form. The review of the pilot indicated that there had been difficulties in the complexity of the application process. It was agreed that flexible working would require innovative thinking to endorse PSNI as an employer of choice. Bespoke work patterns, satellite and remote working should be considered. T/DCC informed members that he had previously led on the remote working pilot which had progressed through a full business cycle. He offered to work with HOHR to re-establish this work.

#### **Action – HOHR to liaise with T/DCC to examine the re-establishment of remote working options – HOHR**

### **Positive Action Group – ACC Crime Operations Department**

The PAG chair updated the members on the progress of Positive Action Group since the last meeting. The next PAG meeting would hear updates on the firearms project and would also agree terms of reference for the welfare support workstream led by Superintendent H District. Members were also informed that the internal specialist selection workstream to address under representation in specialist roles in OSD, C4 and C3 an inaugural meeting had taken place. The workstream would be led by Superintendent Command Secretariat. ACC Crime Operations stated that the Physical Competency Assessment was front and centre to the debate of underrepresentation in all selection processes.

Members were given a breakdown of the pass rates for PCA in recruitment campaign 4 which highlighted the low female pass rate. It was established that there was a variance in the selection test for TSG and the competency test to remain in post which had been addressed by ACC OSD removing the PCA from the initial selection process in preference of a revised format which would be undertaken as part of an annual performance review. An update paper from ACC OSD would be ready for CEDB in January 2019 with a full paper to follow in March 2019.

The Internal Resourcing representative explained how the new advertising campaign would focus on 'train together to work together'. She also explained how



PCA familiarisation worked and the availability of sessions with a Personal Trainer to assist in preparation.

It was agreed that ACC Crime Operations would use the findings from ACC OSD's report to develop a wider paper to inform the organisational position in removing PCA from all initial selection processes.

Action – Use the findings from ACC OSD's report to develop a wider paper to inform the organisational position in removing PCA from all initial selection processes – ACC Crime Ops.

Member availed of a break from 10.35 am - 10.50am

### 6. 18/60 Section 75 Update

Head of PWC provided an update to the members on the number of screenings completed in 2018 financial year to date. Members were also assured that the end of year report was now ready for submission to the Equality Commission.

It was agreed that updates going forward would include statistics on positive screenings.

Action – include statistics on positive screenings in updates going forward – Head of PWC

Action - Link in with HOHR re Section 75 moving from PWC to HR. – Head of PWC

### 7. 18/61 Forthcoming Events

Head of PWC provided an update on forthcoming events and highlighted events of interest to CEDB taking place from December 2018 – February 2019 which would be supported by Callsign articles. Members were urged to highlight any additions to the PWC calendar for 2019 which was currently in draft format.

T/DCC highlighted that a member of the Hindu community had contacted him conveying disappointment that PSNI had not acknowledged Diwali. Members acknowledged the need to be proactive and to strike a balance around diversity festivals and celebrations. Chief Superintendent DPC reported what had been done in support of Hanukkah. It was recognised that an external messaging communication package should be put in place in recognition of Hanukkah and other such diversity and celebrations as appropriate.

It was highlighted that good practice already existed in local Universities and NPCC on communication for the diversity calendar and ACC ISD should work with Corporate Communications and PWC to establish a proportionate and measured way of identifying diversity festivals and celebrations.



**Action** - work with Corporate Communications and PWC to establish a proportionate and measured way of identifying diversity festivals and celebrations taking cognisance of good practice from local universities and NPCC communications departments – ACC ISD

### **8. 18/62 – Minority and Diversity Association Updates**

Representatives from the minority and diversity associations provided updates from each of their groups to highlight ongoing work and upcoming events. Members noted the verbal reports.

### **9. 18/63 – Good and Harmonious Working Environment**

T/ACC Crime Operations updated the members on a paper which had previously been circulated.

ACC Crime Ops introduced the paper and explained the definitions of neutral working environment and good and harmonious working environments. The members discussed the current PSNI positioning on the continuum from neutral to good and harmonious. It was recognised that the current working practices may not completely reach the threshold of 'good and harmonious' and were more closely aligned with a neutral working environment.

Superintendent Command Secretariat suggested that any consideration of PSNI internal working environment must be cognisant of public perceptions of our impartiality and the external environment was more significant.

There was a wider discussion as to perceptions in Northern Ireland society in a post-conflict society and one in which the police service was not yet fully representative of the community it serves.

The Chief Constable agreed that this was an important piece of work and CEDB was a good forum in which to challenge ourselves and have these important discussions on our culture. He request the PAG take forward further work as follows:-

#### **Aim**

Work towards a good and harmonious work environment.

#### **Guiding Principles**

1. PSNI should be an organisation that is inclusive, progressive and representative of the community and society we serve
2. Build on the PWC behaviours
3. A framework that is legally defensible
4. Apply proportionality test (particularly to perception and inclusiveness)



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Action – Produce a scoping document to address working towards a good and harmonious working environment under the following guidelines – ACC Crime Ops

**10. Diversity MOU**

Due to time constraints this paper was not heard and will form an agenda item at a later meeting.

**11. 18/65 AOB**

No other business was raised and the meeting ended at 12.00pm

**Date of next meeting: TBC – Conference Room 1 Garnerville**