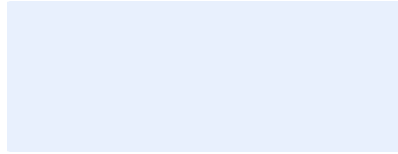




Police Service
of Northern Ireland

PSNI Statutory Equality and Good Relations Duties Annual Progress Report 2023-24

**we care
we listen
we act**



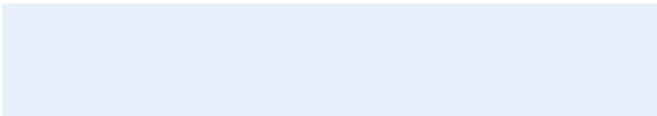
Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2023-24

Contact:

<ul style="list-style-type: none">• Section 75 of the NI Act 1998 and Equality Scheme
<ul style="list-style-type: none">• Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan

Documents published relating to our Equality Scheme can be found at
<https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/>

Signature:



This report has been prepared using a template circulated by the Equality Commission.

It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans.

This report reflects progress made between April 2023 and March 2024.

PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme

Section 1: Equality and good relations outcomes, impacts and good practice

- 1** In 2023-24, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

During 2023–24 reporting period the Police Service of Northern Ireland (PSNI) – continued to promote equality of opportunity and good relations through the following:-

- PSNI Equality Scheme 2023-2028.
- The Disability Action Plan (DAP) contained within the Equality Scheme.
- Representation on Criminal Justice Equality & Diversity Networks. This network is chaired by Department of Justice (DoJ) and meet quarterly to share best practice on a range of S75 activities and initiatives.
- PSNI is represented at the National Diversity, Equality & Inclusion Leadership Network that is chaired by the Head of EDI for the College of Policing and is where best practice is shared to address policing cultures, behaviours and decision-making that delivers better policing practices.
- The delivery of our actions for the Being Representative and Inclusive principle within our People Strategy Action Plan, which sets out our ambition to create an inclusive and diverse workplace where people can thrive.
- The PSNI Stronger Together Forum continues as a key mechanism to help strengthen our commitments to this ambition. Building on the idea that we are ‘stronger together’ we want to enable all our Support¹ and Staff Associations to know their voices will be heard and that they will play a key role in the co-design, co-development and co-delivery of our diverse police service. The ethos is one of mutual support, inclusion, working together to share learning and recognising

¹ The term ‘support associations’ refers to both minority support associations and diversity support associations

diverse perspectives to generate ideas and innovative approaches for the benefit of organisational development and policing delivery.

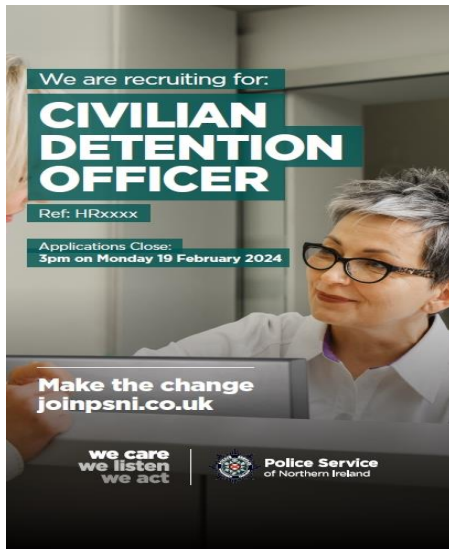
- To assist in delivery of their objectives, the PSNI continue to engage proactively with and provide financial support for the Minority Support Associations (MSA) and Diversity Support Associations (DSA) namely, the Ethnic Minority Police Association, Women in Policing Association (NI), LGBT Network, Christian Police Association, Catholic Police Guild and Disability Support Network.
- During the 2023/24 period a total of 27 x S75 Screenings were completed with no completed Equality Impact Assessments (EQIAs).
- The PSNI cultural audit, which was designed to help understand the experience of what it is like to work in the PSNI today, concluded in this reporting cycle. The outcomes have resulted in:-
 - Recognition events have been reintroduced and a planned calendar of events for the 24/25 year.
 - Work has commenced at P&OD Director level on reviewing our promotion and selection arrangements.
 - There are a number of Team PSNI events in planning for the autumn which have the aim of building staff engagement, create a one team ethos and build pride in our service.
 - The second EDI learning module has been launched.
 - We have sought to have a fresh take on the types of actions that PSNI might progress through the use of an Action Learning set comprised of Common Purpose Students.

- **PSNI EXTERNAL RECRUITMENT**

Student Officer/Police Staff Recruitment

Whilst the budgetary shortfall negated the requirement for a new Student Officer recruitment campaign within 2023/24, there have been a limited number of Police Staff recruitment competitions launched during this reporting period. The competitions advertised ranged from entry to executive level, and resulted in 51

appointments to critical Police Staff roles including Administrative Support Officers, Custody Detention Officers and Call Handlers.



The Police Service of Northern Ireland is committed to being representative of the community we serve and welcomes all applicants interested in a career in policing.

**we care
we listen
we act**





We are recruiting for:
**ESTATE SERVICES
LEADS (GRADE 7)**

Ref: **HRESL0324**
Applications Close: **3pm on Monday 29th January 2024**

The Police Service of Northern Ireland is committed to being representative of the community we serve and welcomes all applicants interested in a career in policing.

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we act**



Police Service
of Northern Ireland



We are recruiting for:
**FORENSIC
ACCOUNTANT**

Ref: **HRFA0824**
Applications Close: **3pm on Monday 8th April 2024**

The Police Service of Northern Ireland is committed to being representative of the community we serve and welcomes all applicants interested in a career in policing.

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we listen
we act**



Police Service
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Our Police Staff job advertisements and creatives were carefully designed with the goal of supporting PSNI's longer term outreach efforts, and attracting a range of applicants from under-represented groups. An intensified advertising strategy in the North West expanded our reach and created greater community awareness of Call Handler and Custody Detention Officer vacancies in the local area.

The continuous improvement of our Join PSNI website has also been a significant focus during the reporting period, during which we have made a number of changes designed to optimise performance and enhance the overall user experience. This has included several updates designed to improve site accessibility for those with disabilities.

In addition, we have maintained an active and diverse programme of outreach; attending a significant number of schools careers events, interview skills workshops, and work experience programmes. Of particular note was a valuable opportunity to take part in the West Belfast Area Learning Community careers fair, hosted by St Genevieve's High School in January 2024, and attended by ten schools based in

the West Belfast area. Our attendance at the SistersIN Celebration Event in March 2024 also allowed us to connect with around 400 talented young female leaders of the future from across Northern Ireland, and encourage them to consider a career within the organisation.

- The PSNI is 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 the PSNI Equality Scheme. In addition, the PSNI priorities are set out in the Policing Plan 2020-2025 and are agreed by the Policing Board, following extensive engagement with communities across Northern Ireland. The Northern Ireland Policing Plan 2020-2025 outlines three outcomes that we want policing to deliver for the people of Northern Ireland. Through the assessment of demand and prioritisation of our response, we will seek to prioritise our service delivery to provide these three outcomes, i.e. a Safe Community, Confidence in Policing and Engaged & Supportive Communities. These are categorised as follows:-

Safe Community

- Serious and organised crime
- Violence against Women and Girls
- Prevention First (Crime Prevention Strategy)

Confidence in Policing

- Policing with Communities
- Community Safety (Partnerships)
- Professionalism in our conduct and behaviours

Engaged and Supportive Communities

- Hallmarks of Neighbourhood Policing
- Partnerships and Collaboration
- Problem Solving (SARA Model)

Key Examples of PSNI corporate and local initiatives to engage YOUNG PEOPLE AND OLDER PEOPLE and uphold the priorities in the Policing Plan 2020-2025 within this reporting cycle include:-

Confidence in Policing

Confidence must be built and legitimacy demonstrated, not only through a representative workforce but also within the skills, behaviours, knowledge and leadership of those who work in policing (NI Policing Plan 2020-2025). Examples of actions taken to ensure up to date knowledge of officers regarding **young people and older people include:-**

- In May 2023, Partner agencies attended a child sexual exploitation (CSE) training event jointly hosted by the Police Service of Northern Ireland (PSNI) and Youth Work Alliance. This was the first of three training events set up by our organisation to support and ensure youth workers across Northern Ireland can spot the signs of CSE. These training events are a part of a bespoke training package that has been developed over the last five months with Youth Work Alliance.

Engaged and Supportive Communities

This outcome is about building the relationship between police and the community regarding **young people and older people**.

- In June 2023, PSNI has launched our first Children and Young People Strategy. Through this document, we are pledging as a Police Service to be relentlessly ambitious in ensuring that; children and young people are heard, that they have the opportunity to help shape the future of policing and that they ultimately feel safe. Over 400,000 young people (under 18s) live locally and so they make up a huge percentage of the community that the Police Service of Northern Ireland serve and protect. Children and Young People may encounter the police for a myriad of different reasons and often at difficult times in their lives. In 2021/22 under 18s made up 10.35% of all victims of reported crime in Northern Ireland.
 - In May 2023, Operation Encompass expanded to schools in Northern and Western Trust areas. The programme, which is already operational across the Southern and South Eastern Trust areas, sees police sharing information with schools where there have been instances of domestic abuse in the presence of
-

a child. This allows officers to pass on relevant information to the child's school so the right support can be provided.

- The Police Service of Northern Ireland supports a range of projects within communities across Northern Ireland that have specific challenges. These projects aim to deter young people from becoming involved in criminality and assist in signposting them in how to make positive life choices. The Police Service work with a number of partners across Northern Ireland to deliver these projects to give young people the opportunity to come together, socialise and learn new skills. Specific examples of these projects in action include:-
 - In November 2023, Carrickfergus Neighbourhood Policing Team (NPT) met up with local cadets as part of community engagement in September. The Army Cadet Force is made up of young people who are aged between 12 and 17.
 - Newry City Neighbourhood team launched their Children's Activity booklet on Monday 26th February 2024. The launch took place at St Patrick's Primary School in Newry and followed a chat by officers on the role of the police and how we keep children safe. The concept of the booklet works on how best to engage with the younger children in our community.
 - In May 2023, East Belfast Neighbourhood Policing Team (NPT) officers took to the outdoors to engage with local young people from Ashfield Boys' High School. This followed the recent improvements and successful construction of wooden jetties along the Argory section of the Blackwater River, which was carried out by Department of Agriculture, Environment and Rural Affairs (DAERA).
 - In January 2024, Banbridge Neighbourhood Policing Team worked with a range of partners to host a 'Young girl's empowerment programme' at Dromore High School in January. Ten pupils there, all of whom have had involvement with police or social services, took part.
 - PSNI launched a campaign in October 2023 to help empower older people and those who are not regularly online to stay safe against scammers. The six-month
-

long ScamwiseNI Partnership campaign features radio and newspaper advertisements, along with posters in public transport spaces, including bus shelters and inside buses.

- Over the autumn and winter months of this reporting cycle, PSNI has been running our 'Burglar? Don't Bother!' campaign to encourage people to protect their home and property against potential burglary and theft. Over 110 events have taken place across Northern Ireland which has allowed us to provide crime prevention advice to and gauge feelings amongst the older generation. These events have had a reach of around 5,000 people. A key aim of these events is to reduce the fear of crime in these communities through the mechanism of protecting their properties. Many of the events have been supported by colleagues from our partner agencies including NIFRS, Health and Social Care Trusts and PSCPs.

Examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations relating to GENDER include:-

Confidence in Policing

Confidence must be built and legitimacy demonstrated, not only through a representative workforce but also within the skills, behaviours, knowledge and leadership of those who work in policing (NI Policing Plan 2020-2025). Examples of actions taken to ensure up to date knowledge of officers in relation to GENDER include:-

- At the end of September 2022, PSNI launched the first Tackling Violence Against Women and Girls (VAWG) Action Plan setting out a clear seven year plan with 41 actions to affirm our commitment to building trust and confidence. In September 2023, one year on from the launch, 1,298 perpetrators had been arrested under new legislation.
 - In May 2023, The Ulster University hosted a listening event organised by the Police Service of Northern Ireland. Students, university and further education
-

college staff attended the event along with key partners to discuss our Violence Against Women and Girls Action Plan with a particular focus on the 'Safer Spaces' theme.

Examples of key internal policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations regarding GENDER include:-

- November 2023 - Every year for the month of November, PSNI engages in the Movember campaign to highlight the importance of men's health. Research indicates that men are dying 5 years earlier than women and for largely preventable reasons. In addition, studies show that men are less likely to visit their GP or healthcare provider than women. From mental health and suicide prevention to prostate and testicular cancer, encouragement is given to men to seek help if they need it.
- OHW Health Checks were organised throughout the PSNI estate and were fully booked. An in-person Women's Health Cancer Awareness Presentation was also prepared and delivered by the OHW Nursing Team.
- To coincide with World Menopause Day 2023, OHW circulated a number of useful articles which are available on the OHW Wellbeing Hub and Mobile Wellbeing Hub. Each article provides information on the Menopause, how to manage it and your wellbeing, menopause facts, sleep & the menopause and menopause & mental health. The PSNI would like everyone within the organisation to have the opportunity to avail of support and education, providing assistance to those personally experiencing the menopause as well as those supporting team members, colleagues, peers and family members. Further information and PSNI Menopause Guidance can be found at PSNI Menopause Workplace Guidance.
- In May 2023, OHW received £260,000 in funding from the charity Movember's First Responders Mental Health Grant Program in order to deliver a Wellbeing & Trauma Resilience Programme made up of five sub projects designed to proactively support the wellbeing of the PSNI work force OHW asked for the

workforce to complete a survey that will “support the OHW Mental Health Service to strengthen its understanding of mental wellbeing in the organisation and workforce whilst enabling us to review the clinical effectiveness of some of the above interventions in the long term.” This process was repeated in January 2024.

Given the requirements of Section 48 (part 2) of the Police (NI) Act 2000, PSNI pays particular attention to the numbers of women working within PSNI as officers and staff. Where women are underrepresented we will adopt specific actions to address this.

- In late 2023 HeForShe champion and deputy were appointed in the PSNI. An initial Gold working group has been established and has determined three areas of focus this year:
 - Information – sharing progress of how we are addressing and removing sexism and misogyny from the workplace
 - Identification – recognising the barriers in place and identifying good practice
 - Inclusivity – ensuring we are an inclusive organisation where everyone can thrive at work

Our vision is to create an inclusive workplace where all officers and staff feel supported and everyone is valued for who they are and what they bring to policing. HeForShe is a platform for people of all genders to stand in solidarity with women to create a bold, visible and powerful network in the pursuit of gender equality. PSNI has committed to the national HeForShe initiative, with a pledge to improve gender imbalances that exist at middle and senior management levels within policing. We will work to address and remove any misogynistic and sexualised behaviour, where it exists, in police culture. Working closely with Equality, Diversity & Inclusion, an action plan has been developed and will be implemented during 2024.

A new intranet page has been developed and currently HeforShe champions are being identified to help deliver on our commitments.

- In May 2023, the Women in Police Association NI Inspire Awards marked International Women's Day. Women in Policing Association NI (WPA NI), organised an event at Newforge Country Club hosted by the Chief Constable. The purpose of the Inspire Awards is to provide all colleagues with an opportunity to recognise female police officers and staff who have inspired others within our organisation and to acknowledge the contribution they have made.
- Representatives from the Women in Policing Association (WPA NI) and a variety of roles across the organisation, attended the Women in Policing Conference 2023, hosted in Edinburgh. The three-day conference, which began on International Women's Day, was held in the Assembly Rooms in Edinburgh and facilitated important opportunities for dialogue, networking and the exchange of best practice ideas.
- 31 officers and staff from the Police Service of Northern Ireland were nominated for the 2023 British Association for Women in Policing (BAWP) Awards earlier this year.
- International Women's Day 2024 on Friday 8th March was celebrated with a Leadership Conference held at Newforge attended by over 120 colleagues. As part of the programme of events, the Women in Policing Association NI (WPA NI) presented 12 awards to inspiring female colleagues at the Leadership Conference.

Examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations in supporting ETHNIC MINORITIES include:-

Engaged and Supportive Communities

This outcome is about building the relationship between police and the community.

- PSNI is currently developing a Race Action Plan. Following a decline in levels of racially motivated incidents and crimes between 2009/10 and 2011/12 increases were seen each year between 2011/12 and 2014/15. The number of racially

motivated crimes recorded in 2021/22 is the highest since the start of the data series. The Police Service of Northern Ireland's aim is to increase trust and confidence and be representative of the communities we keep safe. As Northern Ireland is becoming increasingly diverse we are committed to implementing a Race Action Plan, that is fair and equitable to every community we serve. We will do this by underpinning our core policing values of Public Service, Transparency, Impartiality and Integrity.

- As part of Hate Crime Awareness Week, police and the Police and Community Safety Partnership (PCSP) held a public event on Monday 16th October 2023 entitled 'Tackling Hate Crime: Engagement and Listening'. The event took place at the Chinese Resource Centre in Belfast and was well attended by approximately 50 people who live and work in South Belfast.
- "Who Are We?" Hate Crime Awareness Week event took place in October 2023 at the Roe Valley Arts and Cultural Centre in Limavady. The Council's Good Relations team is working in partnership with the Hate Crime Advocacy Service, PCSP, PSNI and other stakeholders. The idea of the "Who are WE?" event is to increase awareness within the community about hate crime/ incidents that are happening (or have happened in the past) – to increase compassion & understanding, and to be informative and useful in terms of what we can do about it.

Examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations for the LGBT community includes:-

Engaged and Supportive Communities

This outcome is about building the relationship between police and the community.

- Let's Talk Policing podcast on the topic of "Transgender Awareness" released on 23rd May.
-

- Invitation to HERe NI History Club zoom event sent to whole organisation. HERe NI are a community organisation and registered charity, supporting lesbian and bisexual women. (Feb24)

The PSNI Disability Plan, in line with Section 49A of the Disability Discrimination Act 1995 is outlined at Page 24. In addition, examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations for people with disabilities include:-

Key Internal Actions-

- Free Period Product Provision

As a Department of Justice Specified Public Service Body (SPSB), PSNI must ensure that period products are obtainable free of charge by persons in its premises who need to use them. Many Districts, Departments and Groups within PSNI should be commended as being proactive in their approach to providing free period products by purchasing and supplying them locally over previous years. In line with the Period Products (Free Provision) Act (Northern Ireland) 2022 (the Act) however, the PSNI is now required to comply and carry out their duties under the Act. Between January and March 2024, a Consultation Process took place within PSNI to understand how arrangements could be established and maintained to provide free period products and how product availability will be publicised internally. The Consultation Process was far reaching including all Police Officers and Police Staff and key external/internal stakeholders. The Consultation Process included a number of elements, such as Key Stakeholder engagements and meetings initially. In addition, an organisation wide survey was circulated over a four week period from 13th March 2024 to 10th April 2024. The focus of the survey was to establish:

- The ways in which product users ought to be able to obtain free period products;
 - The best locations within the Police Estate from which period products ought to be obtainable free of charge;
-

- The types of period products which ought to be available; and
- Any further thoughts or feedback.

The Free Period Product Survey attracted a total of 912 responses which equates to a 26% response rate from all female employees (36% of females under the age of 50).

In addition, three virtual Focus Groups were organised with invitations sent to all PSNI Staff Associations and Minority and Diversity Association Groups, Local Policing, PSNI Business Managers, PSNI Premises Officers, Contractors and the PSNI's HeforShe Lead. A total of fourteen females and one male attended the three Focus Groups which were of one hour's duration. Fourteen questions were asked in order to guide the discussion and help build upon the survey results, gathering more detailed information from the attendees.

Following on from the Consultation within PSNI and for the purposes for the Pilot Project, a number of arrangements will be put in place which reflect the outcomes of the survey and the related comments or feedback. In addition, the information recorded during the Focus Groups has been utilised to guide the planned arrangements.

Mental Health Services

The majority of the Mental Health Service developments achieved as a result of being awarded the Movember grant have been included in the previous year's report. This year the focus has been on evaluation and consolidating these developments. In addition to this:

- Peer Network Clinical lead has met with the Body Recover team DVI WG to review the Disaster Victim identification Welfare guidance, and added information on all aspects of Peer Support services.
 - Peer Network Clinical lead and Peer Support team have developed policies and Standard operating procedures formalising all the peer support team's within the PSNI. This has led to recruitment to Peer support services to increase the number of peers available to provide peer support services thus improving accessibility to the whole organisation. This has also led to the
-

regular promotion of peer support services with the aim of enhancing awareness and accessibility.

- The Risk management strategic lead has engaged in a number of activities with the overall aim and objective is to: 1) build resilience and proactively reduce the risks associated with work-related stress and trauma, 2) support officers and staff who may have a developing or current mental health condition, and 3) decrease stigma / increase inclusion for PSNI personnel who have mental health issues/a mental health condition. This includes the development, promotion and implementation of:

Trauma Impact Prevention Techniques

Modified Group Traumatic Episode Protocol (mGTEP)

First Line Managers Training

Wellbeing Series on e-Learn platform: 1) Wellbeing in Policing, 2) Trauma

Informed Practice, and 3) Resilience Skills

Mental Health First Aid training

Resilience trainings

Stress Awareness trainings

ME App

Family Support Packets

Wellbeing and Trauma Resilience Plan

- In March 2024, Neurodiversity Celebration Week was commemorated with service-wide emails showcasing ADHD, Autism, Developmental Coordination Disorder, Dyscalculia and Dysgraphia. Autism Awareness Month has been an important opportunity to increase understanding of autism and the different challenges that autistic people may face. It is vital that policing is both accessible and responsive to autism – both in how we work with people in local communities and also in our day-to-day working environment. The Police Autism Support Group represents over 200 officers and staff right across the Police Service.

- In October 2023, the PSNI Cancer Support Association teamed up with the fantastic 'Breast Mates' from the Metropolitan Police Service to shine a light on Breast Cancer Awareness Month through a 'Lunch and Learn' event.
 - GoGirls - Raising Awareness of Women's Health and Cervical Cancer - TEAMS event - 24th of January hosted by Met Police made available to all within the PSNI.(Jan24)
 - Breast Cancer Awareness Presentation by Cancer Focus NI – 25.10.23
OHW hosted a Breast Cancer Awareness Webinar in conjunction with Cancer Focus NI. While 1 in 2 people are likely to receive a cancer diagnosis in today's society, up to 50% of all cancers can be prevented by adopting a healthy lifestyle. This presentation explored the European 12 Point Cancer Prevention Code and included information on lifestyle issues including smoking, healthy body weight, physical activity, diet, alcohol consumption & care in the sun therefore, informing the audience on how to reduce their risk. The Breast Cancer specific section included information on prevalence, self-examination, signs & symptoms, screening, diagnosis and treatment pathways.
 - Men's Health Presentation – 6.11.23
OHW hosted a Men's Health Webinar which was delivered by OHW Medical Advisor, Dr Sean Young. The presentation covered various health concerns for men including prostate problems, low testosterone and testicular problems along with how to recognise potential signs and reduce risk.
 - Male Cancer Presentation by Cancer Focus NI – 13.11.23
OHW hosted a Male Cancer Awareness Webinar in conjunction with Cancer Focus NI. While 1 in 2 people are likely to receive a cancer diagnosis in today's society, up to 50% of all cancers can be prevented by adopting a healthy lifestyle. This presentation explored the European 12 Point Cancer Prevention Code and included information on lifestyle issues including smoking, healthy body weight, physical activity, diet, alcohol consumption & care in the sun therefore, informing the audience on how to reduce their risk. The male cancer specific section included information on prevalence, self-examination, signs & symptoms, screening, diagnosis and treatment pathways.
-

Key External Actions to improve service delivery and increase Confidence in Policing in the area of DISABILITY include:

- PSNI launched our partnership with the Royal National Institute of Blind People (RNIB) to raise awareness of crime prevention and safety guidance for blind and partially sighted people. Through the partnership, RNIB will provide advice and guidance to police officers and staff, giving them the opportunity to learn the best practice for interacting with those affected by sight loss. (May 23)
- Woodbourne Station:

Currently putting in a DDA accessible ramp for the large Portakabin plus security bollards with reflective strip for the visually impaired, to the outside (public realm) of the station to benefit members of the general public population.
- Waterside Custody Suite:

Increasing Disability - level access:

Lift between floors/ DDA WC provisions/ Internal fit-outs (enquiry office lowered counters to DDA standards)/ lowered height of EAC & Intercom fittings on walls and doors, to Building Regulations (NI) Part R and DDA standards.
- Relating specifically to measures supporting neurodiversity:

The interior colour scheme was discussed & agreed with the PSNI Autism Support group, to provide a more neutral colour scheme and provide a calming environment.
- Various locations - Upgrades to existing Enquiry Offices:

In general, the majority of these were already compliant in relation to legislation/ requirements.

The reasons for the upgrades are more to do with Security and Maintenance, however the benefits apply equally with regard to disabled-user accessibility.

Ballymena Station Enquiry Office has had recent and specific DDA upgrades.

Other schemes completed at Larne and Antrim PSNI stations re: Locker rooms upgrades to comply with current DDA Standards.

The works at Larne PSNI station included Gender Neutral changing, (WC and changing space.)

- Gough - Relocation of MIT Storage facilities

Currently at approved OBC stage

The project will comply with :-

The Health and Safety at Work (Northern Ireland) Order 1978

The Workplace (Health, Safety and Welfare) Regulations (Northern Ireland) 1993

The Disability Discrimination (Northern Ireland) Order 2006

The Northern Ireland Building Regulations (Northern Ireland) 2012.

DDA Compliance features to be included in the project:

Removal of existing steps (6) at building entrance and installation of new ramped access.

Retro-fit Installation of new DDA compliant lift for staff and service access to the first floor. Note all storage facilities within refurbished building will be fully wheelchair accessible.

Selected non-compliant internal doors to be replaced with new wider wheelchair accessible door-sets.

Height of proposed storage racking to be limited to 3 shelves max height 1500mm (to allow easy access for staff lifting standard storage boxes).

- "Police Station Of The Future" proposals:

When completed, it is proposed that this project will set the benchmark for the police estate with regard to complying with and exceeding legislative requirements and minimum standards for inclusivity in the work place; with the

provision of spaces and facilities that are convenient, avoid unnecessary effort, separation or segregation – i.e. spaces which are accessible for everyone.

Additional examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations across the WIDER COMMUNITY include:-

Internal and External Actions to build Confidence in Policing and promote Engaged Communities include:-

- The Strategic Community Engagement Team (SCET) has held a number of Reference, Engagement and Listening (REaL) Events with stakeholders over the last year as part of the Service's 'Here for You' Public Engagement Vision. These have been aimed at shaping the five pillars of attraction & recruitment, pro-active engagement, effective neighbourhood policing, procedural fairness and local accountability; events were held with the Protestant Unionist Loyalist (PUL) community and Catholic National Republican (CNR) community in August 2023 and February 2024 during which feedback highlighted sentiment around 'two-tier' policing, notifiable memberships and barriers to a career in policing. The SCET's work has also included two events with ethnic minority communities across NI in September 2023 and March 2024 during which the development of the Service's Race Action Plan was discussed. Ways to address hate crime were also raised with a range of responses by the PSNI discussed.
- In addition, Police engagement with young people was a theme across these REaL events with a bespoke event for young people subsequently taking place in October 2023. An event was also held during Summer 2023 with the LGBTQIA+ community around the Service's involvement in Pride during 2023. Further REaL events were also held in November 2023 with the LGBTQIA+ community and faith communities in relation to the Service's interim guidance produced on preaching and proselytism; a range of useful feedback was provided as part of these consultation exercises and it has since been finalised for Officers/Staff and will be included in Gold, Silver and Bronze strategies where relevant in future. Feedback from the team's REaL events and wider

engagements continues to be used to inform 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. The team has also developed a set of resources to assist other teams across the service in developing their own local REaL events at a District level for 2024.

- SCET has engaged extensively to gauge tensions as part of the Service's response to Op TARLAC and the ongoing conflict between Israel and Hamas since October 2023, particularly with the local Jewish and Muslim communities in NI; the team developed cultural awareness guidance for Officers with input from our communities as part of this work and produced refreshed information for those responding to protest activity to ensure the human rights of all parties are balanced. The team also facilitated engagements for the Chief Constable during which he provided reassurance around the Service's commitment to supporting both communities. A cultural awareness event for District Commanders was subsequently held at the Belfast Islamic Centre in November 2023 which provided an overview of the Islamic faith for attendees and an opportunity for networking.
 - Other cultural awareness events have also been held throughout the year. An event took place with a number of Pride Committees ahead of Pride Season during the summer of 2023; the SCET team also co-ordinated engagement stalls within the Belfast Pride Village and at Mid-Ulster Pride. ACC (Local Policing) hosted representatives from the LGBTQIA+ Heritage Project for a cultural awareness and engagement event with officers and staff from across Local Policing to mark LGBT+ History Month in February 2024. The team arranged for an engagement stall at the Black History Expo as part of Black History Month in October 2023. The team has also attended a range of other events with the aim of building relationships with a range of groups, including Belfast Multi-Cultural Association and Belfast Islamic Centre's Eid Al-Adha celebration in Belfast in June 2023, ImageNation's Diwali celebration at Belfast City Hall in November 2023, the Ulster GAA Awards 2023 in February 2024 and the North West Migrants Forum's annual Advancing Race Equality Awards in March 2024.
-

- In September 2023, PSNI, in partnership with Queen's University Belfast, Ulster University and Belfast Metropolitan College launched its student safety campaign.
- Practical examples of PSNI strategies/policies in action include:-
 - Antrim and Newtownabbey's Crime Prevention & Designing Out Crime Officer met with members of the local Newtownabbey community in Merville Garden Village, to discuss the Police Service of Northern Ireland's Autumn Safety Campaign. The event enabled officers to talk over crime prevention measures relating to home and personal safety, cold calling, scam prevention, keeping personal finances secure and social media advice. Attendees of the event held in partnership with the Northern Health & Social Care Trust, included many vulnerable adults between the ages of 19 – 60-years-old, many of whom are either still living at home with parents or other adults, or have accommodation through supported living.

Local Policing Community Safety Partnership (PCSP) provided security items from their 4TIER scheme – which supports those who are victims of crime or those in fear of crime.

Disability Action Plan (Please also see above - Examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations for people with disabilities)

- Disability Sector Focus Group with the Chief Constable - On 5 June 2023 the Chief Constable hosted, with the support of Disability Action, one of his 'Breakfast Briefings' in Belfast with the individuals and representatives from across the disability sector. The meeting was also accessible virtually and BSL interpreters were provided. The event was attended by 19 people and the Chief Constable was joined by ACC Bobby Singleton (PSNI Disability lead), Superintendent Sue Steen (PSNI Hate Crime lead) and a representative from the PSNI Disability Support Network.
- New Hate Crime Campaign - On 14 October 2023 the Police Service launched a new hate crime campaign in partnership with the Northern Ireland Policing

Board, Police and Community Safety Partnerships and the Hate Crime Advocacy Service. The campaign, which was launched during Hate Crime Awareness Week, was developed to prompt the public to 'put yourself in their shoes' and think about how they would feel if they were on the receiving end of hate crime. The campaign is ongoing and incorporates bespoke graphics to highlight and raise awareness in regard to Disablist hate crime.

- NI Assembly - All Party Groups - The Police Service Public Affairs Team proactively asked to attend, observer status, the All Party Groups for Disability, Learning Disability and Mental Health. Whilst these groups are mainly health focused this was considered to be an excellent opportunity to understand more fully the needs of people with disabilities but also to make the Service more accessible to this sector. Relationships developed at these meetings have forged new contacts across a range of organisations and opened up new lines of communication for the sector.
 - Awareness of Huntington's Disease - Work in Lisburn and Castlereagh City District has been ongoing to raise awareness of the type of symptoms someone with Huntington's Disease might exhibit. Concerns that the behaviour of someone with this condition could be misunderstood prompted local police to develop a district wide circular supported by Huntington's Disease Association Northern Ireland (HDANI). This resource has now been reviewed and will be circulated to all police officers and staff later this year during Huntington's Disease Awareness Month. We intend to involve HDANI in this and we will use our communication platforms to raise awareness.
 - The Managing Staff with Disability policy is under review with an aim of providing improved guidance to assist managers in supporting staff with disabilities. The policy will have a greater focus on supporting staff with a disability and also how to complete the Reasonable Adjustment Passport process. Emphasis is placed on having a supportive conversation with an individual with a disability and to be able to assist them in their role.
 - The Reasonable Adjustment Passport is a passport for staff with disabilities that allows them to request and have reasonable adjustments implemented. This passport will allow them to carry an adjustment with them during their career in
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the service. These adjustments can be reviewed on a yearly basis, if an individual changes role or if they believe the adjustment is no longer of benefit.

- Textbridge (a NI Company) Read&Write tools to assist a variety of neuro diverse and disability needs is on every PSNI desktop.
 - Dragon Naturally Speaking – a means for dictating input/content for office and other applications.
 - ICS also supports OHW in the provision of specific technology to assist individuals once a review is completed. Usually specially shaped keyboards, special mouse configurations, noise cancelling headphones, filters etc.
 - The recently deployed ME App (mobile & desktop) allows officers & staff to confidentially assess and track areas of their own mental health and signposts them where to seek help if required – not sure if this one fits neatly within Disability Action plan but it's certainly a very useful tool.
 - A colleague was recognised at the Disability in Policing Awards 2023, gaining the award of 'Officer with diverse abilities'.(Jan24)
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PSNI Cancer Support Association

- PSNI Cancer Support Association is for anyone who has been diagnosed with cancer and feels that it may be helpful to talk with someone in PSNI who has experience of cancer themselves. This service is delivered by fully trained Cancer Support Volunteers.

Networks

- PSNI now has a Lead National Police Autism Association (NPAA) Coordinator and two Deputy Coordinators. The NPAA is a privately run group of UK police officers and staff supporting colleagues affected by autism and other neurodivergent conditions

such as dyslexia, dyspraxia and ADHD. The NPAA assists police services in supporting neurodiversity in all its forms and it advocates for valuing individuals for their strengths and creating a workplace environment and culture in which everyone can fulfil their potential. The NPAA also promotes and shares best practice for working with the autistic community, such as promoting autism alert cards.

- The PSNI Autism Support Group continues to work in partnership with Autism NI to represent officers and staff, with autism or with caring responsibility for a person(s) on the autism spectrum. The group is proud to support officers and staff living and engaging with ASD and seeks to positively influence the policing response to autism.
- The Disability Support Network provides mutual support and a collective voice for police officers and police staff with disabilities in PSNI and supports the organisation in being an inclusive employer of choice and disability confident.

Working Groups

- The Lead NPAA Coordinator, as well as having regular contact with other UK NPAA Coordinators, is a member of the College of Policing National Neurodiversity Working Group, the College of Policing Neurodiversity in Specialist Roles Peer Network, the National Neurodiversity Peer Network and they also represent PSNI on the Northern Trust ASD Forum. This allows PSNI to keep up to date nationally with working practices and incentives.

Neurodiversity Support

- From January 2023 the Lead NPAA Coordinator was temporarily seconded to PSNI's Equality, Diversity & Inclusion Unit to provide neurodiversity support on a full time basis to all police officers and police staff.

Neurodiversity Training and Awareness

- Neurodiversity training continues to be delivered to the following groups with work ongoing to expand this to others:-
 - Student Officers (online lesson)

- Probationary Support Officers (online lesson)
 - Custody Sergeants (online lesson)
 - Civilian Detention Officers (online lesson)
 - Trainers (classroom lesson)
- To provide more awareness the National Autistic Society guidance documents for Police Officers/Police Staff and Criminal Justice professionals have been circulated to the entire organisation and continue to be forwarded to each attesting Student Officer course. The College of Policing Neurodiversity Glossary and alert card information is also included.
 - Interviews with neurodivergent officers, detailing their lived experience, have also been included on the PSNI intranet page and internal CallSign magazine.

Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2022-23 (*or append the plan with progress/examples identified*).

<https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/section-75-screening-exercise/>

- 3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2022-23 reporting period? (*tick one box only*)

☒ Yes ☐ No (go to Q.4) ☐ Not applicable (go to Q.4)

Please provide any details and examples:

<http://www.psni.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/>

- 3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

<https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/section-75-screening-exercise/>

3b What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

- ☒ As a result of the organisation's screening of a policy *(please give details):*
- <https://www.psnipolice.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/section-75-screening-exercise/>
- ☐ As a result of what was identified through the EQIA and consultation exercise *(please give details):*
- ☐ As a result of analysis from monitoring the impact *(please give details):*
- ☐ As a result of changes to access to information and services *(please specify and give details):*
- ☐ Other *(please specify and give details):*

Section 2: Progress on Equality Scheme commitments and action plans/measures

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2022-23 reporting period? *(tick one box only)*

- ☒ Yes, organisation wide
- ☐ Yes, some departments/jobs
- ☐ No, this is not an Equality Scheme commitment
- ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
- ☐ Not applicable

Please provide any details and examples:

PSNI roles, both police and staff, are advertised and candidates tested against National Occupational Standards and Personal Behaviours, which demonstrate fostering a culture of courtesy, fairness, respect in addition to promoting equality and the elimination of discrimination.

- 5 Were the Section 75 statutory duties integrated within performance plans during the 2023/24 reporting period? *(tick one box only)*
- ☒ Yes, organisation wide
 - ☐ Yes, some departments/jobs
 - ☐ No, this is not an Equality Scheme commitment
 - ☐ No, this is scheduled for later in the Equality Scheme, or has already been done
 - ☐ Not applicable

Please provide any details and examples:

The College of Policing Competency and Values Framework (CVF) has been attuned to reflect Policing with the Community behaviours to ensure the CVF is contextually specific to PSNI. PSNI CVF is incorporated into Individual Performance Reviews (Personal Development Reviews).

- 6 In the 2023-24 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*
- ☐ Yes, through the work to prepare or develop the new corporate plan
 - ☐ Yes, through organisation wide annual business planning
 - ☐ Yes, in some departments/jobs
 - ☒ No, these are already mainstreamed through the organisation's ongoing corporate plan
 - ☐ No, the organisation's planning cycle does not coincide with this 2018-19 report

☐ Not applicable

Please provide any details and examples:

Please see links to Policing Plan and People Strategy:-

www.nipolicingboard.org.uk/policing-plan-2020-25-and-performance-plan-202223

<https://www.psnipolice.uk/about-us/our-strategies-and-vision>

Equality action plans/measures

7 Within the 2023-24 reporting period, please indicate the **number** of:

Actions
completed:

Actions
ongoing:

Actions to
commence:

Please provide any details and examples (*in addition to question 2*):

As outlined in Question 2.

8 Please give details of changes or amendments made to the equality action plan/measures during the 2023-24 reporting period (*points not identified in an appended plan*):

N/A

9 In reviewing progress on the equality action plan/action measures during the 2023-24 reporting period, the following have been identified: (*tick all that apply*)

- ☒ Continuing action(s), to progress the next stage addressing the known inequality
- ☒ Action(s) to address the known inequality in a different way
- ☒ Action(s) to address newly identified inequalities/recently prioritised inequalities
- ☐ Measures to address a prioritised inequality have been completed

Arrangements for consulting (Model Equality Scheme Chapter 3)

10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: (*tick one box only*)

- ☒ All the time ☐ Sometimes ☐ Never

In development of policies and procedures, PSNI consult with both internal and external partners and stakeholders including specialisms. A database of consultees from the Community/Voluntary sector as well as statutory agencies is recorded within the PSNI Equality Scheme 2023-2028

- 11 Please provide any **details and examples of good practice** in consultation during the 2023-24 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

Extensive consultation was carried out within the 27 Screenings carried out within this reporting period. Further detail can be obtained at:-

<https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/section-75-screening-exercise/>

- 12 In the 2023-24 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- ☒ Face to face meetings
- ☒ Focus groups
- ☒ Written documents with the opportunity to comment in writing
- ☐ Questionnaires
- ☐ Information/notification by email with an opportunity to opt in/out of the consultation
- ☐ Internet discussions
- ☐ Telephone consultations
- ☐ Other *(please specify)*:

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

Collaboration and consultation is an integral business practice within PSNI. This includes the development, review and evaluation of policies, practices and procedures.

- 13 Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2023-24 reporting period? *(tick one box only)*

X ☐ Yes ☐ No ☐ Not applicable

Please provide any details and examples:

Publication of Quarterly Equality Screening Outcome reports were placed on the PSNI external web pages. New and revised policies and practices are published and advertised on the internal web pages.

14 Was the consultation list reviewed during the 2023-24 reporting period? (*tick one box only*)

☐ Yes ☒ No ☐ Not applicable – no commitment to review

Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)

<https://www.psni.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/section-75-screening-exercise/>

15 Please provide the **number** of policies screened during the year (*as recorded in screening reports*):

27

16 Please provide the **number of assessments** that were consulted upon during 2023-24:

	Policy consultations conducted with screening assessment presented.
	Policy consultations conducted with an equality impact assessment (EQIA) presented.
2	Consultations for an EQIA alone.

17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

Two EQIAs were launched during this reporting period on the PSNI Physical Competence Assessment (PCA) and Spit and Bite Guards. Information on both can be accessed via

<https://www.psnl.police.uk/inside-psni/our-policies-and-procedures/equality-diversity-and-good-relations/section-75-screening-exercise/>

- 18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

X Yes ☐ No concerns were raised ☐ No ☐ Not applicable

Please provide any details and examples:

The use of Spit and Bite Guards screening was revised on a number of occasions following concerns raised by consultees.

Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

- 19** Following decisions on a policy, were the results of any EQIAs published during the 2023-24 reporting period? *(tick one box only)*

☐ Yes ☐ No ☒ Not applicable

Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

- 20** From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2023-24 reporting period? *(tick one box only)*

☐ Yes ☒ No, already taken place
☐ No, scheduled to take place at a later date ☐ Not applicable

Please provide any details:

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*

☒ Yes☐ No☐ Not applicable

Please provide any details and examples:

Quality Assurance processes are built in to the guidance tools of Section 75 procedures including consultation and data collection/evaluation. This forms part of the development and review of policies in consultation with key stakeholders and Section 75 Manager.

- 22** Please provide any details or examples of where the monitoring of policies, during the 2023-24 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

PSNI continues to provide Workforce Composition data internally and externally. The PSNI collates a significant number of data sets for assessment, collation and planning purposes. This includes Section 75 data that assists in policy making and reviewing.

PSNI works in collaboration with key stakeholders and organisations including Northern Ireland Statistics and Research Agency (NISRA).

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2023-24, and the extent to which they met the training objectives in the Equality Scheme.

The Crime Faculty within the Police College has updated their Quality Assurance manual and course joining instructions to be cognisant of the neurodiversity of attendees to their courses and have now developed a number of support options to support Neurodivergent Learners. All Crime Faculty trainers have been briefed with regards to these support options. Some of the options available include – adding training material to individual digital tablets for Learners to allow them to find colour schemes, fonts and text sizes which work best for

their own needs. This also allows learners to work at their own pace. Handouts are available on different coloured paper, and PowerPoints can be adjusted to cater to any individual needs. Where possible lessons are designed to include more audio visual material and moreover, assessment is increasingly practical, as opposed to written.

Trainers are aware of some of the issues Neurodivergent learners can face and have some options available straight away, and that they have fostered an environment where Learners are comfortable to ask for assistance and can be confident they will be listened to and supported. All Learners are asked to let the Training team know in advance of any adjustments which could reasonably be put in place to ensure maximum engagement in Training courses. On some courses this is then followed up with one-to-ones early in the course, to discuss needs concerns and expectations. Through the positive work to date Crime Faculty have created an atmosphere where Learners are comfortable and confident in sharing any specific learning needs.

PSNI's governance provides the framework for the mechanism for the review of progress against the action plan and will highlight any particular emerging issues which fall under the scheme and need to be focused on. The organisation is also in the process of considering carrying out an Audit of Inequalities to identify systemic equality issues.

The College continues to design and develop courses which actively support equality of opportunity and disability.

The three online modules outlined below are currently at the QA stage and anticipated to go live by the end of December 2023 . -

Module 1

Psychological Wellbeing in the Workplace

In this module, individuals will gain a better understanding of how the brain works and what makes us vulnerable to psychological distress. It will review some of the unique challenges in policing and help us to destigmatise psychological distress and improve perceptions around mental ill health within the police. By acknowledging the Prevalence of Work Related Trauma and the policing mindset, individuals can become more self-aware, and be able to

identify the warning signs of mental health decline and engage with Initial Psychological Resilience Skills.

Module 2

Trauma Informed Practice

As police officers or staff we may regularly come into contact with incidents, events or material that are extremely stressful or traumatic in nature. These have the potential to injure our brains by eroding the positive beliefs we hold about ourselves, the world and others around us, leaving us vulnerable to difficult memories that are traumatic, vivid and distressing in nature. Direct, indirect or cumulative exposure to 'Trauma Hazards' can also lead to chronic patterns of hyper arousal and alertness or to other symptoms associated with post-traumatic stress. These processes are not helped by the range of additional life stressors we are likely to experience and can lead to greater occupational stress, compassion fatigue, burn out and/or significant mental ill health. It is therefore important to manage what traumatic events or material we are exposing ourselves to. If we cannot minimise exposure to certain types of traumatic events due to our role, this module is designed to help us to understand and manage our reactions better.

Module 3

Psychological Resilience Skills

Psychological Resilience Skills in the Police (Probationer Training 2hrs). The module will review the unique impact of a hyperactive or aroused threat system and how this can be triggered by a wide range of personal and occupational stressors. The module will then promote the importance of mindfulness as a protective tool to help monitor ones physiological reactions in work and how to use compassionate mindfulness at five points in the day so as to prompt self-regulation and better recovery. The module will contain a number of videos modelling particular forms of therapeutic skills that can be used on shift to support ones psychological wellbeing.

Public Access to Information and Services (Model Equality Scheme Chapter 6)

- 26** Please list **any examples** of where monitoring during 2023-24, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Within Public areas the following reasonable adjustments have been ongoing across the PSNI Estate:-

- Approach routes - wayfinding signage, gradient, width, surface finish.
- Doors - Automated, altering size and a level threshold.
- Passenger lifts and platform lifts.
- Altering Reception enquiry office screens and counters heights.
- Provision of accessible toilets in public waiting areas.
- Seating in waiting areas for easy transfer from wheel chairs and walking frames etc.
- Aids for hearing impaired, loop hearing systems and vibrating pagers linked to fire alarms.
- Visibility of signage, size and contrast for people with visually impaired vision.
- Access to facilities - interview rooms and voluntary attendee rooms.
- Universal toilets.

Complaints (Model Equality Scheme Chapter 8)

- 27** How many complaints **in relation to the Equality Scheme** have been received during 202-2023?

Insert number here:

0

Please provide any details of each complaint raised and outcome:

Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

The PSNI has completed its Equality, Diversity and Good Relations Strategy (Equality Scheme) for 2023-28. It can be accessed at:

<https://www.psnipolice.uk/about-us/our-policies-and-procedures/equality-diversity-and-good-relations>

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

One of the key area of focus for the PSNI going forward will be in relation to Neurodiversity. Please see page 28 for details.

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2019-20) reporting period? *(please tick any that apply)*

- ☒ Employment
- ☐ Goods, facilities and services
- ☒ Legislative changes
- ☒ Organisational changes/ new functions
- ☒ Nothing specific, more of the same
- ☐ Other (please state):

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans
1. Number of action measures for this reporting period that have been:

N/A

Fully achieved

N/A

Partially achieved

N/A

Not achieved

2. Please outline below details on all actions that have been fully achieved in the reporting period.

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs ⁱ	Outcomes / Impact ⁱⁱ
National ⁱⁱⁱ	Maintaining Disability Confident Scheme – Level 2	<ul style="list-style-type: none"> • Challenging attitudes towards disability • Increasing understanding of disability • Removing barriers to disabled people and those with long-term health conditions 	The composition of PSNI will be a more diverse spread of individuals to contribute to overall policing.

		<ul style="list-style-type: none"> • Ensuring that disabled people have the opportunities to fulfil their potential and realise their aspirations 	
Regional ^{iv}	<p>Improve accessibility to buildings, systems services. Identifying new and unique ways to support different disabilities.</p>	<p>IT systems to support Dyslexia and other literacy restrictions such as audio feedback of website content.</p>	<ul style="list-style-type: none"> • Read&Write tools are utilised to assist a variety of neuro diverse and disability needs is on every PSNI desktop. • Dragon Naturally Speaking – a means for dictating input/content for office and other applications. • ICS and OHW provide specific technology to assist individuals once a review is completed. Usually specially shaped keyboards, special mouse

PART B

			<p>configurations, noise cancelling headphones, filters etc.</p> <ul style="list-style-type: none">• The recently deployed ME App (mobile & desktop) allows officers & staff to confidentially assess and track areas of their own mental health and signposts them where to seek help if required.• PSNI has collated a number of initiatives, which they have already undertaken to 'improve accessibility to buildings, systems and services' as opposed to those planned in the future. Since the Disability Discrimination Act 1995 and 2005, Estate Services has continued to
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			<p>address access and facilities for members of the public visiting PSNI Stations.</p> <p>Within Public areas the following adjustments have been ongoing across the PSNI Estate (see page 19 for specific examples)</p> <ul style="list-style-type: none"> • Approach routes-wayfinding signage, gradient, width, surface finish. • Doors -Automated altering size and level threshold • Passenger lifts and platform lifts. • Altering Reception enquiry office screens and counters heights.
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			<ul style="list-style-type: none">• Provision of accessible toilets in public waiting areas.• Seating in waiting areas for easy transfer from wheel chairs and walking frames etc.• Aids for hearing impaired, Loop hearing systems and vibrating pagers linked to fire alarms.• Visibility of signage, size and contrast for people with sight impairment.• Access to facilities- interview rooms.• Universal toilets. <p>In relation to staff:</p>
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			<ul style="list-style-type: none"> • Reasonable adaptations are made for members of staff where required and following recommendations from OH&W. • Personal Emergency Evacuation Plans for staff as required e.g. assisted access and means of escape, vibrating pagers linked to fire alarm etc. • Designated Parking spaces. • Platform lifts. • Universal toilets. <p>All new builds and extensions are in accordance with Building Regulations (NI) 2012 Technical Booklet R, access to and use of</p>
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			buildings. Estates also liaise with other stakeholders i.e. Disability
Local ^v	<p>Improving how PSNI identifies and supports those staff and officers with Mental Health difficulties.</p> <p>Improving how PSNI identifies and supports those staff and officers with Neurodiversity conditions.</p>	<p>The majority of the Mental Health Service developments achieved as a result of being awarded the Movember grant have been included in the previous year's report. This year the focus has been on evaluation and consolidating these developments.</p>	<ul style="list-style-type: none"> • Peer Network Clinical lead has met with the Body Recover team DVI WG to review the Disaster Victim identification Welfare guidance, and added information on all aspects of Peer Support services. • Peer Network Clinical lead and Peer Support team have developed policies and Standard operating procedures formalising all the peer support team's within the PSNI. This has led to recruitment to Peer support services to increase the number of peers available to provide

			<p>peer support services thus improving accessibility to the whole organisation. This has also led to the regular promotion of peer support services with the aim of enhancing awareness and accessibility.</p> <ul style="list-style-type: none">• The Risk management strategic lead has engaged in a number of activities with the overall aim and objective is to: 1) build resilience and proactively reduce the risks associated with work-related stress and trauma, 2) support officers and staff who may have a developing or current mental health condition,
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			<p>and 3) decrease stigma / increase inclusion for PSNI personnel who have mental health.</p> <ul style="list-style-type: none"> • PSNI has a Lead National Police Autism Association (NPAA) Coordinator and one Deputy Coordinator who provide support to neurodivergent colleagues. The NPAA is a privately run group of UK police officers and staff supporting colleagues affected by Autism and other neurodivergent conditions such as Dyslexia, Dyspraxia and ADHD. The NPAA assists police services in supporting neurodiversity in all its forms and it advocates for valuing individuals for their strengths, and creating a workplace environment and culture in which everyone can fulfil their potential. The NPAA also
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			<p>promotes and shares best practice for working with the autistic community, such as Autism alert cards.</p> <ul style="list-style-type: none">• The Police National Dyslexia Association (PNDA) launched in February 2024 and the PSNI'S Lead NPAA Coordinator has also taken on the voluntary role of PNDA's Single Point of Contact (SPOC) for PSNI. The PNDA is a privately run association comprising of UK Police Officers and Staff. Their aim is to support colleagues with Dyslexia and other neurodivergent conditions in the workplace and in their day to day lives, and to promote awareness and learning around Dyslexia and neurodivergence. An article in relation to the launch was included in PSNI's internal magazine.
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PART B

			<ul style="list-style-type: none">• The PSNI Lead NPAA Coordinator has also become a member of the ADHD Alliance. The ADHD Alliance is the first National ADHD association dedicated to supporting ADHD in all of the emergency services. It was set up by a group of police officers who wanted to change how ADHD is supported in the workplace and within the criminal justice system. The group provides support to its members through various means, aiming to help individuals with ADHD navigate their challenges and learn to live with ADHD. PSNI representation in all of these groups allows the organisation to keep up to date nationally with available support and incentives.
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2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	The PSNI has continued to mainstream the delivery of Neurodiversity training	Neurodiversity is an umbrella term for a number of conditions such as ADHD, autism, dyscalculia, dysgraphia, dyslexia, dyspraxia and Tourette Syndrome. To ensure that there is a positive and supportive approach provided to all neurodivergent staff within PSNI and	An overview of neurodiversity training delivered via the College is available of Page 28 of the Annual Progress Report.

		<p>to our external neurodivergent communities a structured approach to training has been implemented, with further development work around training ongoing. All Student Officers, Probationary Support Officers and Custody staff undertake training in “Introduction to Neurodiversity” with Custody staff also completing training in “Autism and Police Custody”.</p>	<p>Neurodiversity training continues to be delivered to the following groups with work ongoing to expand this to others:-</p> <ul style="list-style-type: none"> ➤ Student Officers (online lesson) ➤ Probationary Support Officers (online lesson) ➤ Custody Sergeants (online lesson) ➤ Civilian Detention Officers (online lesson) ➤ Trainers (classroom lesson) <ul style="list-style-type: none"> • During February 2024 all Police College Faculties added wording to their course joining instructions in relation to neurodiversity. This encourages neurodivergent officers or staff who require support or adjustments during training to make contact with the relevant Police College Faculty staff in advance. The individual also has the option of
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PART B

			<p>contacting the Lead NPAA</p> <p>Coordinator who will discuss support with the relevant Faculty on behalf of the individual and recommend adjustments.</p>
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2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	PSNI introduce increased accessibility services	PSNI Interpretation and Translation Services. The organisation avails of the wider collaborative Criminal Justice Organisations (CJO) contract	Please see Page 18 for specific measures of Disability initiatives

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		<p>for interpretation and translation services which includes:-</p> <ul style="list-style-type: none"> • Face to face interpretation for Deaf / Hard of Hearing – this is split across two providers: • Sign Language (ISL or BSL), Video Relay Interpreting, and Lip Speaking – Provider is Sign Language Interactions • Electronic and Manual Notetakers; and Makaton – Provider is RNID 	
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2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
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1	<p>The Crime Faculty within the Police College has updated their Quality Assurance manual and course joining instructions to be cognisant of the neurodiversity of attendees to their courses and have now developed a number of support options to support Neurodivergent Learners. All Crime Faculty trainers have been briefed with regards to these support options. Some of the options available include – adding training material to individual digital tablets for Learners to allow them to find colour schemes, fonts and text sizes which work best for their own needs. This also allows learners to work at their own</p>	<ul style="list-style-type: none"> • to build awareness and understanding of neurodiversity within our organisation • 	<p>To revise and enhance the processes to support neurodivergent officers and staff.</p> <p>PSNI National Police Autism Association (NPAA) Coordinators supported Neurodiversity Celebration Week in March 2024 and sent out awareness emails each day covering ADHD, Autism, DCD (Developmental Coordination Disorder), Dyscalculia, Dysgraphia, Dyslexia and Tourette Syndrome. Informative guidance was also included e.g. ‘Autism: a guide for Police Officers and Police Staff’, ‘Autism: a guide for Criminal Justice Professionals’, ‘Helping dyspraxic people feel they fit and belong’ and ‘Understanding dyslexia and dyspraxia’.</p> <p>To promote awareness for Neurodiversity Celebration Week emails were sent out to the whole organisation containing the National Autistic Society guidance documents for Police Officers/Police Staff</p>
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	<p>pace. Handouts are available on different coloured paper, and PowerPoints can be adjusted to cater to any individual needs. Where possible lessons are designed to include more audio visual material and moreover, assessment is increasingly practical, as opposed to written.</p>		<p>and Criminal Justice Professionals. The College of Policing Neurodiversity Glossary and alert card information (JAM Card, Autism Awareness Card, Alzheimer's Society Help Card, Headway Brain Injury Identity Card and Sunflower Hidden Disability lanyard and identify card) was also included.</p> <ul style="list-style-type: none"> • The Police National Dyslexia Association (PNDA) launched in February 2024 and the PSNI'S Lead NPAA Coordinator has also taken on the voluntary role of PNDA's Single Point of Contact (SPOC) for PSNI. The PNDA is a privately run association comprising of UK Police Officers and Staff. Their aim is to support colleagues with Dyslexia and other neurodivergent conditions in the workplace and in their day to day lives, and to promote awareness and learning around Dyslexia and neurodivergence. An article in relation to the
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			launch was included in PSNI's internal magazine.
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2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Please see Page 19		

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Please see Page 19			

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2				
3				

4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
2	Managing Staff with Disabilities Policy	This policy was not finalised within the reporting period. Work is ongoing to achieve completion within the 23/24 reporting period.

5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

N/A

(b) Quantitative

N/A

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6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties, which were **not outlined in your original** disability action plan / any other changes?

Please select

No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			
3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation's annual review of the plan? If so, please outline proposed changes?

N/A

ⁱ **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.

ⁱⁱ **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.

ⁱⁱⁱ **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments

^{iv} **Regional**: Situations where people can influence policy decision making at a middle impact level

^v **Local** : Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.