



**Police Service of Northern Ireland
Human Rights
Programme of Action
2010 - 2011**

**Human Rights Annual Report 2010
Programme of Action 2010 – 2011
Introduction by Assistant Chief Constable Will Kerr**



The Police Service of Northern Ireland is committed to a rights based approach to policing. This is well established in our current working practices and policies, and we are widely acknowledged as international leaders in this area. However, it remains ongoing work as we challenge ourselves to continually adapt to the changing variety of circumstances in the policing environment in which we operate. We have developed a strong internal structure that informs our policies and training and, most importantly, the consistent implementation of these in our day to day policing.

By ensuring that the rights of members of the public and police officers are upheld, and making balanced judgements where rights appear to conflict, we have been able to build strong relationships right across communities in Northern Ireland.

I welcome the oversight of the Northern Ireland Policing Board and its Human Rights advisor, Alyson Kilpatrick in this area. In fulfilling its statutory requirement to monitor our performance in respect of human rights, the Policing Board is afforded access to whatever material, officers and operations that

may be required. This may be in relation to any event or inquiry, such as the recent Thematic Review into policing with children and young people, or the Annual Report. Recommendations arising from Thematic Reviews are dealt with in a dedicated manner relative to the Review.

This Programme of Action is published in response to the Annual Report. It records the recommendations made in the Policing Board's Report and details how PSNI intends to deal with these recommendations. It is intended to be read alongside the Policing Board's Annual Report. As an aid to assisting the Policing Board monitor how the resultant actions are developing throughout the year, the Boards Human Rights Legal Advisor has been afforded direct access to our system of recommendation and action updates.

Given the current security threat level in Northern Ireland, it is more important than ever that the policing response has human rights at its core. We are wholly committed to the primacy of rights based policing in everything we do.

**Will Kerr
Assistant Chief Constable**

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Number	Recommendations	Department / owner	Current status
	Training		
1	PSNI should provide the Human Rights and Professional Standards Committee with an assurance, within six months of the publication of this Human Rights Annual Report that all persons tasked with training responsibilities have read and understand the Code of Ethics 2008 and its incorporation of relevant human rights principles. Thereafter, PSNI Trainers should ensure that the relevant articles of the Code of Ethics are incorporated into lessons.	Police College	The Human Rights Training Advisor welcomes the opportunity this recommendation provides to further develop the links between the Code of Ethics, human rights and the best professional standards in policing. We will explore a number of avenues to meet this recommendation, including face to face training, hard copy approaches as suggested and the use of the intranet human rights information for example
2	The PSNI Human Rights Training Adviser should continue to deliver bespoke human rights refresher training and human rights in training design on an annual basis. Both courses should continue to be made available to all officers involved in delivering or designing training.	Police College	The refresher course will be delivered to Crime and COT trainers in the spring and two further courses are under review for development. The first is a session for trainers on the UN Convention of the Rights of the Child and Practical Policing, and the second is a more in-depth look Articles 2, 3, and 8 of the HRA 1998

TREATMENT OF SUSPECTS			
3	The PSNI should forthwith advise all relevant officers within each District of the duty to notify the Custody Visiting Scheme Administrator as soon as reasonably practicable (i) of the closure and subsequent re-opening of any designated custody suite; and (ii) of the designation or de-designation of any police station, whether permanently or on a temporary basis. Thereafter, the PSNI should ensure that all relevant officers have read and accept that responsibility.	District Command	All custody staff are aware of the latest direction sent via the District Policing Command office to all custody staff of the roles and responsibilities of staff before and when a custody suite is closed. Included in this direction is the responsibility to include the Policing Board in the e-mail distribution list which informs Police of the custody suite closure. Designation/Non designation of custody suites is relayed to Policing Board via Custody Management Unit.
4	The PSNI should continue to monitor the high number of detainees held in non-designated stations and should keep the designation status of stations under continual review. The PSNI should report to the Human Rights and Professional Committee annually on the number of persons held in non-designated police stations that report to include the length of time each detainee is held.	District Command	Designation of PSNI custody estate is monitored by the Custody Management Unit. All DPs that are held in Non Designated custody suites are held according to PACE and within the legally stipulated time of less than 6 hours unless there are extenuating circumstances. If this is the case PACE legislation and COP regulate how this is managed.
5	The PSNI should consider requiring all custody officers to attend Safe TALK training and report to the Human Rights and	District Command	The PSNI is currently developing a Mental Health Training course, an element of which contains the identification of those

	<p>Professional Standards Committee within six weeks of the publication of this Human Rights Annual Report as to whether, and if so when, the training will commence.</p>		<p>individuals who are at risk. This will be delivered to all custody staff. PSNI, in conjunction with the Royal College of Psychiatry, is also amending the ACPO E-learning module on mental health that can be utilised by all officers including custody. Finally, we are researching the most appropriate suicide training package to be delivered to officers on advice from the Public Health Agency, the Strategic Suicide Implementation Board (SSIB) and Family Voices.</p>
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Outstanding or part implemented recommendations

2009	Recommendation	Status Department / owner	Up-date
4	<p>The PSNI internal evaluation team should evaluate the integration of human rights principles in the practical aspects of PSNI personal safety training courses within three months of the publication of this report.</p>	<p>Remains outstanding Police College</p>	<p>We accept this recommendation. The Human Rights Training Advisor will make this a priority for completion with a report to the NIPB Human Rights Legal Advisor by June 2011.</p>
6	<p>The PSNI should provide the Policing Board with details of all Policy Directives and Service Procedures that are overdue for</p>	<p>Remains outstanding Corporate support</p>	<p>The Policing Board is currently provided with regular reports on Policy Directives and Service Procedures overdue</p>

	<p>review by more than one year and include within that briefing the reason for the delay and the date by which the review is to be completed. The first briefing should be presented within three months of the publication of this report and thereafter on an annual basis.</p>		<p>for report. Access to the Overview system now permits the Board's Human Rights Advisor to search for details of policy recommendations.</p>
12	<p>The PSNI should work with the Human Rights Advisor to the Policing Board to conduct a further review of all training manuals and lesson plans and address specifically the interests of the child in any operation which may involve the use of force. The PSNI should, following completion of the review, but in any event within six months of the publication of this report, present its findings to the Policing Board's Human Rights and Professional Standards Committee.</p>	<p>Part implemented Police College</p>	<p>We reported in January 2010 outlining some suggestions for ways to extend the effectiveness of work in this important area. We have agreed with the NIPB Human Rights Legal Advisor a further deadline for a report back in September 2011.</p>
17	<p>The PSNI internal evaluation team should evaluate student officer's training on victims and witnesses as a matter of priority within the next cycle of evaluation and report to the Policing Board on its findings.</p>	<p>Remains outstanding Police College</p>	<p>The PSNI Human Rights Training Advisor will liaise with the Human Rights Legal Advisor to the Policing Board; if the latter does not wish to pursue this herself the Human Rights Training Advisor will report to the NIPB by end of May 2011.</p>

2008	Recommendation	Status Department / owner	Up-date
10	The PSNI internal evaluation team should conduct no less than 45 evaluations of PSNI training courses delivered by the PSNI over the next 12 months and report its findings and recommendations to the Policing Board on a quarterly basis.	Part implemented Police College	We accept this recommendation. Priorities and the numbers of lessons to be evaluated will be established with the NIPB legal advisor after hearing any areas of particular concern.
24	The PSNI should complete its review of all intelligence policies, procedures and protocols and develop an overarching policy on the management of intelligence within twelve months of the publication of this report but should report to the Policing Board on the progress of its review within six months of the publication of this report.	Part implemented Crime Ops	This policy has been completed and will be published once the section 75 and audit tool have been submitted and accepted. Likely to be in the very near future.

