



Police Service
of Northern Ireland

Race and Ethnicity Action Plan: Consultation Report

**we care
we listen
we act**

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1. Introduction

In October 2024, the Police Service of Northern Ireland (PSNI) initiated an eight-week public consultation for the 'Race and Ethnicity Action Plan 2025-2027¹ - Equality in Action, Delivering Effective and Trusted Policing for Ethnic Minority Communities, Officers and Staff'.

The Race and Ethnicity Action Plan (REAP) aims to improve the Police Service's response to ethnic minority communities and ensure a more inclusive internal organisation culture.

We want to thank the public and partners for engaging in such a meaningful and fulsome way. We look forward to working with all communities across Northern Ireland to bring the workstreams to life. Strong leadership, allyship, and working closely with people with lived experience will be the cornerstone of our approach.

The purpose of this document is to outline the feedback that was received during the consultation and to present our response. Changes will now be made to the draft REAP prior to its official launch in the coming months.

Our Race & Ethnicity Action Plan Commitments:

1. We are committed to being an anti-racist Police Service.
2. We are committed to people from an ethnic minority background feeling safe, valued by and engaged in policing.
3. We are committed to officers and staff from an ethnic minority background feeling safe, valued, and who are treated fairly and equally in the workplace.
4. We are committed to being a Police Service that respects and is trusted by people from ethnic minority communities.
5. We are a Police Service committed to excellence in diversity, equality, representation and inclusivity.

Strategic Framework:

The Action Plan is structured around 5 key work streams:

1. **Internal Culture and Inclusivity:**
A Police Service that is proportionately representative of the communities it serves, and is inclusive and supportive of people from ethnic minority backgrounds, whether they be officers, staff, or members of the public.
2. **Community Engagement and Relations:**
A Police Service that consistently engages with, involves, and delivers for people from ethnic minority communities, no matter the manner of contact.
3. **Professionalism, Powers and Policy:**
A Police Service that is fair, respectful and proportionate in its actions towards people from ethnic minority backgrounds.
4. **Protection, Partnership and Justice:**
A Police Service that is focused on the safety and protections of people from ethnic minority backgrounds and bringing offenders to justice.
5. **Performance and Accountability:**
A Police Service that demonstrates impact and outcomes and is accountable to communities through partnership working.

2. Summary of Consultation Process

The PSNI invited feedback from the public to shape the final version of the Action Plan during a formal eight week consultation exercise which ran from October to December 2024. A commitment was made to analyse all feedback and publish a response in early 2025.

In order to have the widest reach possible, the PSNI engaged with communities and partners through a variety of platforms. This included an online questionnaire and feedback received through email correspondence from statutory and non-statutory stakeholders across Northern Ireland. In November 2024, PSNI also held a number of Reference, Engagement and Listening (REaL) events with key external stakeholders to gather feedback and discuss the Plan.

The consultation process was advertised on the PSNI website and other social media channels, including Facebook, LinkedIn and X. The Northern Ireland Policing Board also advertised the consultation on their social media channels. We also directly highlighted the Plan to a total of 1,011 partners across the political, community, business and partner sectors.

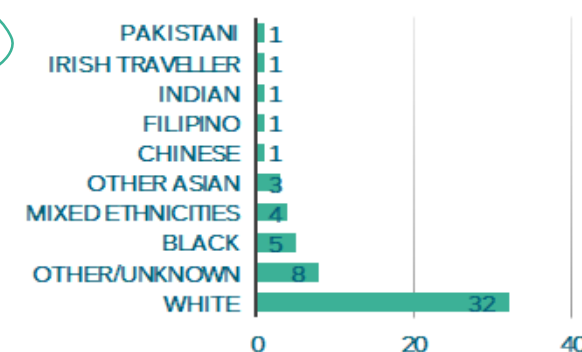
Full details on the consultation methods, including the social media post viewing/engagement figures are outlined in Appendix 1.

This initiative reflects the PSNI's dedication to promoting equality, diversity, and good relations, aligning with our obligations under Section 75 of the Northern Ireland Act 1998.

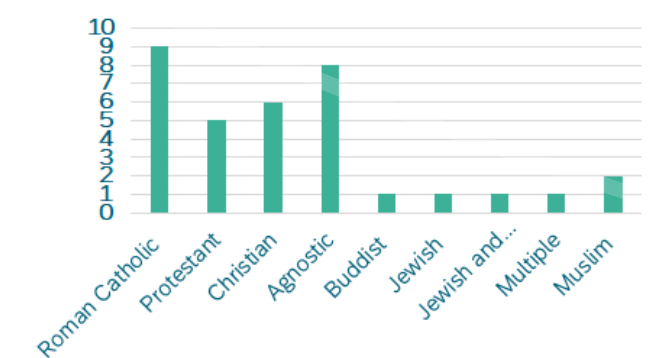
49 responses were received through the formal online questionnaire. The remainder of responses were received as email submissions and by post. The majority of these returns were from partner agencies or individuals. Others contained feedback that had been compiled by a group or organisation response.

There was a 59% response rate against the optional equality monitoring questions which showed a respondent pool including Northern Irish, British, Irish, American, Somalian, Eastern European, German, Filipino, Portuguese, Timorese, South African, Thai, Zimbabwean and mixed/dual Nationalities.

Respondent Ethnicity*



Respondent Religion*



* 59% of respondents answered the optional equality monitoring questions

The feedback was, on the most part, hugely insightful and detailed and has significantly aided the PSNI in making informed changes to the final version of the Race and Ethnicity Action Plan. Based on feedback, workstreams have been resequenced, with workstream 3 now being reported as workstream 2 and vice versa.

Due to the scale and scope of response received, the Police Service has aligned dedicated resource, including an analyst to ensure a thorough assessment and response to the consultation. A digital tool was also used to support some of the analysis. This was overlaid with a further review and quality assurance process through a dedicated working group consisting of workstream leads and colleagues from the invaluable PSNI Ethnic Minority Police Association.

3. Consultation Findings Summary

The consultation feedback on the PSNI's Race and Ethnicity Action Plan 2025-2027 revealed a broad range of key themes from various stakeholders:

- **General Support and Acknowledgment:** Many respondents appreciated the effort to address racial and ethnic issues, recognising the Plan as a positive step towards fostering trust and improving policing for ethnic minority communities.
- **Community Engagement and Trust:** Respondents emphasised the need for robust and ongoing engagement strategies that prioritise building trust with ethnic minority communities. There was a strong call for the PSNI to acknowledge historical grievances and implement trauma-informed practices in their interactions.
- **Support for Victims:** A significant focus was placed on enhancing support services for victims of crime from ethnic minority backgrounds. Respondents advocated for clear strategies to prevent victimisation and ensure thorough investigation of hate crimes and hate related incidents.
- **Performance Measurement and Accountability:** Several submissions highlighted that while some commitments are clear, many actions lacked specificity and detail, making it difficult to assess their achievability. The necessity for a comprehensive performance framework was highlighted, with calls for specific, measurable targets to evaluate the effectiveness of initiatives. Regular reporting and community involvement were assessed as essential for transparency and accountability.
- **Learning and Development:** Many respondents stressed the importance of ongoing training for police officers and staff, particularly regarding cultural competency, anti-racism, and mental health awareness. This training should be informed by lived experiences and delivered by external experts.
- **Collaboration with External Organisations:** The feedback underscored the value of partnerships with community organisations and support services to provide holistic care for victims and to enhance community safety.
- **Long-Term Commitment:** Stakeholders expressed the need for sustained efforts beyond initial implementation phases, advocating for long-term strategies that ensure continuous improvement in policing practices and community relations.
- **Addressing Systemic Issues:** Respondent's feedback indicated a recognition of systemic racism and historical failings in police-community relations. Several responses highlighted that the failings go back further than Black Lives Matter and that this should also be acknowledged by PSNI.
- **Specific Recommendations:** Suggestions included developing specific guidelines for engaging with ethnic minority groups, enhancing language services, and ensuring that the needs of vulnerable populations, such as children and young people, are adequately addressed.
- **Diverse Perspectives:** While many responses were supportive, there was also criticism and scepticism expressed about the sincerity of the PSNI's commitment to anti-racism, suggesting that past actions have not always aligned with stated intentions.
- **Blatant Racism:** Regrettably some of the responses showcased blatant racism and others displayed attitudes that were ill-informed of what it is like for individuals or communities from ethnic minority backgrounds to live in Northern Ireland. Examples included racist and inappropriate language and calls for PSNI to prioritise 'white' or 'Christian' communities above others.

Overall, the feedback reflected a mix of cautious optimism and concern regarding the clarity, implementation, and accountability of the proposed Action Plan. Stakeholders urged the PSNI to provide more detailed plans and engage meaningfully with affected communities to build trust and ensure effective and measurable outcomes.

4. Analysis of Key Themes and PSNI Response by Workstream

Much of the feedback was structured around the five key workstreams outlined in the Plan: Internal Culture and Inclusivity; Community Engagement and Relations; Professionalism, Powers and Policy; Protection, Partnership and Justice; and Performance and Accountability.

By addressing the specific areas within each of the workstreams, we aim to ensure the voices of those who provided feedback are heard and integrated in our ongoing efforts to foster a more equitable and inclusive policing environment. This collective approach will guide our actions as we strive to build trust, improve representation, and deliver meaningful change across all facets of our service.

Workstream 1

Internal Culture and Inclusivity

A Police Service that is proportionately representative of the communities it serves, and is inclusive and supportive of people from ethnic minority backgrounds, whether they be officers, staff, or members of the public.

Workstream 2

Community Engagement and Relations

A Police Service that consistently engages with, involves, and delivers for people from ethnic minority communities, no matter the manner of contact.

Workstream 3

Professionalism, Powers and Policy

A Police Service that is fair, respectful and proportionate in its actions towards people from ethnic minority backgrounds.

Workstream 4

Protection, Partnership and Justice

A Police Service that is focused on the safety and protections of people from ethnic minority backgrounds and bringing offenders to justice.

Workstream 5

Performance and Accountability

A Police Service that demonstrates impact and outcomes and is accountable to communities through partnership working.

Workstream 1

Internal Culture and Inclusivity

A Police Service that is proportionately representative of the communities it serves, and is inclusive and supportive of people from ethnic minority backgrounds, whether they be officers, staff, or members of the public.



Overview of Feedback for Workstream 1: Internal Culture and Inclusivity

The feedback on Workstream 1 emphasises the need for a comprehensive approach to improving inclusivity within the Police Service of Northern Ireland. Key points from various stakeholders include:

1. **Learning, Training and Awareness:** There was a strong call for robust training programmes focused on racism, anti-racism, and the history of ethnic minority communities. These should be informed by, and delivered in consultation with, individuals with lived experience from outside the organisation. Participants suggested that training should not be a one-off event but rather ongoing to ensure lasting impact.
2. **Recruitment and Retention:** Respondents advocated for a review of recruitment processes to eliminate bias and enhance accessibility for people from ethnic minority communities. They also stressed the importance of structured support networks and professional development opportunities to improve retention rates among ethnic minority police staff and officers.
3. **Feedback Mechanisms:** The necessity for regular surveys and feedback mechanisms to assess the experiences of ethnic minority officers and staff was highlighted. It was suggested this would help identify barriers to career progression and job satisfaction.
4. **Accountability and Transparency:** Many respondents requested that the PSNI publish an annual progress update and establish an external oversight committee to promote accountability.
5. **Community Engagement:** There was consensus on the importance of engaging with ethnic minority communities in developing strategies and policies, ensuring their voices are heard throughout the process.
6. **Data Collection:** Suggestions included conducting anonymous surveys to gather data on the experiences of ethnic minority police officers and staff and using this information to inform future actions.

PSNI Response to Consultation Feedback

In response to the feedback received, the decisions made by PSNI include:

1. **Ongoing Learning, Development and Training:** The PSNI will implement continuous training programmes for all officers and staff that includes a range of content, including addressing systemic issues. It is agreed these should be informed and co-designed by individuals with lived experience, ideally from outside the organisation.
2. **Review of Recruitment, Transfer and Promotion Processes:** A commitment has been made to review recruitment, transfer and promotion processes to ensure they are free from bias and accessible to all potential candidates.
3. **Establishment of Feedback Mechanisms:** The PSNI plans to conduct regular assessments through anonymised surveys facilitated by external providers to monitor the experiences of ethnic minority staff and officers.
4. **Public Accountability:** The PSNI will publish progress reports through our equality monitoring scheme and update on progress through our accountability body, the Northern Ireland Policing Board. We will also develop plans for an external independent oversight forum as soon as is practicable.
5. **Enhanced Community Involvement:** The workstream leads will actively seek input from ethnic minority communities to shape policies and practices, ensuring their needs and concerns are understood and prioritised.
6. **Data-Driven Approach:** The collection and analysis of qualitative and quantitative data will be emphasised to track progress and inform decision-making effectively.

This approach reflects a commitment to fostering an inclusive environment within the PSNI and addressing the concerns raised by stakeholders, while promoting transparency and accountability.

Workstream 2

Community Engagement and Relations

A Police Service that consistently engages with, involves, and delivers for people from ethnic minority communities, no matter the manner of contact.

Overview of Feedback for Workstream 2: Community Engagement and Relations

The feedback on Workstream 2 emphasises the necessity of enhancing trust and collaboration between the PSNI and ethnic minority communities. Key points from various stakeholders include:

1. **Strengthening Engagement:** Respondents advocated for a more robust and consistent approach to community engagement, emphasising the need for ongoing dialogue rather than one-off consultations.
2. **Addressing Historical Context:** There was a strong call to acknowledge past traumas and policing failures that have contributed to distrust among ethnic minority communities, with suggestions for implementing trauma-informed practices in police interactions.
3. **Measurable Outcomes:** Respondents highlighted the importance of establishing clear metrics to evaluate improvements in community relations, including specific targets for increasing trust and reducing hate crime and hate related incidents.
4. **Inclusion of Ethnic Minority Voices:** The feedback stressed the need for active involvement of ethnic minority representatives in decision-making processes, ensuring their perspectives are integrated into policing strategies.
5. **Communication Strategies:** Many respondents emphasised the need for transparent communication regarding police actions and decisions, particularly how these affect ethnic minority communities, to foster greater understanding and trust.
6. **Youth Focus:** There was feedback on the need for targeted initiatives aimed at engaging young people from ethnic minority backgrounds, addressing unique challenges and experiences within the community.

PSNI Response to Consultation Feedback

In response to the feedback received, the decisions made by PSNI include:

1. **Consistent Engagement Framework:** The PSNI will develop a comprehensive framework for community engagement across Northern Ireland that includes regular meetings and forums with ethnic minority groups to facilitate ongoing dialogue.
2. **Acknowledgment of Historical Issues:** Awareness raising initiatives will be implemented to educate officers and staff. We will seek to be a culturally competent organisation understanding historical issues affecting ethnic minority communities and promoting a better understanding of the context behind current relationships.
3. **Establishment of Clear Metrics:** The PSNI plans to define specific, measurable outcomes related to community engagement.
4. **Improved Community Outreach:** A commitment has been made to actively involve ethnic minority representatives and organisations in the development and evaluation of community policing strategies, ensuring their voices and lived experiences are included in our evidence-based decision-making.
5. **Improved Communication:** The PSNI will enhance communication strategies to ensure timely updates and transparency regarding police activities and decisions impacting ethnic minority communities.
6. **Targeted Youth Initiatives:** The PSNI recognise the need for focused efforts to engage young people from ethnic minority backgrounds, developing interventions that address their specific needs and encourage positive interactions with PSNI.

This response reflects a commitment to improving community engagement and relations within the PSNI, aligning with the broader objectives of the Race and Ethnicity Action Plan.

Workstream 3

Professionalism, Powers and Policies

A Police Service that is fair, respectful and proportionate in its actions towards people from ethnic minority backgrounds.

Overview of Feedback for Workstream 3: Professionalism, Powers and Policies

The feedback on Workstream 3 highlighted the need for a fair, respectful, and proportionate approach in the use of police powers towards ethnic minority communities. Key points from various stakeholders include:

1. **Clarity and Transparency:** Respondents emphasised the importance of clear guidelines regarding the appropriate use of police powers. There is a call for transparency in how these powers are applied, particularly concerning stop-and-search practices.
2. **Learning, Training and Awareness:** The necessity for comprehensive training programmes for officers and staff on cultural sensitivity, anti-racism, and the specific challenges faced by ethnic minority communities was underscored. Any training should aim to reduce bias and improve interactions with diverse communities.
3. **Community Engagement:** Respondents stressed the need for proactive engagement with ethnic minority communities to build trust and ensure that policing strategies reflect their needs and concerns. Feedback included involving community representatives in discussions about policy changes.
4. **Monitoring and Accountability:** There was a strong demand for robust mechanisms to monitor the application of police powers and assess their impact on ethnic minority communities. Respondents called for regular reporting on outcomes related to the use of these powers.
5. **Policy Development:** Feedback indicated that policies should be developed in consultation with people from ethnic minority backgrounds to ensure they are relevant and effective. This collaborative approach would help address historical grievances and foster better relationships between the police and ethnic minority communities.

PSNI Response to Consultation Feedback

In response to the feedback received, the decisions made by PSNI include:

1. **Development of Clear Guidelines:** Following the feedback, the PSNI will undertake to review our existing guidelines and address any gaps in this area relating to police powers.
2. **Enhanced Learning and Development Programs:** Comprehensive training initiatives focused on cultural awareness, anti-racism, and the impact of police powers will be implemented. This training will apply to all officers and staff to promote understanding and reduce potential biases in policing.
3. **Strengthened Community Engagement:** The PSNI commits to enhancing engagement efforts with ethnic minority communities. This will include formal and informal engagement fora with community representatives to inform policing policies and practices.
4. **Implementation of Monitoring Mechanisms:** Robust monitoring systems will be put in place to track the use of police powers, with regular reports generated to evaluate their impact on ethnic minority communities. These reports will be made publicly available to ensure accountability.
5. **Collaborative Policy Development:** Relevant policies will be co-developed with input from people from ethnic minority backgrounds to ensure they are reflective of community needs and concerns. This collaborative approach aims to build trust and address past issues related to policing practices.

This response demonstrates a commitment to professionalism and accountability within the PSNI, aiming to create more equitable policing for ethnic minority communities.

Workstream 4

Protection, Partnership and Justice

A Police Service that protects people from ethnic minority backgrounds from crime and seeks justice for all.



Overview of Feedback for Workstream 4: Protection, Partnership and Justice

The feedback on Workstream 4 underscores the importance of enhancing support for victims of crime from ethnic minority backgrounds and ensuring effective policing practices. Key points from various stakeholders include:

1. **Victim Support:** There was a strong emphasis on improving the quality of investigations involving ethnic minority victims, with calls for more resources dedicated to victim support services.
2. **Preventing Victimisation:** Respondents highlighted the need for clear strategies aimed at preventing minority communities or individuals from becoming victims of crime, including proactive outreach and community safety initiatives.
3. **Clarity in Action Plans:** Respondents expressed concerns about the lack of detailed action plans outlining how the PSNI intends to achieve its goals relating to victim protection and justice for people from ethnic minority communities.
4. **Collaboration with External Services:** The necessity for partnerships with external organisations that provide support to victims was emphasised, advocating for a holistic approach to victim care.
5. **Addressing Hate Crimes and Hate Related Incidents:** Many respondents called for stronger commitments to thoroughly investigate hate related incidents and crimes, and ensure that perpetrators are held accountable, alongside providing adequate support for victims.
6. **Mental Health Considerations:** There was recognition of the need to understand and address mental health issues within ethnic minority communities, with suggestions for training police officers and staff to handle such situations sensitively.

PSNI Response to Consultation Feedback

In response to the feedback received, the decisions made by PSNI include:

1. **Enhanced Victim Support Services:** The PSNI will work with partners to improve the end to end accessibility and quality of services provided to victims from ethnic minority backgrounds, ensuring they receive appropriate assistance throughout the investigative process, including access to language services.
2. **Clear Preventative Strategies:** A commitment has been made to develop specific strategies focused on protecting victims, reducing offending and creating safe spaces through effective partnership working.
3. **Detailed Action Plans:** The PSNI will work with internal and external criminal justice partners and advocates to ensure victim protection and justice, addressing the current perceived lack of clarity.
4. **Strengthened Partnerships:** The PSNI will prioritise collaboration with external organisations that specialise in victim support, ensuring a coordinated approach to addressing the needs of ethnic minority victims.
5. **Robust Hate Related Crime and Incident Investigations:** The PSNI will implement measures to ensure thorough investigations of hate related incidents and crimes, with an emphasis on accountability for offenders and support for affected individuals.
6. **Police Response to Mental Health Crises:** This will be incorporated into the overarching training and awareness plan to equip police staff and officers with the skills necessary to effectively respond to incidents involving individuals from ethnic minority communities who may be experiencing mental health crises, ensuring the Right Care, Right Person principles are applied.

This response reflects a commitment to ensuring a collaborative approach with partner agencies to ensure people from minority backgrounds receive equal protection and support from the PSNI regardless of language barriers or cultural differences.

Workstream 5

Performance and Accountability

A Police Service that demonstrates impact and outcomes and is accountable to communities through partnership working.

Overview of Feedback for Workstream 1: Performance and Accountability

The feedback on Workstream 5 emphasises the critical need for a robust framework to measure the effectiveness of the Police Service of Northern Ireland in delivering positive outcomes for ethnic minority communities. This workstream will closely align to the oversight and accountability process that currently exists with the Northern Ireland Policing Board and ongoing partnerships with the Police and Community Safety Partnerships (PCSP's). Key points from various stakeholders include:

1. **Data-Driven Decision Making:** Respondents highlighted the importance of using evidence-based approaches to track progress and inform decision-making, advocating for comprehensive data collection methods.
2. **Clear Performance Metrics:** There was a strong call for establishing specific, measurable targets that can be used to evaluate the success of initiatives aimed at improving community relations and support for ethnic minority communities.
3. **Regular Reporting:** Respondents stressed the necessity for regular reporting on performance metrics, suggesting more frequent updates than the proposed annual reports to ensure transparency and accountability.
4. **Community Involvement:** The feedback underscores the need for meaningful involvement of ethnic minority communities in the evaluation process, ensuring their experiences and perspectives shape performance assessments.
5. **Governance Structures:** Many respondents called for clear governance structures to oversee the implementation of the Action Plan, including independent scrutiny to enhanced accountability.
6. **Long-Term Sustainability:** There was a recognition of the need for long-term strategies to maintain improvements over time, with suggestions for ongoing training and development of partnerships with community organisations.

PSNI Response to Consultation Feedback

In response to the feedback received, the decisions made by PSNI include:

1. **Implementation of Data Collection Frameworks:** The PSNI will develop comprehensive data collection frameworks to gather quantitative and qualitative data (baseline of 2024-2025 and 5 year historical dataset), ensuring that evidence-based decision-making is central to all actions.
2. **Establishment of Clear Performance Metrics:** Specific, measurable targets will be defined to assess the effectiveness of initiatives related to ethnic minority engagement and support, allowing for transparent evaluations of success.
3. **More Frequent Reporting Mechanisms:** In response to feedback and in line with our other organisational plans and reporting, PSNI has extended the timeframe of the Race and Equality Action Plan to 5 years. We are committed to providing annual updates, this is to allow for more meaningful, comprehensive updates and the ability to demonstrate impact over time.
4. **Engagement with Ethnic Minority Communities:** People with ethnic minority backgrounds will be involved in the ongoing assessment of progress and the impact of policing efforts.
5. **Development of Governance Structures:** Clear governance frameworks will be established to oversee the implementation of the Action Plan as outlined in the REAP and overseen by a project delivery and individual workstream leads.
6. **Focus on Long-Term Strategies:** The workstream will prioritise the development of sustainable practices, including ongoing training for staff and officers and the establishment of enduring partnerships with community organisations to support continuous improvement.

This response reflects a commitment to enhancing performance and accountability within the PSNI, aligning with the broader objectives of the Race and Ethnicity Action Plan.

5. Concluding Summary

The public consultation of the Police Service of Northern Ireland's Race and Ethnicity Action Plan has garnered feedback from a diverse range of stakeholders. The responses reflect a collective commitment to improving policing practices and fostering trust between the PSNI and ethnic minority communities.

Next Steps:

- In response to this feedback, the PSNI will review the draft Plan and make necessary amendments based on feedback received.
- Formal launch and publication of the Race and Ethnicity Action Plan.
- Develop detailed workstream plans with clear objectives, timelines and responsibilities.
- Establish governance structures to oversee implementation.
- Work with NIPB to ensure the accountability framework for this Plan is meaningful and aligns to Policing Board structures.
- Provide annual updates that effectively demonstrates progress of the Plan.
- Enhance data collection methods to inform evidence-based decision-making.
- Foster meaningful community involvement in all stages of the plan's execution.

Appendices

Appendix 1: Consultation Synopsis

Appendix 2: Slido Online Questionnaire

Appendix 1:

Consultation Synopsis

Overview

The PSNI invited feedback from the public to shape the final version of the Action Plan during the consultation period which ran from 21st October to 16th December, 2024. During this consultation phase PSNI sought the views and feedback from the general public, partner organisations and community groups across Northern Ireland. The consultation phase included a number of platforms for feedback to be offered against the draft Plan including:

- Email and postal returns,
- An online Slido Questionnaire (see Appendix 2), and:
- In person Reference, Engagement and Listening (REaL) events

Advertisement of the Consultation Phase

PSNI Website

On the PSNI website there was a news article launching the consultation process and a dedicated webpage for the consultation documents and questionnaire, including the return email and postal address for consultation returns. These PSNI webpages received the following attention:

Consultation Launch News Article (<https://www.psni.police.uk/latest-news/consultation-launch-police-service-northern-ireland-race-and-ethnicity-action-plan-2025>)

- 226 Unique Users (unique visitors to webpage)
- 604 Views (recorded every time a page is loaded/screen displayed - even if the same user visits it multiple times, similar to impressions)

Race and Ethnicity Action Plan Consultation webpage (<https://www.psni.police.uk/about-us/our-policies-and-procedures/race-and-ethnicity-action-plan-2025-2027-consultation>)

- 2,072 Unique Users
- 5,616 Views

Social Media

24 posts were made in total across PSNI's social media channels, Facebook, LinkedIn and X (formerly Twitter) with links to the Race and Ethnicity Action Plan webpage outlined above. The Northern Ireland Policing Board also advertised the consultation phase on their social media channels. The PSNI social media posts received the following impressions:

- Facebook: 54,853
- LinkedIn: 3,880
- X (formerly Twitter): 10,594 impressions

Reference, Engagement and Listening (REaL) Events.

PSNI held 3 REaL events as follows:

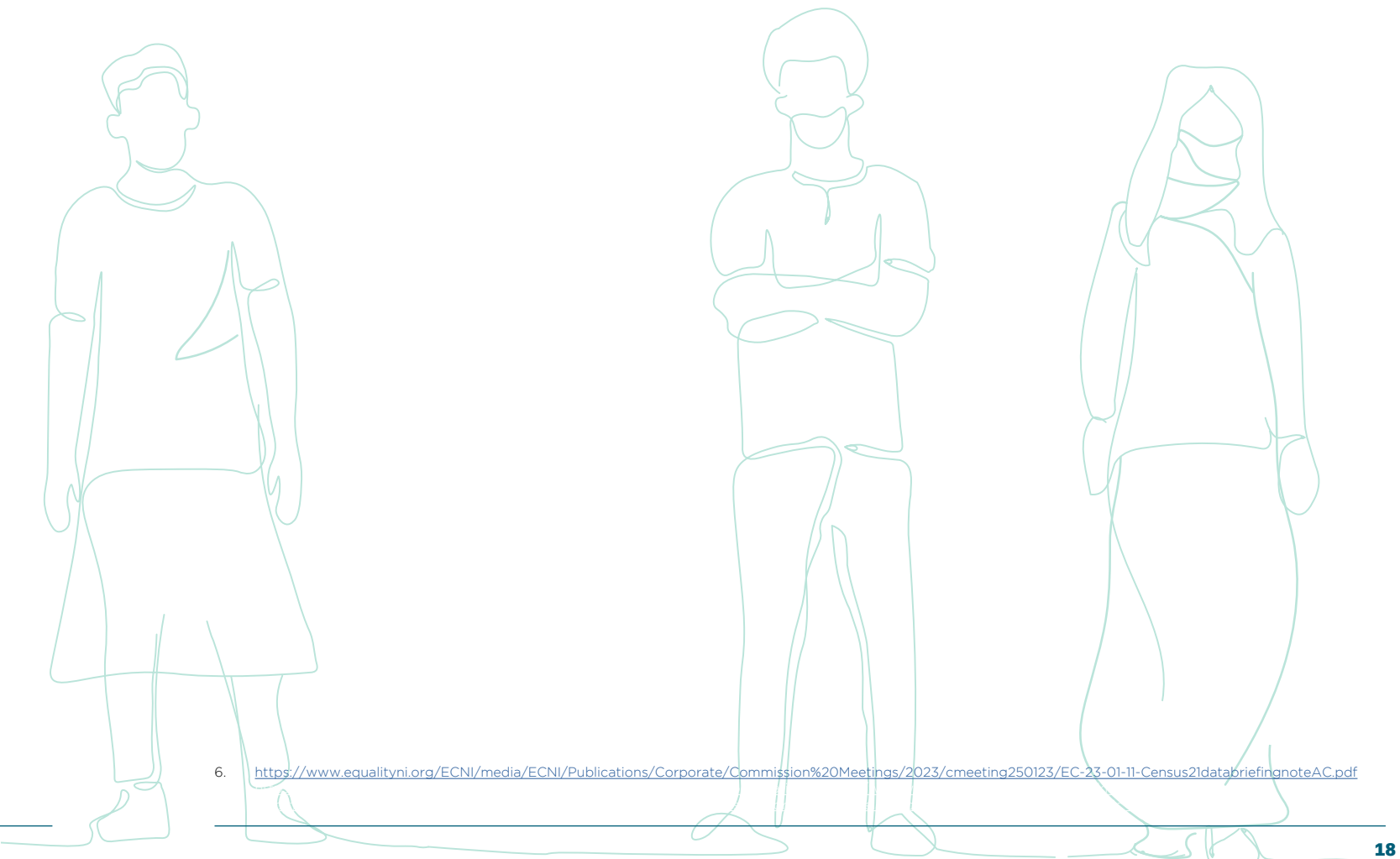
- Tuesday 6th December 2022 from 6.30pm until 8.30pm at the Crescent Arts Centre in Belfast
- 7th December 2022 from 6pm for a 6.30pm until 8.30pm at Holywell Trust Building in Derry/Londonderry
- Thursday 8th December 2022 from 6pm for a 6.30pm until 8.30pm at The Junction building in Dungannon

An invite was sent directly to community leaders and organisations representing those form ethnic minority backgrounds:

The events were well attended and the views and opinions of all who attended were recorded for consideration and reflection in perfecting the Race and Equality Action Plan draft and the longer term ambitions and workstreams of the Plan.

Directed Requests for Consultation

PSNI also proactively sent direct emails to 1011 contacts across the political, community, business and partner space advertising the launch of the consultation process and encouraging feedback and engagement.



6. <https://www.equalityni.org/ECNI/media/ECNI/Publications/Corporate/Commission%20Meetings/2023/cmeeting250123/EC-23-01-11-Census21databriefingnoteAC.pdf>

Appendix 2: Slido Online Questionnaire

Survey



1. What are your overall thoughts on the Race and Ethnicity Action Plan?

1/29

Type your answer ...

2. Does the plan reflect the priorities and concerns of ethnic minority communities in Northern Ireland?

2/29

Type your answer ...

3. Do you feel that the commitments outlined in the plan are clear and achievable?

3/29

Type your answer ...

4. If not, what would you suggest would improve upon these commitments.

4/29

Type your answer ...

5. Do you agree with the Police Service's commitment to being an anti-racist organisation?

5/29

☐ Yes

☐ No

Please expand on your answer

6/29

Type your answer ...

6. Are there any areas that you feel are missing or not given enough attention? If so, what are they?

7/29

Type your answer ...

This now begins the voluntary section of the response.

8/29

Age Group

☐ under 18

☐ 18-24

☐ 25-34

☐ 35-44

☐ 45-54

☐ 55-64

☐ 65-74

- ☐ 75-84
- ☐ 85-94
- ☐ Prefer not to say

Gender

9/29

- ☐ Male
- ☐ Female
- ☐ Prefer to self-describe
- ☐ Prefer not to say

If you prefer to self-describe, please let us know how.

10/29

Type your answer ...

Ethnicity:

11/29

- ☐ White
- ☐ Black
- ☐ Indian
- ☐ Chinese
- ☐ Filipino
- ☐ Irish Traveller

- ☐ Arab
- ☐ Pakistani
- ☐ Roma
- ☐ Mixed Ethnicities
- ☐ Other Asian
- ☐ Other Ethnicities

Nationality or Country of Origin:

12/29

Type your answer ...

Religion or Belief:

13/29

Type your answer ...

Geographical Location:

14/29

Type your answer ...

2. Connection to Policing:

15/29

Have you ever interacted with the police?

- ☐ Yes

☐ No

If yes, was it:

16/29

- ☐ As a victim of crime
- ☐ As a witness to a crime
- ☐ For assistance
- ☐ As a member of the community engaging with police on community relations
- ☐ Other

If your answer was other, what way have you interacted with the police?

17/29

Type your answer ...

Are you part of any community groups that engage with the police?

18/29

- ☐ Yes
- ☐ No

If yes, which group(s)?

19/29

Type your answer ...

3. Opinions on the Action Plan:

20/29

1 - Very Dissatisfied 5 - Very Satisfied

a. Overall satisfaction: How satisfied are you with the overall content of the Race and Ethnicity Action Plan?

Give your rating



b. Key areas: Which areas of the plan do you think need more attention? (Check all that apply) 21/29

- ☐ Internal Culture and Inclusivity
- ☐ Professionalism, Powers, and Policies
- ☐ Community Engagement and Relations
- ☐ Protection, Partnership, and Justice
- ☐ Performance and Accountability

Open comments: Please share any additional comments or suggestions you have on the proposed Race and Ethnicity Action Plan. 22/29

Type your answer ...

4. Perception of Policing: 23/29

1 - Strongly Disagree 5 - Strongly Agree

a. Do you trust the Police Service to treat people of different racial and ethnic backgrounds fairly?

Give your rating



b. Do you feel that you, or someone you know, has ever experienced discrimination by the police based on race or ethnicity?

24/29

☐ Yes

☐ No

c. How safe do you feel in your community, regarding policing?

25/29

1 - Very Unsafe 5 - Very Safe

Give your rating



Participation Preferences:

26/29

a. Would you be interested in future engagement with the Police Service on community-police relations?

☐ Yes

☐ No

b. How would you prefer to engage in future discussions? (Check all that apply)

27/29

☐ In-person community meetings

☐ Online consultations or forums

☐ Surveys

☐ Social media engagement

☐ Other

If you selected other, could you please specify?

28/29

Type your answer ...

Thank you for taking part in this survey.

29/29

Here is a Link to the Police Service of Northern Ireland Privacy Policy

Enter a word

Send

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