



FREEDOM OF INFORMATION REQUEST



Request Number: F-2020-01625

Keyword: Human Resources

Subject: Diversity & Inclusion

Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act we can confirm that the Police Service of Northern Ireland does hold information to which your request relates and the decision has been taken to disclose the following.

Request 1

I am writing to request details of staff roles and courses undertaken by the Force. What was the total cost of the Force's Diversity and Inclusion Team (or similar) in both the 2019-20 financial year, and the current financial year up to the 25th August 2020, broken down for each financial year.

Answer

Please see the tables below detailing costs.

Date	Payroll Costs
01/04/2019	£127,424.19

Date	Payroll Costs
01/04/2020	£164,560.14

Date	Payroll Costs	Payroll Costs to 25/08
08/09/2020	£222,698.44	£90,792.44

Request 2

How many people were employed (FTE) as part of the Force's Diversity and Inclusion Team (or similar), including all full job titles and FTE for each, in both the 2019-20 financial year, and the current financial year up to the 25th August 2020, broken down for each financial year.

Answer

Please see the tables below detailing staff establishment.

Date	Duty Type	Grade Equiv	FTE
01/04/2019	Grade 7	G7 - Grade 7	1
	Diversity Officer	DP - Deputy Principal	0.92

Date	Duty Type	Grade Equiv	FTE
01/04/2020	Grade 7	G7 – Grade 7	1
	Diversity Officer	DP - Deputy Principal	0.97
	Deputy Principal	DP - Deputy Principal	0.6

Date	Duty Type	Grade Equiv	FTE
08/09/2020	Grade 7	G7 – Grade 7	1
	Diversity Officer	DP - Deputy Principal	0.97
	Deputy Principal	DP - Deputy Principal	0.6
	Administrative Support Officer	AO - Administrative Support Officer	1
	Work Placement - Administrative Support Assistant	AA - Administrative Support Assistant	1

Request 3

Please provide the names, explanatory details and costs of all courses focusing on diversity, inclusion, workplace behaviour and racial and/or gender awareness, in both the 2019-20 financial year, and the current financial year up to the 25th August 2020.

Answer

The information you have requested is not held as a central record and has been provided by separate business areas.

Within the Student Officer Development Programme, all new entrants into PSNI undertake the following learning:

Fairness, Courtesy & Respect: All Student Officers undertake this 1.5 hour lesson which has been designed and delivered by the Police College therefore there is no set cost. This lesson focusses on how we engage and interact both internally and externally.

Accountability: All Student Officers undertake this 1.5 hour lesson which has been designed and delivered by the Police College therefore there is no set cost. This lesson focusses on how we engage and interact both internally and externally with a specific focus on workplace behaviour.

Hate Crime / Incident: All Student Officers undertake this 2 hours lesson on the identification and investigation of hate crimes / incidents. During this lesson, there is consideration on the six key

categories of hate crime/incidents, one which is transphobia. This lesson has been designed and is delivered by the Police College so there is no set cost to delivery.

Pace 3-5: All Student Officers undertake this 2 hour lesson on stop / search legislation. This lesson has been designed and is delivered by the Police College so there is no set cost to delivery. Within this lesson, there is consideration on gender awareness.

Other Student Officer Development Programme inputs: During Student Officer Training, all students undertake various other awareness pieces that would have relevance to this request. There is no set times or costs with these inputs and they vary depending on the engagement from the courses.

Professional Standards input – includes a focus on workplace behaviours.

Community engagement evening – includes inputs from AgeNi, GAA, Leonard Cheshire, Migrant Centre, MindWiseNI, NICouncilforEthnicMinorities, NOWgroup, Orange Order, Rainbow Project, Simon Community.

Please also find breakdown below of Emerging Leaders and Masterclasses for 2019-2020 and 2020/2021.

Emerging Leaders Programme

This 5 day (35 hour) programme includes Insights discovery (more information below), accredited Leader as Coach training, Policing With the Community (PWC) Behaviours and Values, Ethical Decision making and Diversity.

The programme focuses how effective management and leadership impacts on performance, team effectiveness, engagement and increased well-being. Participants gain understanding of how their own leadership style and personality preference can impact on their own performance as a PSNI leader.

Insights

Insights Discovery is a psychometric tool designed to help people understand themselves, understand others, make the most of the relationships that affect them, improve communication and decrease conflict in the workplace.

Day 1 Introduction to Leadership

Skills and qualities of Leadership and Management

Discretionary Effort and motivation

Empowering ourselves as Leaders

Empowering your team

Leadership Styles:

- Authentic
- Situational
- Servant
- Adaptive

Day 2 Activity Day

Communication

Teamwork

Challenge

Problem Solving

Performance

Collaborative Decision making

National Decision Model

Day 3 Leader as Coach 1

PSNI Vision and Strategic Thinking

What is coaching?

Conversations and Coaching Language

Coaching Skills

Listening Skills

SONAR model for Coaching

Directive/Non-Directive coaching continuum

Day 4 Insights Discovery

Effective Communication

Perception

Self-Awareness

Awareness of others

Neurodiversity

Team awareness

Improving Relationships

Adapting and Connecting with others

Day 5 Leader as Coach 2

Coaching Culture

Conversation Management

Giving and receiving Feedback

Mentoring

Workshops

In addition to the 5 day programme there are two, one day modules available, developed to address key organisational issues; these include;

- Managing Attendance and Wellbeing delivered by Occupational Health and Welfare, Health and Safety and Human Resources
- Professional Standards

Masterclasses

Occasional Masterclass seminars are run, including using external speakers, in a variety of topics. These are usually 2-hour or half day sessions. Since the current COVID-19 pandemic, masterclasses are also now being broadcast as webinar events and recordings made available internally online for reference.

Such topics since April 2019 have included:

- Importance of Communication
- Ethical Decision Making
- Emotional Intelligence
- Building Relationships, Trust and Communication
- Lessons from Leaders
- Culture of High performing Teams
- Resilience
- Managing wellbeing
- Leading People Remotely
- Effective Conversations
- Unconscious Bias
- Effective Conversations
- Leadership (Chief Constable)

Estimated costs detailed below:

2019-2020 - £71,000
2020-2021 - £62,500

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Corporate Information Branch, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Corporate Information Branch, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psn.police.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.