



Police Service of Northern Ireland

RECORD OF MEETING

NAME OF COMMITTEE: Strategic Management Board (SMB)
DATE: 11 September 2024
TIME: 10.00am
LOCATION: Main Conference Room, Brooklyn
CHAIRPERSON: Chief Constable

MEMBERS:

Chief Constable	J Boutcher
Deputy Chief Constable	Apologies
Chief Operating Officer	Apologies
ACC Justice	R Henderson
ACC Local Policing	B Singleton
ACC Operational Support	M Jones
ACC Crime	D Beck
ACO Corporate Services	Represented
ACO People and Organisational Development	C Duffield
ACO Strategic Planning and Transformation	Represented

NON-EXECUTIVE MEMBERS:

Non-Executive Member	
Non-Executive Member	

OTHER ATTENDEES:

Director of Strategic Communications & Engagement	Represented
Director of Legal Services	Apologies
Chief Superintendent Executive Support Team (Committee Manager)	
Staff Officer Executive Support Team (Notetaker)	
EMPA Representative (Agenda Item Five)	
Hate Crime Lead (Agenda Item Seven)	
Head of Legacy and Disclosure (Agenda Item Sixteen)	

OBSERVERS:

PFNI Secretary	
NIPSA Assistant Secretary	Apologies
SANI Representative	Apologies

ACTIONS assigned by the Chair are highlighted in blue text.

Item No	
1.0	<p>106/24 Welcome and Apologies</p> <p>Chair opened the meeting and welcomed all members. Apologies were received from Deputy Chief Constable, Chief Operating Officer, ACO Strategic Planning and Transformation, ACO Corporate Services, Head of Legal Services and Director of Strategic Communications and Engagement.</p>
2.0	<p>107/24 Declaration of Conflict of Interest</p> <p>Members noted that Chair would be present during Agenda Item Sixteen, where no decision is required.</p>
3.0	<p>108/24 Record of Previous Meeting</p> <p>The Record of Previous Meeting on 14 August 2024 was accepted by all in attendance and approved.</p>
4.0	<p>109/24 Actions Arising from Previous Meetings</p> <p>The Chair led a focused discussion on progress of the actions.</p>
6.0	<p>111/24 Pronouns on Name Badges</p> <p>ACC Operational Support introduced the proposal to provide officers the option of having pronouns on their Police Issue Name Badge. Members noted that there is a current requirement to replace name badges, as we move from service number to pin and this could be built into the ordering process with set pronoun recorded within CAPES.</p> <p>Members discussed how it would be a matter of choice and that LGBT+ Network are aware and comfortable with this proposal. Members also discussed communication of this decision.</p> <p>Decision (58):</p> <p>It was agreed that an officer should be allowed, at any point, to adopt pronouns on their name badges.</p>

	<p><i>EMPA Representative joined the meeting at 10.14am.</i></p>
5.0	<p>110/24 Update on Race and Ethnicity Action Plan</p> <p>ACO People and Organisational Development updated members on background, context and progress of REAP. Members noted that there are a few minor refinements required prior to public consultation.</p> <p>ACC Operational Support updated members on our ambition to be pro-actively anti-racist.</p> <p>Members reflected on the definition of institutional racism: understanding of the meaning, danger of misinforming and mis-judgements which would undermine all the positive steps taken. Members also noted the national position.</p> <p>Members discussed the language within the plan, tasks and actions within the plan, the ‘how’ for first-line leaders and questions to be included within consultation.</p> <p>Members noted that preferred design need further work before presenting to SMB members.</p> <p>Decision (59):</p> <ul style="list-style-type: none"> • It was agreed to have a full public consultation of the PSNI Race and Ethnicity Action Plan. • It was agreed that the PSNI do not declare they are institutionally racist. This will be kept under review. • It was agreed that the content of the draft action plan is agreed for public consultation. • It was agreed public consultation should launch end of September 2024, with full REAP launch in new year. • Concept for REAP was agreed but not design content. Concept design to be returned to SMB.
	<p><i>ACC Local Policing was excused from the meeting at 10.25am.</i></p> <p><i>EMPA Representative left the meeting at 10.49am.</i></p> <p><i>Hate Crime Lead joined the meeting by Webex at 10.49am.</i></p>
7.0	<p>112/24 Hate Crime Advocacy Service Contract Extension</p> <p>Hate Crime Lead briefed members on the purpose of the paper to agree a decision to extend the Hate Crime Advocacy Service Contract by a period of twelve months from 01 April 2025.</p>

	<p>Members noted the expected costs, CPD advice and DOJ contribution.</p> <p>Members noted the benefits contained within HCAS End of Year Report. Members discussed opportunities to support increase in outcome rate.</p> <p>Members also discussed procurement options if costs increase significantly from expected costs.</p> <p>Decision (60):</p> <p>It was agreed on the balance of benefit and risk considerations, that option three, of the twelve month extension to the Hate Crime Advocacy Service Contract, is the preferred option to meet the objectives of the project and policing demands.</p>
	<p><i>Hate Crime Lead left the meeting at 11.07am.</i></p>
8.0	<p>113/24 Service Performance Board Terms of Reference</p> <p>Head of Strategic Planning and Performance presented the revised SPB Terms of Reference on behalf of the Deputy Chief Constable.</p> <p>Members discussed language, connectivity and content of draft provided within governance report from Baker Tilly Mooney Moore,</p> <p>Decision (61):</p> <p>It was agreed that all Corporate Governance Terms of Reference should be considered together, to compare and contrast - to ensure no duplication, once governance framework has been developed.</p>
9.0	<p>114/24 Update on Business Case for Workforce Recovery</p> <p>Head of Strategic Planning and Performance updated members on the development of an Outline Business Case to support workforce recovery.</p> <p>Decision (62):</p> <p>It was agreed that there is only one option for the Workforce Recovery OBC.</p>

<p>10.0</p>	<p>115/24 Close Protection Measures: Protection and Vulnerability Mitigation</p> <p>ACC Operational Support briefed members on the history of current close protection measures and the development of a process framework to set out the eligibility, assessment, evaluation and review processes by which individuals can be allocated protection measures and/or vulnerability mitigation measures, or have those measures amended or removed.</p> <p>Members discussed current cost and resourcing.</p> <p>Decision (63):</p> <p>Paper on Close Protection Measures: Protection and Vulnerability Mitigation was noted and discussed by members. It was agreed that approach should be policy-driven and proposed mechanism should be shared with key stakeholders including Lady Chief Justice and NIO for consultation.</p>
<p>11.0</p>	<p>116/24 Annual Procurement Report and Update on New Procurement Regulations</p> <p>Head of Procurement and Logistic Services briefed members on the highlights of the Annual Procurement Report. Members noted key figures relating to procurement and contract activities across the organisation.</p> <p>Head of Procurement and Logistic Services updated members on the new Procurement Act including key obligations placed on Contract Authorities.</p> <p>Members discussed the procurement of kit.</p> <p>Decision (64):</p> <p>Members noted the contents of the Annual Procurement Report and it was agreed to approve for wider circulation/publication.</p>
<p>12.0</p>	<p>117/24 IPCO Recommendation Update</p> <p>ACC Crime updated members on progress to date since the Investigatory Powers Commissioner's Report of May 2024 against one</p>

	<p>critical area of non-compliance. Members noted the three stage approach.</p> <p>Members noted the update on IPCO Recommendation.</p>
13.0	<p>118/24 Governance Boards – Update Reports</p> <ul style="list-style-type: none"> • Service Performance Board <p>Members noted the update from meeting held on 26 June 2024.</p>
14.0	<p>119/24 Corporate Risk Register</p> <p>Members noted the Corporate Risk Register Report and that the quarterly update will be provided next month.</p> <p>Members discussed the usefulness of the commentary provided in Appendix A and the need for clear articulation.</p>
15.0	<p>120/24 Finance Report</p> <p>Members noted the Finance Report.</p>
16.0	<p>121/24 Any Other Business</p> <ul style="list-style-type: none"> • Publication of Kenova Operation Mizzenmast Report <p>Head of Legacy and Disclosure provided SMB members with background information and current position of Operation Mizzenmast and highlighted to members that the Mizzenmast Investigation Report may return to SMB in the future for a decision on publication.</p> <p>Members noted the update on Kenova Operation Mizzenmast Report.</p>
17.0	<p>122/24 Forthcoming Papers (October)</p> <ul style="list-style-type: none"> • Air Support (Sponsor: ACC Crime)
	<p><i>Meeting concluded at 12.15pm.</i></p>

Date of next meeting: Wednesday 09 October 2024 at 10.00am