



**Police Service**  
of Northern Ireland

# Equality Scheme

## 2023-2028



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we listen  
we act**

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Includes our arrangements to meet our duties under:

- Section 75 (i) and (ii) of the Northern Ireland Act 1998 (Equality Scheme Action Plan)
- Section 48 of the Police (Northern Ireland) Act 2000 (Gender Action Plan)
- Section 49(a) and (b) of the Disability Discrimination Order 2006 (as amended) (Disability Action Plan)

This document will be available in alternative formats on request including;

- Large font
- Audio cassette
- Computer disc
- Main minority ethnic languages
- Easy-read
- Electronic version

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## **Foreword by Chief Constable, Simon Byrne**

**Welcome to the Police Service of Northern Ireland's Equality Scheme, which sets out how we intend to fulfil our Section 75 statutory duties.**

**Section 75 of the Northern Ireland Act 1998 (the Act), requires public authorities, in carrying out their functions relating to Northern Ireland, to have**

- **due regard to the need to promote equality of opportunity and**
- **have regard to the desirability of promoting good relations across a range of categories outlined in the Act.**

As Chief Constable of the Police Service of Northern Ireland, I am fully committed to ensuring all our Section 75 statutory duties are fulfilled across all functions (including service provision, employment and procurement) through the effective implementation of this Equality Scheme.

As an organisation that values equality, diversity and inclusion, this Scheme is important because as well as being a statement of compliance, it outlines our commitment to mainstream equality in our decision making and policies, whilst ensuring we keep the people of Northern Ireland safe.

We will commit the necessary resources in terms of people, time and money and establish effective internal arrangements to ensure compliance with the Section 75 statutory duties, to monitor and review progress and ensure that the Equality Scheme is implemented effectively and on time.

We also commit to deliver an effective and meaningful training programme, with the aim of ensuring that all our police officers, police staff and NI Policing Board members are made fully aware of our Equality Scheme and understand the commitment and obligations within it. We will also commit to providing equality, diversity and inclusion training.

Our commitments to Equality, Diversity and Inclusion will be demonstrated and delivered through our Equality Action Plan and Disability Action Plan that we will

keep under regular review, ensuring that the best possible policing service is delivered across all communities. The community and voluntary sectors and the general public have an important role in ensuring we implement the Section 75 statutory duties effectively. Anyone affected by an alleged failure on our part, to comply with our equality scheme, can make a complaint.

On behalf of the Police Service of Northern Ireland, I am pleased to endorse this Equality Scheme, which has been drawn up in accordance with Section 75 and Schedule 9 of the Northern Ireland Act 1998 and Equality Commission guidelines.

Simon Byrne

Chief Constable

## 2. Introduction

The Police Service of Northern Ireland intends to discharge its duties, functions and powers in a manner which is in line with the legal commitments outlined in Section 75 (i) and (ii) of the NI Act 1998, Section 49 (a) and (b) of the Disability Discrimination (Northern Ireland) Order 2006 and Section 48 of the Police (Northern Ireland) Act 2000. In particular, we will have due regard to the need to promote equality of opportunity:

- a) Between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation.
- b) Between men and women generally;
- c) Between persons with a disability and persons without  
*and*
- d) Between persons with dependants and persons without.

Without prejudice to the above obligation, we also intend to discharge our duties, functions and powers having regard to the desirability of promoting good relations between:

- Persons of different religious belief
- Persons of different political opinion
- Persons of different racial groups

We will also discharge our duties in respect of Section 49A of the Disability Discrimination (Northern Ireland) Order 2006 by having due regard to;

- (a) the need to promote positive attitudes towards disabled persons; and
- (b) the need to encourage participation by disabled persons in public life.

Furthermore, we will meet our obligations under Section 49B of the Disability Discrimination (Northern Ireland) Order 2006;

“To prepare and submit to the Commission a plan showing how the public authority proposes to fulfil the duty imposed by section 49A in relation to the relevant functions.”

In addition, we will meet our obligations in relation to part 2 of Section 48 of the Police (NI) Act 2000 by monitoring the number of women, and if underrepresented, increasing that number if so requested by the Northern Ireland Policing Board (NIPB). We will also continue to meet our legal obligations in relation to all other equality legislation and where appropriate will exercise affirmative actions to address underrepresentation issues.

## **Our Strategies and Vision**

### **Purpose**

For the Police Service of Northern Ireland, keeping people safe is what we do; Policing with the Community is how we do it. Policing with the Community is about understanding and responding to the human impact of policing. It is about creating real participation between the police and the community - a partnership in which policing reflects and responds to the community's needs and in which the community plays an active part in delivering a solution.

### **Vision**

We want to help build a safe, confident and peaceful Northern Ireland.

### **What do we do?**

We will prevent crime, detect offenders and protect the most vulnerable in our society.

## **How will we achieve this?**

We will achieve this by Policing with the Communities that we serve and by treating all members of the public with courtesy, respect and fairness.

We will work collaboratively with communities and those in the public, private and voluntary sectors to achieve our vision, being fully accountable to those who we serve.

## **3. Background**

We hope that this Equality Scheme will demonstrate our commitment to creating a culture whereby equality, diversity and inclusion is at the heart of what we do. The Scheme is to build on what we have achieved to date, and be able to evidence what the mainstreaming of these concepts looks like, and how that can influence and shape our police service. We must make equality, diversity and inclusion meaningful concepts for both our people and our service users.

We are committed to continuing to involve officers, staff and members of the public in the delivery of this Scheme and its further development. In committing to ongoing engagement, we undertake to consider the views expressed and to revise our Scheme in response to feedback where possible to do so. Where it is not possible to revise our Scheme, we will ensure that those providing the feedback are made aware. We will also endeavour to publish this information.

We will continue to develop and use data to identify where inequalities in service delivery exist as early as possible. Furthermore, we commit to publishing the findings of screening of policies and any subsequent Equality Impact Assessments (EQIA) in accessible formats. Where the Police Service of Northern Ireland screens and EQIA's policies to assess their impact upon the nine equality categories, we will adhere to the guidance for screening as published by the Equality Commission for Northern Ireland and the Commission's Practical Guidance on Equality Impact Assessment (2005). We will commit to addressing inequalities in service delivery,

employment and procurement practices when we have a legal obligation to do so, or where we have evidence that adverse impact is occurring and falls short of fairness.

We will allocate necessary resources in terms of people, time and money to implement this Scheme effectively and build objectives and targets into corporate and annual operating plans.

We will put internal arrangements in place to ensure that this Scheme is resourced and effectively implemented. We will ensure effective communication to police officers and staff by providing all necessary training and guidance on its implementation.

We will monitor the effectiveness of this Scheme by having regular updates on its progress via appropriate internal governance arrangements.

We will also submit an annual progress report to the Equality Commission assessing advancement in the implementation of the Scheme. Each year we will review the Scheme to ensure that it remains a live document and that progress is noticeable and change apparent.

If we receive complaints about the development or the implementation of the Scheme, we will endeavour to resolve these matters to a satisfactory outcome.

#### **4. Context**

This scheme aims to put fairness and respect for all individuals, regardless of their differences, at the heart of policing. We also recognise that people want to experience real difference and want actions rather than words. So we acknowledge that whilst this document may not always use the same technical language familiar in Equality Schemes, do not doubt our commitment to comply with the duties under Section 75 of the Northern Ireland Act in order to mainstream equality of opportunity, diversity and good relations across our business, throughout our functional areas and in the discharge of our powers and our duties.

Alignment of this goal will also be evidenced in delivery of our approach of Keeping People Safe by Policing with the Community. We acknowledge that inequality and exclusion are experienced differently by different groups and that efforts focussed on one particular group can have benefits for other marginalised groups.

However, we also recognise that whilst there is widespread appreciation of this approach we cannot lose sight of the unique needs of different sectors. In particular, we recognise that the needs of people with disabilities are different from those of non-disabled people and we will comply with the duty as outlined in Section 49A and B of the Disability Discrimination Act 1995 (as amended).

In considering the need to meet our obligations in relation to people with disabilities, we will strive to eliminate unlawful discrimination and harassment of disabled persons which is related to their disability, promote equality of opportunity for people with disabilities and we will make reasonable adjustments which may necessitate removing barriers not experienced by non-disabled people. In particular, we will strive to promote positive attitudes towards people with a disability and encourage the participation of people with disabilities in public life.

Furthermore, given the requirements of Section 48 (part 2) of the Police (NI) Act 2000, we will pay particular attention to the number of women working within Police Service of Northern Ireland as police officers and staff. Where women are underrepresented, we will take specific actions to address this in our Action Plans. This will demonstrate our intention to have a Police Service that reflects the community we serve and in which there is trust and confidence.

We are striving to ensure the approach we adopt evidences mainstreaming equality into all our functions by demonstrating how the consideration of the promotion of equality and good relations are factored into decision-making. We have made good progress in mainstreaming but recognise that more work remains to be done and we will ensure that this continues.

We will assess our compliance with Section 75 of the Northern Ireland Act to ensure the promotion of equality of opportunity by:

- assessing and consulting on (using screening and EQIA in accordance with the Commission's guidance)

- publishing the results
- monitoring the impact
- publishing data where adverse impact is found

## 5. Consultation

The Police Service of Northern Ireland want to ensure that the services it delivers are accessible and fair to all. We will publish information in formats that are accessible by all including those whose first language is not English and those who have difficulty communicating in written form. This will include making use of interpreting services which enable access to information and services. We will increasingly use new technology to engage different audiences and ensure that we continue to improve our services in light of what you tell us. We recognise the importance of consultation in all aspects of the implementation of our statutory equality duties and we are committed to continuing to carry out consultation in accordance with the general consultation recommendations contained in the Equality Commission guidance, “Section 75 of the Northern Ireland Act 1998 – A Guide for Public Authorities” published in April 2010.

In particular, the Police Service of Northern Ireland will:

- allow sufficient notice for consultation (12 weeks) except in exceptional circumstances when we will guarantee a minimum of 8 weeks
- have a database of consultees from the Community/Voluntary sector as well as Statutory Agencies (see Appendix A)
- produce any consultation document in accessible formats
- publish the outcome of any consultation process and provide direct, accessible feedback to consultees who have engaged in the process
- use a variety of formats to consult e.g.:
  - face to face meetings
  - email

- online media such as Facebook, Twitter
  - telephone
  - written documents in various languages
- having initially notified all consultees, target consultation exercises towards those affected by the policy in question.
- use specific techniques to engage:
- young people and children
  - people with learning disabilities
  - minority ethnic communities
  - disadvantaged communities

## **6. Opportunities**

Whilst the Scheme continues to be implemented during public service austerity, this will not dilute our ambitions to continue to mainstream equality, diversity and inclusion into all our practices and procedures. We will focus greater efforts on ensuring the service is not only legally compliant but is also fair, impartial and transparent in how it engages.

We will focus on:

- Continued embedding of S75 duties into policy and decision-making processes.
- Evidenced based assessment of vulnerabilities/vulnerable groups and proactive solution design programmes.
- Improved internal and external communication to ensure effective sharing and implementation protocols.

- Improved use and development of data collection and analysis, including the use of new and current technology.

In addition we will ensure there is continued awareness raising and support programmes aiming to ensure decision-making processes including policy creation and reviews are 'screened' to determine their potential impact upon the promotion of equality of opportunity and the promotion of good relations within the terms of Section 75 of the Northern Ireland Act 1998.

## **7. Themes**

Based on feedback to date, and to simplify our approach, this Scheme sets out three main strategic themes together with a fourth, increasing trust and confidence in policing that underpins all three. This will provide the framework for performance improvement and the delivery of equality outcomes at every level as well as an overall outcome of increasing trust and confidence in police.

The themes are:

### **1 People and Culture**

Building a working environment that includes everyone and that encourages everyone to develop and thrive. Evidencing and celebrating equality, diversity and inclusion within the Police Service.

### **2 Operational Delivery**

Delivering services that are easy to access and that respond to and meet the needs of all communities. Improving the prevention and detection of Hate Crime, and crimes which act as a signal to a community that they are at risk.

### **3 Organisational Processes**

Building equality into organisational processes and how the service manages its performance. Identifying, addressing and reducing inequalities in Service Delivery and Employment practice.

## **4 Trust and Confidence in Policing**

Increasing trust and confidence in policing through an outcome based approach.

### **Outcome based approach to the Action plan**

We will take an outcome-based approach to measure the success of this Scheme. We will use research, both qualitative and quantitative to identify areas of under-performance and address these, be it in service delivery or employment practice. PSNI will engage the services of an external provider to carry out an Audit of Inequalities. The Audit of Inequalities will provide a systematic approach to identify inequalities, across the nine Section 75 categories which are relevant to the PSNI, and will inform the development of our action plan to promote equality of opportunity and good relations. We know the most vulnerable and marginalised are often most fearful of criminal activity. We want to reassure them and help make them feel safe. Having identified our themes, our measures in the Action Plan for the next five years explains what we are going to do to achieve outcomes that make a real difference and which will evidence equality, diversity and the promotion of good relations.

We will publish an annual action plan each year to outline the specific actions that will be taken to meet the action measures. The Annual Action plan will ensure that this scheme also takes account of the annual policing plan to ensure meaningful action is taken as well as being flexible to adapt to changing circumstances and need. We will report annually on the progress to the Equality Commission.

The timetable is outlined in Appendix C. This timetable is different from and in addition to our commitment to deliver an Action Plan to specifically address inequalities and further promote equality of opportunity and good relations.

## **8. How we will assess, monitor and publish the impact of policy formation or change**

To ensure equality, diversity and good relations continues to be mainstreamed within our processes we will take into account assessment and consultation findings that emerge from any policy decisions or implementation which impact upon people's daily lives. To do this effectively we will assess the intended outcomes of the policy in question upon the promotion of equality of opportunity and good relations. We will use screening and equality impact assessment tools for assessing the likely impact of a policy on the promotion of equality of opportunity and on good relations. All such screening/EQIA will focus on the intended outcomes of the policy in question. The flow chart attached in Appendix B outlines our arrangements.

Once a policy has been implemented, having been through the screening process, we are committed to ensuring our data monitoring arrangements and assessment process are sufficiently robust to identify any potential adverse impact in the delivery of the policy.

The publication of assessments and delivery impact, as identified through monitoring arrangements, will be made available online, through accessible formats and disseminated to those affected.

## **9. Delivering the Scheme**

This Scheme will focus greater attention on areas where we can make a difference delivering our services and as employers. We will work towards the achievement of our objectives through five functional areas.

- Engagement particularly with disaffected/ polarized communities
- Monitoring and Evaluation
- Scheme and Policy Development
- Supporting Good Practice Initiatives
- Training

## **10. Timetable for measures proposed in the scheme**

The timetable in Appendix C outlines the measures proposed within the Police Service of Northern Ireland equality scheme. The measures outlined in this timetable will be incorporated into our business planning processes.

This timetable is different from and in addition to our commitment to deliver an Action Plan to specifically address inequalities and further promote equality of opportunity and good relations.

## **11. Engagement**

How the Police Service of Northern Ireland communicate and engage with the public is central to building trust and confidence in policing. Through genuine engagement with the community the Police Service of Northern Ireland can increase confidence and deliver a service that meets the needs and aspirations of the whole community.

We engage with our community in order to support our core objective of Keeping People Safe. Engagement therefore, must be a cornerstone of policing activity, informing and impacting on every area and at every level of policing in the same way as enforcement, intelligence gathering, and investigation of crime are also core elements.

Engagement with all communities is a priority for the PSNI and the creation of a central Strategic Community Engagement Team (SCET) aims to encourage greater co-ordination, information sharing and organisational learning in the sphere of proactive community engagement. Demonstrating our commitment to engaging with all communities, the PSNI launched its Engagement Strategy (Here for You: Public Engagement Vision) in June 2022. This supports the adoption of a 'whole organisation' approach to community engagement and commits to working with communities and stakeholders across five key pillars, namely attraction and recruitment, engagement, effective neighbourhood policing, local accountability and procedural fairness. In addition, the team developed a new approach to community/stakeholder reference, engagement and listening (REaL) events to be utilised at Strategic, District and

Neighbourhood level to establish community sentiment and feedback on thematic issues for the Service, including policy matters, significant incidents and police procedures. A series of structured events will take place throughout 2023 with a range of communities in order to give them a voice that positively influences the Police Service. The team has also developed an improved process for sentiment monitoring across Districts which, alongside the REaL events, will be used to inform the development of a regular monthly 'Strategic Community Impact Assessment' designed to ensure that police commanders have a broader understanding of community sentiment when planning operational deployments and taking key decisions.

## **12. Monitoring and Evaluation**

Police Service of Northern Ireland is committed to improving its performance using data to identify "what works". In particular we will;

- identify information gaps in our systems
- adapt data capture systems to reflect organisational priorities
- analyse data using benchmarking and other techniques
- share information to inform better consultation with internal and external stakeholders
- if necessary we will adapt policy in light of research findings.

In order to carry out monitoring in a confidential and effective manner, we continue to follow guidance from the Office of the Information Commissioner and the Equality Commission.

## **13. Scheme and Policy Development**

The Police Service of Northern Ireland will continue to mainstream equality, diversity and good relations into how we go about conducting our business by

applying a corporate and consistent approach with a culture of improving service to marginalised communities. In particular we will:

- screen policies
- assess and consult during policy development
- review effectiveness of Scheme/ policy delivery against satisfaction and confidence
- we will consider innovative and new strategies to achieve better satisfaction, confidence and increased staff engagement in addressing perennial problems.

#### **14. Training**

The Police Service of Northern Ireland is committed to raising awareness through training and other activity and the need to promote equality of opportunity and good relations. We will ensure that there is suitable communication and training activity to raise awareness among all personnel of their duties in relation to Section 75 of the Northern Ireland Act 1998 and Section 49 of the Disability Discrimination Act (as amended) 1995. This will include a number of activities to ensure that all staff fully understands how they contribute through their roles. Ensuring awareness of the commitments and accountability outlined in this Equality Scheme (Equality Scheme 2023-2028), and the particular issues likely to affect people across the range of Section 75 categories.

We will:

- provide personnel involved in the assessment of policies (screening and EQIA) with the necessary skills and knowledge to do this work effectively
- provide personnel who deal with complaints in relation to compliance with our equality scheme with the necessary skills and knowledge to investigate and monitor complaints effectively

- provide personnel involved in consultation processes with the necessary skills and knowledge to do this work effectively
- provide personnel involved in the implementation and monitoring of the effective delivery of the Scheme with the necessary skills and knowledge to do this work effectively.

The Police Service of Northern Ireland will continue to work with other bodies and agencies, especially stakeholders, in the development and delivery of Section 75 awareness training as well as being guided by the Equality Commission for Northern Ireland on areas where we can improve our performance as well as adopting best practice.

## **15. Publication**

This Scheme and annual action plans will remain accessible documents, online, in print and in accessible formats.

We will also publish and disseminate widely any findings from screening/EQIA exercises carried out in assessing policies. We are also committed to monitoring more broadly to identify opportunities to promote equality of opportunity and good relations in line with Equality Commission guidance.

## **16. Review**

We will:

- Review the Scheme annually.
- Review, update and produce annual action plans, which will be published.
- Forward a Progress Report to the Equality Commission.
- Liaise with the Equality Commission following the submission of the Annual Progress Report.

- Make available online and to our consultees a summary of the Annual Progress Report.
- Conduct a review within five years to assess the effectiveness of the Scheme in meeting our statutory obligations and in mainstreaming equality, diversity and good relations. The five year review will be shared with the Equality Commission. We will also report progress of this Scheme quarterly and annually to the Northern Ireland Policing Board.

## **17. Complaints**

Schedule 9 paragraph 10 of Section 75 of the Northern Ireland Act refers to complaints.

A person can make a complaint to a public authority if the complainant believes he or she may have been directly affected by an alleged failure of the authority to comply with its approved equality scheme. If you believe that you have been directly affected by a failure in our duty to comply with our equality scheme obligations please let us know, by contacting us by any of the means outlined below and we will try and resolve the matter in a timely manner. We will, in the first instance acknowledge your complaint within 5 working days, and following an internal investigation will respond substantively within one month although this may have to be extended in complex enquiries. During the process we will keep you fully informed of the progress including any delays experienced.

If you are not happy with our resolution you may wish to speak to an external agency that will try and resolve the matter.

### **Contact Details**

Any correspondence, complaints or feedback relating to this Scheme can be sent to Police Service of Northern Ireland on any of the following points of contact.

**Post:**

Head of Equality, Diversity and Inclusion, Lisnasharragh

42 Montgomery Road,

Belfast

BT6 9LD

Email: [zSection75@psni.pnn.police.uk](mailto:zSection75@psni.pnn.police.uk)

## Appendices

## **Appendix A**

Action on Hearing Loss/RNID  
African and Caribbean Support NI (ACSONI)  
Age NI  
Alliance Party  
Amnesty International  
Autism NI  
Baptist Church  
Barnardos NI  
Belfast Islamic Centre  
Belfast Jewish Community(Belfast Hebrew Congregation)  
British Deaf Association Northern Ireland  
Bryson Intercultural  
Cara-Friend  
Carers  
Catholic Church  
CCMS  
Children in Northern Ireland (CiNI)  
Cumann Lúthchleas Gael (GAA)  
Chinese Welfare Association  
Christian Scientists  
Church of Ireland  
Citizens Advice Bureau  
Coiste na nIarchimí  
Committee on the Administration of Justice  
Community Foundation for Northern Ireland  
Community Relations Council  
Criminal Justice Inspectorate Northern Ireland  
Democratic Unionist Party  
Department of Justice  
Disability Action -  
Early Years – the organisation for young children  
Education Authority

EPIC  
Equality Coalition  
Equality Commission NI  
Ethnic Minority Police Association  
Extern  
Foras na Gaeilge  
Free Presbyterian Church  
GEMS NI  
Gingerbread NI  
Green Party in Northern Ireland  
Guide Dogs  
HERE NI (was Lesbian Advocacy Services Initiatives)  
Horn of Africa People's Aid NI (HAPANI)  
Include Youth  
Indian Community Centre  
Inspire (formerly Northern Ireland Association for Mental Health)  
Irish Football Association (IFA)  
Law Society of Northern Ireland  
LGBTQI+ Youth (was Gay and Lesbian Youth Northern Ireland)  
Lower Ormeau Resident's Action Group (LORAG)  
Men's Advisory Project  
Mencap  
Methodist Church  
Mindwise  
National Police Chief's Council(formerly Association of Chief Police Officers)  
National Society for the Prevention of Cruelty to Children (NSPCC)  
Northern Ireland Commissioner for Children and Young People  
Northern Ireland Community of Refugees and Asylum Seekers (NICRAS)  
Northern Ireland Council for Racial Equality (formerly Northern Ireland Council for Ethnic Minorities)  
Northern Ireland Gay Rights Association  
Northern Ireland Human Rights Commission  
Northern Ireland Law Commission

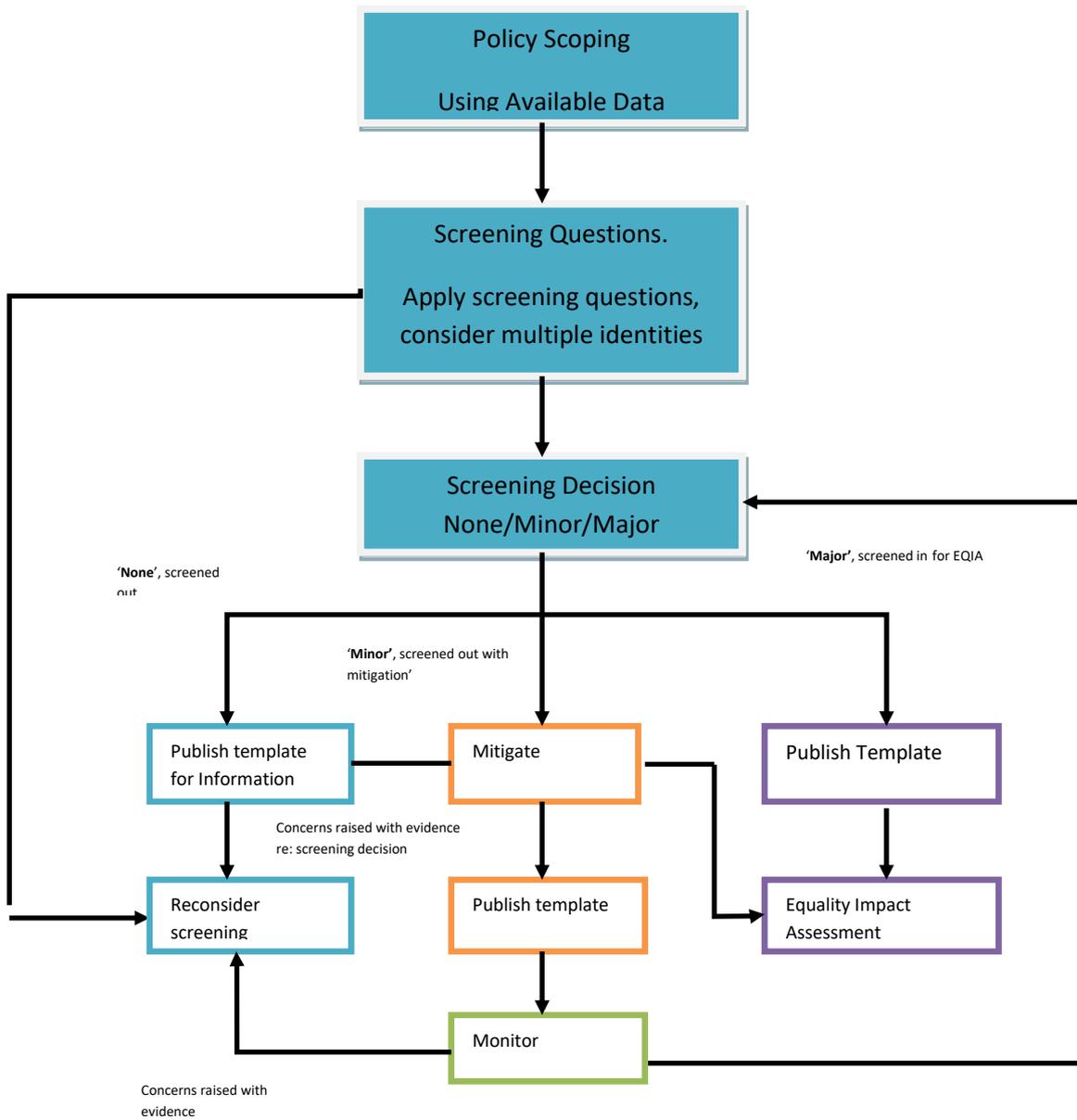
Northern Ireland Police Fund  
Northern Ireland Policing Board  
Northern Ireland Prison Service  
Northern Ireland Public Service Alliance  
Northern Ireland Women's Aid Federation  
Northern Ireland Association for the Care and Resettlement of Offenders (NIACRO)  
Commissioner for Older People Northern Ireland ( Older People's Advocate Northern Ireland)  
Orange Order  
Parenting NI  
Parole Commissioners for Northern Ireland  
Police Federation for Northern Ireland  
Police Ombudsman for Northern Ireland  
Police Rehabilitation and Retraining Trust  
Polish Educational And Cultural Association  
Praxis  
Presbyterian Church  
Prison Fellowship Northern Ireland  
Prisoner Ombudsman for Northern Ireland  
Probation Board for Northern Ireland  
Progressive Unionist Party  
PSNI Diversity Champions  
PSNI Independent Advisory Groups Public –  
PSNI LGBT Network  
Prosecution Service  
Rainbow Project  
RNIB Northern Ireland  
RUC George Cross Foundation  
RUC George Cross Widows' Association  
Sinn Féin  
Social Democratic and Labour Party -  
South Tyrone Empowerment Programme (STEP)  
Superintendent Association of Northern Ireland

Tar Anall  
Traditional Unionist Voice  
Ulster Branch IRFU  
Ulster Quaker Service  
Ulster Scots Agency  
Ulster Unionist Party  
UNISON  
Victim Support Northern Ireland  
Wah Hep Chinese Community Association  
Women's Support Forum Northern Ireland  
Women's Police Association  
Youth Action Northern Ireland

*This list is not exhaustive and may be amended.*

# Appendix B

## Screening flowchart



## Appendix C

### Timetable

Timetable	Measure	Ownership
June 2023	Announce New Equality Scheme 2023-2028 Internally and externally	Equality, Diversity and Inclusion
July 2023	Review and improve s75 knowledge pages and resource centre on intranet	Equality, Diversity and Inclusion
June 2023	Engage external provider for Audit of Inequalities	Equality, Diversity and Inclusion
2023-2028 Annually April	Produce actions plans annually	Equality, Diversity and Inclusion
2023- 2028 Annually April/May	In line with updated action plans, disseminate and raise awareness to internal audience and stakeholders	Equality, Diversity and Inclusion
2023- 2028 Annually April/May	Develop and initiate awareness raising by S75 theme or group, link with partners to deliver initiatives (such as mental health wellbeing)	Equality, Diversity and Inclusion
2023- 2028 Annually	Report annually ECNI	Equality, Diversity and Inclusion

January 2028	Review 5 year scheme	Equality, Diversity and Inclusion
2023- 2028 quarterly	Publish screenings and EQIAs	Equality, Diversity and Inclusion
2023- 2028 quarterly	Liaise with ECNI to ensure progress on implementation of scheme is maintained	Equality, Diversity and Inclusion
2023- 2028 quarterly	Revision of policies as a result of monitoring to identify any impact of policies, Liaise with ECNI to ensure progress on implementation of scheme is maintained	Equality, Diversity and Inclusion
2023- 2028 annually	Review and update consultation list	Equality, Diversity and Inclusion

## **Appendix D**

### Outcomes for Policing / Annual Policing Plan

#### **What the Police Service of Northern Ireland does**

The Chief Constable has set out his vision for the Police Service of Northern Ireland to be a Service that cares, listens and acts – whether in support of the community, our organisation or our individual colleagues.

#### **Outcomes for Policing / Annual Policing Plan**

Within the Policing Plan 2020-2025, the three outcomes for policing are:

- we have a safe community;
- we have confidence in policing;
- we have engaged and supportive communities.

Good policing requires collaboration and connection to the community. These outcomes emphasise the importance of a partnership approach, where the PSNI and the Board engage and work with key stakeholders, communities and the public and private sectors to ensure everyone feels confident and invested in their policing service.

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