



Keeping People Safe

MINUTES OF MEETING

NAME OF COMMITTEE: Culture, Ethics and Diversity Board

DATE: 26 September 2018

TIME: 9.10am

LOCATION: Conference Room 1, Garnerville

CHAIRPERSON: Deputy Chief Constable S Martin

MEMBERS:

T/ACC Legacy & Legal	Represented by Supt I Harrison
T/ACC Crime Operations	B Gray
ACC Operational Support	A Todd
ACC District Policing	Represented by Chief Supt P Farrar
T/ACC Innovation & Standards Department	T Mairs
T/Director of Finance & Support Services & Human Resources	M McNaughten
T/Head of Corporate Communications	Represented by K Sharkey
T/Head of Human Resources	Y Cooke

NON-EXECUTIVE MEMBERS

Non-Executive Member	G Crossan
----------------------	-----------

OTHER ATTENDEES:

Head of Discipline	[Redacted]
Employment Lawyer	[Redacted]
Superintendents Association	[Redacted]
Policing with the Community	[Redacted]
CPA	[Redacted]
LGBT Network	[Redacted]
EMPA	[Redacted]
WPA	[Redacted]
Police Federation	[Redacted]
NIPSA	[Redacted]
Leadership Training	[Redacted]
Custody Health Care	[Redacted]



Keeping People Safe

Head of Occupational Health	[REDACTED]
Head of Physical Education	[REDACTED]
University of Ulster	[REDACTED]
Committee Manager	[REDACTED]
Command Secretariat	[REDACTED]
Command Secretariat	[REDACTED]

APOLOGIES:

Chief Constable	G Hamilton
ACC DPC	M Hamilton
T/ACC Legacy & Legal	G Clarke
Section 75 Lead	[REDACTED]
Diversity Officer	[REDACTED]
Queen's University	[REDACTED]



Keeping People Safe

1.18/44 - Welcome and Apologies

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

A quorum was confirmed.

2. 18/45 Declaration of Conflict of Interests

The Deputy 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. 18/46 Minutes from previous meeting + redactions

The minutes from the meeting on 18 July 2018 were approved. It was agreed that no redactions from the previous minutes were required other than the names of some attendees.

4. 18/47 Action Register

The action register was reviewed and completed actions were noted.

5. 18/48 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.

DCC Martin briefed the members of the changes which had been agreed to the Senior Officers' Portfolios and the addition of an Innovation & Standards Department led by T/ACC Mairs. He explained that T/ACC Mairs would have responsibility for transitioning the PWC Project into core business as the PWC philosophy was the responsibility of the whole organisation not restricted to a specific Branch or Department.



Keeping People Safe

Professional Standards and Ethics Governance Board (PSEGB)

Head of Discipline provided members with an update on the progress since the last meeting. The update included:

- Communication on the new off duty behaviours and standards policy due to commence in September
- Progress of the draft use of police vehicles service instruction
- Progress towards agreeing organisational position and informing policy development about Social Media use

T/ACC Crime Ops raised the issue of professional standards regarding corporate appearance and protective equipment (CAPE).

Action: Work with PFNI about endorsing communications around new off duty behaviours and standards policy

Action: Consult with Supt Campbell and draft communication for sign off by DCC's office with regards to CAPE – ACC OSD

Action: Draft lessons learned from recent judicial review on tattoos – Employment Lawyer

Action: Consult with NIPSA about the draft paper on appropriate use of mobile phones in the workplace – T/ACC ISD

Positive Action Group – ACC Crime Ops

The PAG chair updated the members on the progress of Positive Action Group since the last meeting which included improvements made to the firearms equality issues, updated PAG action plan and the review of the Equality, Diversity and Good Relations (EDGR) Action Plan. T/ACC Crime Ops informed the members that the review of the EDGR would be circulated for comment and should be returned within 1 week. The CEDB would receive an update on EDGR in November 2018.

Action: Present reviewed EDGR action plan at CEDB on 21 November 2018 – T/ACC Crime Ops.

Employee Engagement and Wellbeing Group (EEWG)

The EEWG chair presented the new EEWG action plan and updated members on the 15 work areas and allocated leads. The Federation Chair requested that the EEWG would link in with Federation Office to combine efforts in delivery of some of the projects. T/ACC ISD suggested that there may also be learning from the Engagement Forums established in Crime Ops.



Keeping People Safe

'Tell Us' lead updated the members on the use of the Tell Us scheme and progress towards moving towards a digitalised version.

6. 18/49 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. He also informed the members that the Equality and Diversity within the Criminal Justice System - "*An Inspection of the Implementation of Section 75 (1) of the NI Act 1998*" report was available and would be circulated.

Members discussed the fact that section 75 screenings can also have a positive impact and this should also be recorded in the mitigating part of the form.

T/ACC Crime Ops requested that the Section 75 screenings were reflective of the positive action taken by PSNI to promote equality within the organisation.

7. 18/50 Forthcoming Events

Head of PWC provided an update on forthcoming events and highlighted events of interest to CEDB taking place November 2018 – December 2018.

Action: Work with Corporate Communications, HR and C7 to promote anti-bullying messaging to concur with Anti-bullying week commencing 12 November – Head of PWC.

Action: Send appropriate communication to organisation regarding Festival of Remembrance from Deputy Chief Constables Office – Committee Manager

Action: Ensure Districts are proactively linked into Jewish communities to understand how PSNI can provide support over the Festival of Lights beginning 3 December 2018 – ACC DPC

Member availed of a break from 10.20 – 10.45am

T/ACC ISD left the meeting at 10.30am and returned at 11.30am

8. 18/51 Physical Competency Assessment Discussion Paper

DCC Martin introduced the Physical Competency Assessment (CPA) Discussion Paper and underlined PSNI's commitment to diversity and inclusivity which should be balanced with the appropriateness and proportionality of what was required for specialist roles requiring a PCA.



Keeping People Safe

T/ACC Crime Ops and Head of Leadership Training presented the findings of a review carried out to help the organisation address underrepresentation of females in specialist areas which require PCA as part of the selection process. T/ACC Crime Ops summarised the findings of the Kremer Report (2018) to outline the methodology and development of the PCA. The members were also informed of the findings from a national benchmarking exercise.

Members discussed the under representativeness of females in specialist posts, low % of females applying for specialist posts and low pass rates of females at PCA stage.

The Head of OHW and the Head of Physical Education outlined the rationale for the current PCA testing for specialist roles as well as the review processes which existed.

The Employment Lawyer explained the legal meaning of indirect discrimination and how this differed to direct discrimination, she advocated for a position where physical competency was “role required” and not “role related”.

Members discussed the standard of PCA required, the appropriateness of PCA as part of initial selection, and the link between PCA and under representation in specialist roles, the existing perception around specialist roles and selection criteria and building a selection criteria which was job required as opposed to job related.

T/HOHR stated that a robust job analysis for each specialist selection process was required to establish key requirements of the role to inform selection.

Action: TSG Pilot - Work with OHW, Employment Lawyer and relevant Chief Officers to design a PCA which is job required and consider changing the matrix to take the PCA out of the initial criteria and add it into performance management. Bring learning back to organisation through CEDB for other specialist processes – ACC OSD.

Employment Lawyer left the meeting at 11.55am

9. 18/52 PSNI Mental Health Action Plan

Head of Custody Health Care briefed members on the draft PSNI Mental Health Action Plan which supported the PSNI Mental Health Strategy. DCC Martin acknowledged the quality of the plan and asked that consideration should be given



Keeping People Safe

to revising the timeframes listed in the action plan.

Members approved the action plan subject to revision of timeframes.

10. 18/53 – 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.

DCC Martin offered to take part in the panel being organised by EMPA for National Black Police Association 9-11 October 2018 which would be discussing Patten Reforms. He also suggested that Dr J Byrne could represent the community view of the Patten Reforms on the panel.

11. 18/54 AOB – No other business was raised and the meeting ended at 12.10pm

Date of next meeting: 21 November 2018 – Conference Room 1 Garnerville