



Police Service
of Northern Ireland

Chief Constable's Accountability Report

to Northern Ireland
Policing Board

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2024 to 28 October 2024

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**we care
we listen
we act**

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Foreword

This month marks my first anniversary as Chief Constable of this fantastic organisation. While not one to typically look backwards, I do, however, reflect on the year that it has been for the PSNI. Without doubt it has been an incredibly difficult period, challenging but hugely rewarding.

When I took up post, I did so against a backdrop of a Police Service in turmoil. Inadequately funded, the PSNI was attempting to meet the growing needs and expectations of communities while wrestling with record low numbers of officers and staff, no recruitment and unacceptably high levels of sickness and ill health retirements. Despite being told that I couldn't, and despite the impossible budgetary position and financial pressures that we faced as an organisation, I took the decision to recommence recruitment. To do otherwise, would have been failing the people of Northern Ireland and all within PSNI. We are now starting to reap the benefits of this decision as the first probationary officer's graduate from our Police College. Clarity on the current recruitment program is important. I am merely replacing those officers and staff we are losing through retirement. Our numbers are at a dangerously low level and cannot be allowed to go any lower.

Morale was hugely affected as the organisation dealt with the fallout from the 'Schofield Judgment', the Judicial Review into the Ormeau Road decision, and the resulting changes to the Chief Officer Team. Unresolved Pay Awards for officers and the longstanding issue of the Revised Environmental Allowance (REA) for police staff, were a source of discontentment, promoting a feeling across the workforce of

being undervalued. Through robust engagement and collaborative working with the Department of Justice and the Policing Board, we were able to successfully progress the 7% pay award for officers, ensuring parity with colleagues in England and Wales, and secure an agreed uplift to the REA. Work continues to develop and implement an annual review mechanism for the REA, however, I am confident this will be finalised without difficulty. Where there is a will there is a way.

I encountered an organisation still coming to terms with the murderous attack on one of its officers, Detective Chief Inspector John Caldwell. The feeling of horror and revulsion, along with solidarity and well wishes for John and his family was universal. The way that the organisation responded, not just those involved in the investigation, but every individual rallying together, coming to work and continuing to deliver for the people of Northern Ireland, was a testament to how outstanding they all are. I have met John and his wonderful family on a number of occasions and have been humbled by their resilience and positive outlook. I am determined that as an organisation we will continue to do everything we can to support them and bring those responsible for this evil act to justice. To date, investigators have seized over 800 exhibits of CCTV, carried out 62 searches, made 37 arrests, charged 14 people to court and reported eight others to the Public Prosecution Service.

Individual concerns relating to personal security arising from this attack were further impacted as the organisation faced one of the largest crisis in its history, when personal



information on every member of the organisation was placed into the public domain. The seriousness of this data leak and the effect it had on our officers and staff and their families was unreservedly recognised. It was unimaginably disorientating and difficult for everyone. Wide-ranging welfare and reassurance mechanisms were introduced to listen to, understand and act on concerns raised. Significant crime prevention advice was provided to officers and staff and their families via online tools, advice clinics and home visits. A Universal Offer of security was made to everyone and we have funded £3.5m to 90% of our officers and staff. We have worked with the Information Commissioners Office throughout, seeking and acting upon the recommendations made to help us learn and improve. The fullness and steadfast nature of our response has restricted the imposed penalty to that of a fine and not the more punitive outcome of an Enforcement Notice. This has been a salutary lesson for us as an organisation and, I hope, provides learning to other organisations, both within policing and beyond.

Feedback from the Cultural Audit 'Your Service, Your Voice' survey was clear, this is an incredibly dedicated organisation which was feeling overworked and under-supported by its leadership. As Chief Constable, I am privileged to be able to get out and about and see first-hand the extraordinary professionalism and dedication that officers and staff from across the organisation deliver day in and day out. It is truly inspirational, all the more so when considered against the current resourcing and financial crisis. But it was obvious to me the organisation was fractured. Officers and staff felt unsupported, there was a culture of fear and a perception of a punitive approach from senior management.

We need to reset and move away from this. I can't stress that enough. Policing is such a difficult profession. It is a human endeavour. We have made mistakes and we will make more, which can be difficult as these are often made publicly. However, we will learn, we will improve, develop and grow as an organisation. I want my officers and staff to have confidence in themselves, to meet future policing challenges and complexities with new and innovative ways of working. You can't successfully achieve this if you are fearful of getting it wrong. To be clear, this is about good people doing their best and making a genuine mistake. Criminal acts or breaches of the Code of Ethics and Police Staff Handbook are a different matter. There is no place in this wonderful organisation for the very small minority who bring disrepute to our Service and undermine the public's confidence and trust. My position on this is quite clear, I will have no tolerance of sexual misconduct, domestic abuse, harassment, bullying and discriminatory behaviour of any kind.

I am absolutely committed to acting on the findings of the survey and have invested heavily in a programme of engagement and recognition events targeted at rebuilding trust and confidence with all of our officers and staff. In October, I hosted the second of our Team PSNI events where the Service Executive Team and I had the opportunity to engage with over 600 officers and staff from across the Service, to acknowledge the work that they do each and every day, as well as providing an update on future planning for the Service and listening to the thoughts and views of those present. I have also reconvened the 'Long Service Awards' ceremonies, with nine events taking place to date and over a thousand officers and staff having their service to the public of Northern Ireland recognised and celebrated.

This has proven to be a year of organisational survival, however, collectively we have steadied and rallied. Already we are starting to see greater workforce engagement, cohesion and an upturn in morale. We now need to build upon this as there is much more to do.

Looking forward, as an organisation we are moving into a period of recovery and are engaged with the Department of Justice to develop a business case that will enable us to recover officer and staff numbers to 7,000 and 2,572 respectively over the course of the next three years. These numbers are not ambitious, arguably, they should be higher, closer to 8,000 and 3,000, but they are realistic and fair and take account of the funding available and the level of recruitment we can reasonably undertake. Without the operational resilience this offers we are approaching the point where we will be unable to meet the expectations of the public. I will be relentless in my efforts to keep this issue front and centre of public and political debate in Northern Ireland and in Westminster and have written to hundreds of our stakeholders to set out our position and ask for their support in their own response to the Executive's consultation on its draft Programme for Government.

The murder of four women over a six week period is a shocking and sobering statistic, coinciding as it did, with the Stormont Executive announcing its Ending Violence Against Women and Girls (EVAWG) strategy and the relaunch of our own VAWG Action Plan. In my report to the Board last month, I provided detail on the progress of the PSNI's Action Plan. There is no doubt that we have made significant progress in our efforts, pursuing perpetrators, building relationships with key partners, bolstering training and challenging our own thoughts and behaviours. However, there is clearly more work to do and

PSNI is committed to playing our part in a collective societal effort to tackle this problem. Currently, we are in discussions with partners in Health and Social Care Trusts to pilot a daily joint risk management meeting with social services for those domestic abuse cases that have occurred over the preceding 24 hour period.

The summer was dominated by the appalling scenes of racially motivated disorder, violence and intimidation. The response of my officers and staff in support of individuals, businesses and minority communities attacked and intimidated by criminals, thugs and cowards, was absolutely exemplary. It bears repeating that behaviour and criminality of this kind is completely unacceptable. It will not be tolerated and the PSNI stands with our ethnic minority and immigrant communities.

On the 21st October we launched an eight week public consultation on our draft '*Race and Ethnicity Action Plan 2025 – 2027. Equality in Action - Delivering Effective and Trusted Policing for Ethnic Minority Communities, Officers and Staff*'. I encourage everyone to engage with this consultation and to provide feedback to support our effort to address and build a more equitable and inclusive police service and improve our response to those from ethnic minority communities. The consultation closes on 16th December 2024 and it can be accessed via the following link:

[Race and Ethnicity Action Plan 2025 - 2027 Consultation | PSNI](#)

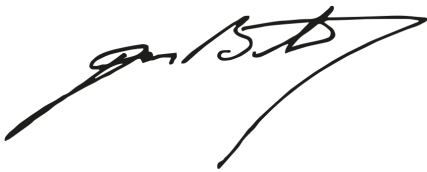
Finally, I would like to acknowledge the immense work of all of the officers and staff of the PSNI, who despite all of the challenges of the last 12 months have continued to provide an unrivalled service, protecting our communities and keeping people safe. I am continually humbled by the efforts of our staff



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in making such a positive difference to the lives of so many people in Northern Ireland.

I also welcome the announcement in the budget that the Police Service is to receive an additional £5m, totalling £38m, of Additional Security Funding. The Executive has been allocated an additional £640m in this financial year for public services. I look forward to working with the Department of Justice to secure the much needed additional funding required by the PSNI in this current financial year to close our existing financial gap of £37m. Crucially, moving forward the PSNI needs to be funded for the recovery of the organisation's workforce numbers and that means accessing a fair share of the additional £1.5 bn made available for services in Northern Ireland from the next financial year. A fair and proportionate investment in the PSNI from this uplift in government funding, after a significant period of underfunding in policing in Northern Ireland, will allow parity in the policing services provided here with those in the wider United Kingdom.



Jon Boutcher QPM

Chief Constable

Police Service of Northern Ireland

Finance and Resource Update

The in-year budget position has not improved since my last report. At the end of September 2024, the half way point in the financial year, our projected full year deficit is now some £37m.

Although I have submitted a bid to address the in-year shortfall in funding as part of the October Monitoring Round, no decision has yet been communicated. In addition, and without any outcome from the October exercise, I have been asked to bid again as part of the January Monitoring Round. This ongoing uncertainty is crippling in terms of financial planning and in no way facilitates my attempt to stabilise the organisation. That said, further in-year funding is a necessity and I await a positive outcome.

Progress continues to be made in two significant legal cases relating to outstanding Holiday Pay and compensation for the Data Breach. These settlements come with a high price tag and require separate funding, but I am committed to delivering a fair outcome for the workforce and the public purse.

At the end of August, the Department of Finance commissioned a three year budget planning exercise covering the period 2025/26 to 2027/28. We submitted our response to the Department of Justice and the projected gaps against the 'planning budget' are significant, rising from £100m in 2025/26 to £228m by the last year. A briefing was provided to the Policing Board's Resources Committee in October and it further emphasises the need to resolve our underlying structural deficit.

I am grateful to the Board for the support to date and remain hopeful that we can see an improvement in the funding position both this year and going forward.

Workforce Recovery Outline Business Case

We are currently completing an Outline Business Case (OBC), in partnership with the Department of Justice, to address an urgent need to recover workforce levels in order to support victims of crime, protect local communities and enable a workforce to respond to the changing demands for policing.

In so doing, it seeks to safeguard and protect the core functions of the Police Service, and ultimately a service that has the trust and confidence in meeting the needs of the public. It considers that the service impacts from reducing workforce levels are stark. These service impacts represent the manifestation of very real risks which are attributable to a reducing resourcing footprint.

The OBC seeks to recover workforce levels to 7,000 police officers and 2,572 police staff over the next three years (to March 2028).

Our Performance

The information in this section is extracted from our Official Statistics published reports. The full reports can all be accessed from the following link.

<https://www.psni.police.uk/about-us/our-publications-and-reports/official-statistics>.

These are in-year provisional figures and may be subject to change.

Recorded Crime

In the 12 months from 1st October 2023 to 30th September 2024:

- There were 97,919 crimes recorded, a decrease of 11,712 (-10.7%) on the previous 12 months.
- There were 51 police recorded crimes per 1,000 population¹ in the 12 months October 2023 to September 2024 compared with 57 in the previous 12 months.
- While shoplifting has increased by 229 (+2.7%) and trafficking of drugs by 22 (+2.0%), all other crime classifications have recorded lower levels.
- Stalking and harassment shows the largest numeric fall (-2,218, -18.5%)². Violence without injury and theft offences (excluding burglary) fell by 2,189 and 1,882 respectively, with criminal damage falling by 1,724.

Anti-Social Behaviour (ASB)

In the 12 months from 1st October 2023 to 30th September 2024:

- There were 43,975 ASB incidents, a decrease of 2,472 (-5.3%) on the previous 12 months.

¹ Crime per 1,000 population based on mid-year population estimate of 1,910,543 for 2022, the latest mid-year estimate available at time of compilation. Mid-year population estimates are available from the [NISRA website \(opens in a new window\)](#).

² Full details are available in points to note on page 3 of The Police Recorded Crime in Northern Ireland Statistical Bulletin, which describes the changes in the recording of these 'behavioural offences' since April 2017 with the latest change from May 2023 requiring fewer such offences to be recorded.

Police Recorded Drug Seizures and Arrests

Drug Seizures

In the 12 months from 1st October 2023 to 30th September 2024:

- There were 7,505 drug seizure incidents, a decrease of 1,462 (-16.3%) on the previous 12 months.
- There was a fall in the number of all classes of seizure incidents.
- Cannabis (Class B) was the most commonly seized drug, followed by cocaine (Class A), pregabalin (Class C) and benzodiazepines (Class C).
- The trend in drug seizure incidents is similar to that seen for the number of drug offences recorded over the same time period.

Please note that as seizure incidents continue to be processed, this will lead to an increase in the number of drug seizures recorded since April 2024, particularly in respect of the most recent months.

Drug related Arrests

In the 12 months from 1st October 2023 to 30th September 2024:

- There were 3,380 drug-related arrests, a decrease of 53 (-1.5%) when compared with the previous 12 months.
- Generally speaking, the trend in drug-related arrests is fairly similar to that seen for the number of drug seizure incidents and drug offences recorded over the same time period.
- There were 386 drug-related arrests in July 2023, the highest monthly figure during the latest two financial years.



Security Situation

In 12 months from 1st October 2023 to 30th September 2024:

- There was one security related death, the same number as during the previous 12 months.
- There were fewer shootings, bombings and paramilitary style attacks than during the previous 12 months.
- There were 5 bombing incidents, compared to 8 during the previous 12 months and 16 shooting incidents, compared to 35.
- There were 22 casualties of paramilitary style assaults, compared to 33 during the previous 12 months. The greatest number of assaults occurred in Belfast (7). Of the 22 casualties, one was under 18 years old.
- There were 4 casualties of paramilitary style shootings, compared to 19 during the previous 12 months. Two of these attacks occurred in Ards and North Down, while one occurred in each of (the Districts) Derry City and Strabane and Causeway Coast and Glens. All 4 casualties were aged 18 years or older.
- There were 75 security related arrests under Section 41 of the Terrorism Act 2000, compared to 120 during the previous 12 months.
- 9 persons were subsequently charged, compared to 28 during the previous 12 months.
- Finds of Firearms, Explosives and Ammunition;

(These refer to the seizure or recovery of all illegal firearms, ammunition, explosives, rocket/mortar launchers, detonators and bomb making material/equipment. Replica/blank firing firearms, petrol bombs and petrol bomb making materials, grenades and munitions from World War 1 or World

War 2 found on the beach or in attics etc. are not recorded as finds.)

Firearms Finds

There were 14 firearms found during the past 12 months, compared to 24 during the previous 12 months.

Explosive Finds

There were 0.83kg of explosives found during the past 12 months compared to 3.08kg during the previous 12 months. There were 2.29kg of explosives found in September 2023, the most found in a month since June 2020.

Ammunition Finds

There were 696 rounds of ammunition found during the past 12 months compared to 633 rounds found in the previous 12 months.

Motoring Offences

In the 12 months from 1st September 2023 to 31st August 2024:

- There were 36,071 detections for motoring offences, of which 97% were dealt with by means of a fixed penalty notice or referral for prosecution.
- The remaining 3% (1,121) resulted in the completion of a speed awareness or safer driver course.
- Total detections decreased by 17% on the 43,207 detections recorded in the previous 12 months, with a notable reduction in speeding offences which was down by 1,304 (20%).
- The largest offence group was insurance offences with 6,409, which along with speeding (5,083), accounted for almost one-third of the total detections.



Police Recorded Injury Road Traffic Collisions and Casualties

Between 1st January 2024 and 31st August 2024:

- There were 2,956 road traffic collisions recorded compared with 3,253 between January and August 2023 – a decrease of 297 collisions (- 9.1%).
- There were 40 fatalities, 578 people seriously injured and a further 4,000 people slightly injured. While the total casualties were down by 509 year on year, including 6 fewer fatalities between January and August 2024, there were 13 additional seriously injured casualties.
- Two road user groups showed an increase in killed or seriously injured (KSIs) between January to August 2023 and January to August 2024, most notably motorcyclists which increased by 17.
- Armagh City, Banbridge and Craigavon and Fermanagh and Omagh districts both recorded 9 road deaths between January and August 2024. Belfast City district had the most people seriously injured with 92 recorded during this period.
- Single vehicle collisions resulted in 17 fatalities or 42.5% of all fatalities during January to August 2024. In the equivalent period of 2023 there were 10 single vehicle collision fatalities or 21.7% of all fatalities.
- The most common principal causation factors for KSI casualties during the reporting period were 'inattention or attention diverted' (64 KSI casualties), 'wrong course/position' (57) and 'excessive speed having regard to conditions' (49).

His Majesty's Inspectorate of Constabulary PEEL Inspection

In November, the Police Service will be inspected by His Majesty's Inspectorate of Constabulary Fire and Rescue Service (HMICFRS) in relation to the Prevention and Deterrence of Crime, and Managing Offenders and Suspects.

We will be assessed against the following core questions of the Police Effectiveness, Efficiency and Legitimacy (PEEL) Assessment Framework:

- **How good is the Service at Preventing and Deterring Crime and Antisocial Behaviour (ASB), and reducing Vulnerability**
- **How good is the Service at Managing Offenders and Suspects**

In accordance with previous inspections, we will receive a final report from HMICFRS which will summarise the key findings and recommended areas for improvement.

Outcome 1: Victim Focused

Crime Department

Organised Crime Branch

Investigation

- On 19th September 2024, detectives investigating drug related criminality conducted a premises search in the Brittons Court area of West Belfast. Suspected Class A controlled drugs with a street value of approximately £35,000, a replica firearm, a blank firing firearm, a quantity of cash and other drugs related paraphernalia were recovered.
- On 24th September 2024, detectives seized Class B controlled drugs with a potential street value of £225,000 and a large sum of cash. Two men and a woman were arrested on suspicion of drug supply and money laundering offences. A property in East Belfast was searched in connection with the investigation. One of the men and the woman have been charged to Court, with the second man released on bail to allow further enquiries to be conducted.
- In May and August of this year, UK Border Force seized packages containing 4kg of suspected cannabis with an estimated street value of £20,000. A 39 year old man was arrested on suspicion of a number of drug related offences and possession of criminal property.

In follow up, on 7th October 2024, officers carried out two searches in the Londonderry area and recovered suspected cutting agents for cocaine, approximately 50-60 boxes of a Viagra type product and seized drug supply paraphernalia and £17,860 in cash. Bank accounts linked to the male were identified and Account Freezing

Orders were used to freeze a bank account containing a total of £33,086.54.

- On 9th October 2024, detectives charged a man and woman to Court for the offences of possessing criminal property. The charges relate to the recovery of £118,650 and €730 in cash following the search of a premises in the Lisburn Road area of South Belfast in April 2024.

Operation PHARMIC

Operation Pharmic is our response to the international investigation, Operation Venetic. This was the National Crime Agency led UK law enforcement response to the takedown of EncroChat in 2020. EncroChat was an encrypted communication channel used by criminals to plan illegal activity, such as drug importation and the movement of cash.

In May 2021, a man was arrested following the recovery of a number of mobile phones and documents during the search of a property in Ahoghill. Examination of messages on the encrypted phone network revealed his involvement in an international drug distribution network and the movement of over £100,000 cash.

On 25th September 2024, he appeared before Londonderry Crown Court charged with offences linked to EncroChat and was sentenced to 44 months imprisonment, half to be served in custody and half on licence.



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Illegal Money Lending

Organised Crime Branch have dedicated an officer to the specialist role of 'Illegal Money Lending Officer'. This HM Treasury funded role will improve the effectiveness of our policing response to predatory lending and enable the provision of the most appropriate support to victims, investigators and partner agencies.

Paramilitary Crime Task Force

Investigation

- As part of the ongoing investigation into criminality linked to the North West INLA, on 19th September 2024, simultaneous searches in respective jurisdictions by An Garda Síochána (AGS) and the Police Service resulted in AGS partners recovering €30,000, quantities of Class B and A controlled drugs, four firearms and extensive amounts of ammunition. The firearms consisted of rifles and handguns and sub machine guns.

These weapons represent a significant arsenal of the INLA in Derry City/Strabane/ Donegal. They are of a similar design and look to those previously used in "Show of Strength" shootings. While forensics and ballistic analysis are outstanding, the presentation of the weapons indicates high levels of use and exposure. This activity will have had an overall major impact on the Organised Crime Gang.

- On 20th September 2024, detectives from the Economic Crime Unit assisting Paramilitary Crime Task Force used an Account Freezing Order to freeze a bank account containing a total of £14,553.71. This was linked to an ongoing investigation into criminality associated with the West Belfast UDA. The origins of the frozen money will be explored and, if shown to be criminal proceeds, will be subject to a forfeiture order.

Ending The Harm Campaign

On the 4th October 2024, the 'Executive Programme on Paramilitarism and Organised Crime' launched a new awareness campaign highlighting the issue of paramilitary activity, with a focus on the extortion of local businesses, violence against women and girls, and child criminal exploitation. T/ACC Davy Beck was one of the panel members who, along with the Justice Minister Naomi Long, addressed media and partner organisations.



T/ACC Davy Beck and Justice Minister, Naomi Long

Cyber Crime

National Cyber Awards

At the Home Office, Homeland Security National Cyber Awards ceremony held in Liverpool during October, a detective from our Cyber Investigations Team won the Communications Data Investigator Category.

The award was in recognition of the investigation into offences carried out between October 2019 and June 2022, and involved victims from across the United Kingdom. The protracted period of offending, coupled with the wide range of victims' locations, required significant collaboration between investigators and technical officers from our Cyber Crime Team and those from

partners in Action Fraud and Police Cyber Teams in England.

The offender used a variety of techniques, including social engineering, to obtain personal pictures of victims. On some occasions he used compromised social media accounts, often posing as friends, to gain access to victims' accounts. He managed to access personal information in private areas of accounts. In some instances, he posed as a representative for lingerie companies in an attempt to obtain images. Whatever the deceptive means, the end result was the same, a violation of privacy and trust. The victims were targeted through cybercrime, despite the defendant being banned from using the internet as part of a Sexual Offences Prevention Order.

As a result of the investigation a 30 year old man was convicted in January 2024 for numerous offences including harassment, sexual offences and computer misuse, having previously pleaded guilty to 49 offences relating to 34 victims. He was handed a three-year concurrent prison sentence.

Serious Crime Branch

Recent Successes

Detectives from our Major Investigation Team have:

- Charged a man in connection with the manslaughter of Kyle McDermott in Ballymagorry on 6th October 2024.
- Charged a man in connection with the murder of Tavia Da Costa in Dungannon on 6th October 2024. One woman has been charged with manslaughter and allowing the death of a child and another charged with causing or allowing the death of a child.

Court Outcomes

- A man and woman have been sentenced for offences relating to supplying illegal subscriptions for streaming services that involved more than £700,000. The man was sentenced to four years imprisonment, and the woman sentenced to 12 months imprisonment, suspended for two years.
- A man was sentenced to 30 months, half to be served in prison and half on licence, for the manslaughter of Paul O'Boyle in Rasharkin in April 2023
- A man has pleaded guilty to attempting to commit terrorist acts and possession of information likely to be of use to terrorists. He will be sentenced at a later date.
- A man received three years on probation and 100 hours community service in relation to an assault in Mountfield in February 2022.
- A man was sentenced to four years imprisonment for attempted grievous bodily harm, assault occasioning actual bodily harm and possession of an offensive weapon following an incident in Dunmurry in February 2023.

Public Protection Branch

Court Outcomes

- On 9th October 2024, a man was convicted of Grievous Bodily Harm with intent and two counts of child cruelty and woman of causing/allowing a child to suffer serious physical harm and one count of child cruelty. This related to a harrowing incident involving their young baby and both parents were remanded into custody awaiting sentencing in December.

- A man has been sentenced to eight years imprisonment, received a Sexual Offences Protection Order for seven years and been placed on the Sex Offenders Register indefinitely for extensive child sexual offences of grooming, sexual assault by penetration and making and possessing illegal images of children, spanning several years. Further sexual offences related to other images found on his devices are still subject of investigation in England.
- A man has pleaded guilty to 30 charges including, Theft (of images), Possession of Indecent Images of Children, Inciting to Distribute Indecent Images, Unauthorised Access to Computer Material, Sexual Communication with a Child and Blackmail. This followed an extensive investigation involving nine teenage female victims.
- A man has been sentenced to 14 months in prison, suspended for three years, received a Sexual Offences Protection Order for five years and been placed on the Sex Offenders Register for 10 years following a conviction for sexual assault.
- A man has been sentenced to five years imprisonment, been placed on the Sex Offenders Register indefinitely and received a Sexual Offences Protection Order for ten years following his conviction for rape, possessing an article with a blade or point in a public place and sexual assault.
- A man has been sentenced to 12 months imprisonment, with a further 12 months on licence, following his conviction for nine counts of sexual activity involving penetration by an adult with a child between 13 and 16 years, four sexual activity by adult with a child between 13 & 16 years, common assault and possession of Class A controlled drug.

He is now subject to a Sexual Offences Protection Order for five years and will

remain on the sex offenders register for 10 years.

Discussing 'drunken consent'

At the invitation of The Safer Communities and Cultural Programme Manager in Fermanagh and Omagh Council, detectives from our Southern Rape Crime Unit (RCU), attended the Strule Arts Gallery in Omagh on Thursday 19th September to watch the travelling theatre play 'Wasted'. The play centres around two strangers, Oli and Emma, on a night out with their friends. They end up in bed together and the play focuses on the morning after, when they wake with a hazy memory and a poor recollection of events.

Emma believes she was too drunk to consent and feels dirty about what has happened but is unsure about going to the police. Oli awakens some time later after Emma has left. He is confused and is frustrated Emma left without saying goodbye. He perceives everything that took place was consensual and is surprised when police arrive at his door and arrest him on suspicion for rape.

The play shows the initial stages of a police investigation and the audience provided with the inner thoughts, concerns and worries of both about what has happened.

After the performance, detectives took part in a 45 minute Q&A discussion with the audience on the topic of 'drunken consent', alongside the two actors and members of the Ascertainment charity, whose aim is to reduce alcohol and drug related harm in our communities.

There was healthy audience engagement leading to open conversations on how police investigate reports of this kind and the challenges faced with delivering prosecution outcomes.



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Q&A session at the Strule Arts Gallery in Omagh

Overall, the event was very well received and we are thankful for the invitation to take part and the opportunity to publicly discuss these scenarios and to raise awareness of our Violence Against Women and Girls Strategy and 'No Grey Zone' and 'Ask for Angela' campaigns.

'Freshers Week'

In a similar vein, Our RCU teams have been heavily engaged in "Fresher" events across Northern Ireland. This has proven to be an excellent opportunity to engage with young people, to talk about consent, personal safety and how to report sexual abuse.

Call Grading

On 30th September the Police Service introduced an additional 'Call Grade' to calls received from the public.

Termed '**ROUTINE**', this grading will deliver a more responsive service to our communities, one based on threat and risk, with the objective of attending within four hours and with a Service Level Agreement (SLA) target of 90%. Where appropriate, Contact Management staff will receive a prompt at the three hour mark advising them to make contact with the reporting person and provide an update on any delay.

This change has been introduced following a national benchmarking exercise and the assessment that our operating model held limitations and how we applied our call grades was outdated given the demands we face. In essence, this meant incidents that could not be resolved without deploying officers but were not true priority incidents of an urgent nature, were likely to default to the **PRIORITY** grading, and carry an unnecessary Service Standard of 60 minute attendance timeframe.

The current **EMERGENCY RESPONSE** grading and SLA will remain, however, a revised approach to non-emergency incident grades will be introduced. Attendance times could be extended for some incidents but will be maintained for those that are at higher risk.

The following incidents will not be considered for **ROUTINE** grading:-

- Domestic
- Sudden Death
- Missing Persons
- Hate crimes/incidents
- Concern for Safety (RCRP)
- Abandoned 999 calls



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The Police Service's call grading is as follows:

Grade of Contact	Level of Response	Service Standard Expected
Emergency	Emergency Response	15-minute attendance 90% SLA
Non-Emergency	Priority	60-minute attendance 90% SLA
	Routine	240-minute attendance 90% SLA
	Scheduled	Attendance at an agreed time No SLA
	Resolution without Deployment	No attendance No SLA
Non-Incident Contact Only	None – these generally refer to relaying of messages or answering general enquiries.	

Outcome 2: Community Focused

Roadsafe Roadshow



C/Superintendent Sam Donaldson

The Police Services' award winning 'Roadsafe Roadshow' is an event that has been seen by tens of thousands of young people across Northern Ireland. Its aim is to graphically depict the reality of how a night out can end in tragedy, leading to permanent life changing injuries and even death. We recognise that young people under 25 years of age are one of the groups most at risk of being killed or seriously injured on our roads, and the roadshow aims to primarily bring its message to this group of young people as they commence what will, hopefully, be a long and safe motoring career.

The story is told by a police officer, a paramedic, a fire officer, a young man who was jailed following a serious road traffic collision and a young person who suffered paralysis following a horrific collision and is punctuated by music and video clips.

We have no doubt that the roadshow shocks, perhaps even horrifies, our young audience. However, we believe that realistically depicting just what happens on our roads has a profound impact on those who attend.

Most traffic collisions can be avoided and our hope is that after seeing the roadshow those attending have a greater understanding of how vulnerable they are and the importance of respecting the roads and other users.

On Tuesday 15th October 2024, the event was taken to Stormont and shown to MLAs, sports groups and other officials to reinforce the important message of road safety.



(L-R) Marguerite Brosnan, CEO of Axa Ireland, John O'Dowd, Minister for Department of Infrastructure, C/Superintendent Sam Donaldson.

Race and Ethnicity Action Plan

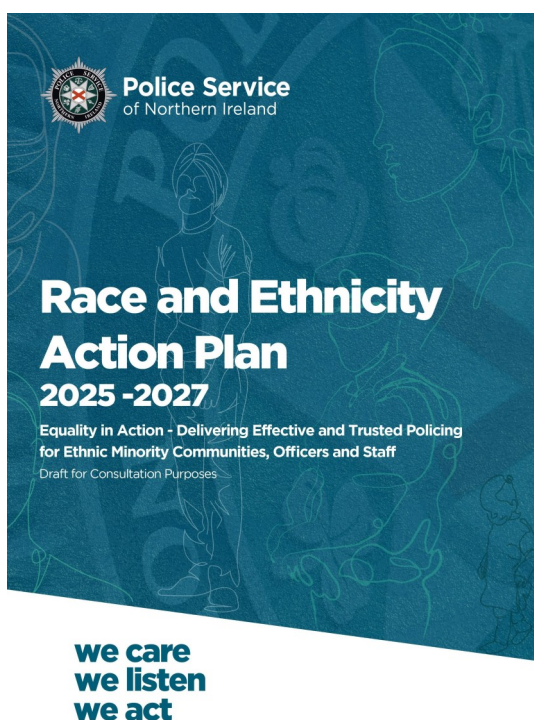
On Monday 21st October, we launched an eight week consultation on our draft **'Race and Ethnicity Action Plan 2024 – 2026. Equality in Action - Delivering Effective and Trusted Policing for Ethnic Minority Communities, Officers and Staff'**.

The plan recognises the impact of race and ethnicity on interactions between the police and the communities we serve. It seeks to foster trust, promote justice, promote good relations, remove barriers, tackle discrimination and create an environment of positive inclusion, regardless of background. Furthermore the plan will enable us to deliver on our strategic priorities to be victim focused, community focused and workforce focused.

Feedback is sought to support our efforts to design and implement a comprehensive, fit for purpose plan, that builds a more equitable and inclusive Police Service and improves our response to people from ethnic minority communities.

The plan can be accessed via the following link:

[Race and Ethnicity Action Plan 2025 - 2027 Consultation | PSNI](#)



Social Value Partnership

An extensive social value initiative was undertaken as part of our contract with BT for Automatic Number Plate Recognition services which commenced on the 1st May 2023.

Our commitment to integrating social value into our contracts has resulted in several positive outcomes for the community. These initiatives have focused on increasing secure employment and skills, building ethical and resilient supply chains, and delivering zero carbon within our supply chain.

This contract has enabled donations of IT equipment, including a range of e-learning and employability initiatives to Start360, a leading provider of support services to young people, adult offenders, and families across Northern Ireland. These donations have helped fund essential programs and services that align with our social value objectives.

BT and PSNI contributions are designed to empower the communities supported by Start360; a renowned Northern Ireland charity supporting over 2,000 service users annually. By integrating advanced technology, e-learning, and employability opportunities into their services, Start360 can expand their outreach and enhance the impact of their vital support, particularly for those supported through justice services, who often face barriers to education and employment.

We are committed to continuing these efforts and ensuring our contracts not only meet operational requirements but also deliver significant social value to the community.

Key Campaigns and Events



The international campaign '16 Days of Action' takes place from 25th November to 10th December 2024, providing an opportunity to update the public on our achievements so far and reaffirming our commitment to addressing societal issues. Our campaign will incorporate social media messaging and proactive outreach to media.

Our Christmas campaign will launch at the end of November and will include creative visuals, social media messaging, news releases, photography and video. The themes this year, will include Safe Socialising, Safe Shopping and Safe Roads.



Hate Crime Awareness Week

Hate Crime Awareness Week took place between Saturday 14th and Saturday 19th October 2024. During this week, the Police Service hosted and supported a number of events across Northern Ireland. This was an opportunity to further demonstrate our commitment to preventing and detecting hate crime, and also to highlight how we work in partnership to support victims. Over the week, the Service posted a series of key messages across our social media platforms to encourage reporting, signpost support and challenge behaviours.

T/Assistant Chief Constable Melanie Jones, and Superintendent Finola Dornan, spoke at the Hate Crime Advocacy Service's 'Hate Crime Isn't Funny' conference in Belfast.

Outcome 3: Workforce Focused

Cultural Audit

It is a year since we published our Cultural Audit - 'Your Service, Your Voice' results.

Following the findings we have invested heavily in our workforce, addressing feedback and progressing the 12 actions that were agreed with our Staff Associations in January 2024. Considerable progress has been made. A few of these successes to date include:

- Implementation and delivery of **Team PSNI** events. The second of which took place during October.
- Launch of the 'Coaching for all Programme' within our Police College.
- Recruitment of Student Officers. This continues at pace with the Police College attesting the first cohort of students in September. Four student cohorts are currently progressing through the College.

Revised Environmental Allowance

After extensive engagement with the Department of Justice and Trade Union colleagues, the Police Service has received approval to increase the rate of Revised Environmental Allowance (REA) for police staff from its current level of £580 per annum to £1,365 per annum with effect from 1st April 2025.

Police staff contribute significantly in delivering policing across Northern Ireland and are highly valued members of our police family. The Police Service senior leadership are highly supportive of this REA uplift and the progress that has been made to date. Discussions continue as we work to collectively develop and implement an annual review mechanism for the REA.

Occupational Health and Welfare

To help equip officers and staff for the challenging roles they face daily, Occupational Health and Wellbeing (OHW) have launched an event aimed at the Student Officers, which takes place in Week 19 of the Student Officer training programme.

• Family and Friends Evening for Student Officers

OHW and the Police College have worked in partnership to develop a series of resources called 'Supporting those that Serve'. These consist of information packs and wellbeing podcasts to help family and friends support their loved ones when experiencing the unique challenges that a career in policing can bring. The materials also include signposting to a range of therapeutic strategies and resources to support wellbeing. The resources are available for family and friends of all officers and staff who serve within PSNI.

To support the delivery of this resource a new Family and Friends Evening was recently held, with Student Officers able to bring along family and friends to a dedicated evening where these materials are shared with them. Representatives from OHW, the Peer Support Team and the Police College, explain about the services that are available to support Student Officers as they begin their career in policing. Members of the Staff Associations also are invited to attend on the evening, which is designed to facilitate engagement with the family and friends who are the external support network of the Student Officers and to allow them to ask any questions that they may have. Two events



have been held so far and feedback has been very positive. This will now become a regular event.

- **Peer Support Team Event**

Our Wellbeing Volunteers and the accredited Peer Support Team, recently held a successful team event at Crawfordsburn. Both these teams support our Officers and Staff during stressful events both work related and personal.

The Peer Support Team provide support to individuals and/or groups, following a traumatic incident or an extremely stressful event. This can refer to any situation that has been shown to cause an emotional reaction that overwhelms normal coping mechanisms. These incidents can often involve serious injury or death, or very distressing circumstances.

The wellbeing volunteers are more proactive in nature and can provide support that offers practical, social and emotional support to colleagues on a short-term basis, and can relate to personal and work related issues happening in someone's life. These are issues where a colleague may feel some social support, emotional support and problem solving would be of benefit to them.

Police College

Supporting the learning and development of our officers and staff is an area we have been focusing on to ensure they are equipped to carry out their roles and responsibilities and to provide them with clearer and more accessible routes for professional development and growth.

- We have recently expanded the products from our Leadership and Management Faculty to include the Career Development Matrix (CDM). This is a tool that has been developed to support talent management

and succession planning within the organisation. The matrix is designed to assist in the identification of high potential employee's through meaningful conversations between managers and their staff.

- Going forward, the CDM will assist how we approach internal selection for College of Policing's Fast Track Inspector to Superintendent (FTIS) programme and it will become available to all line managers to assist them in performance and development conversations with their staff, ahead of internal promotion opportunities.
- Following a detailed Training Needs Analysis, our Police College Leadership and Organisational Development Team have designed and developed lessons and materials in response to the ask from staff for resources that enhance their skills and assist with self-development. These have been captured within a new prospectus and the 12 courses classified under three learning skill types:
 - **Skills Builder:** These classes are designed to be delivered on line remotely using the WebEx platform. This offers flexibility and accessibility, so anyone can get involved from anywhere. Skills Builders introduce ideas that can be further developed in our Skill Booster courses.
 - **Skills Booster:** These classes are designed to be delivered in person. Skills Boosters introduce useful topics and delve into greater detail on some of the Skills Builder WebEx sessions.
 - **Skills Bootcamp:** Bootcamps are delivered in person over a number of days. These courses polish skills in a number of leadership and management areas. Teamwork and opportunities for



Police Service
of Northern Ireland

networking are central to how these classes are delivered.

- Our Leadership and Organisational Development Faculty is currently canvassing views and ideas from our workforce on the new College of Policing Competency and Values Framework (CVF), prior to its introduction. Work is progressing to establish how the current PSNI CVF can be updated and brought to life, whilst ensuring it remains linked to our Code of Ethics.

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