

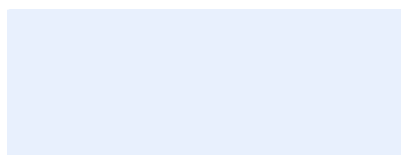


Police Service
of Northern Ireland

**PSNI Statutory
Equality and
Good Relations
Duties
Annual Progress
Report 2024-25**

**we care
we listen
we act**

Insert Name of Public Authority Here and Logo in Picture Box Below



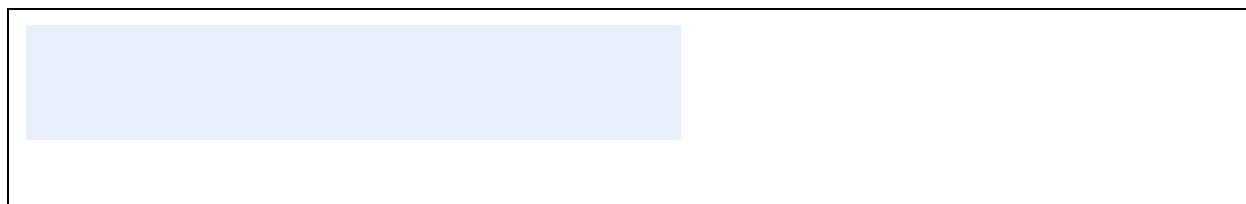
**Public Authority Statutory Equality and Good Relations Duties
Annual Progress Report 2024-25**

Contact:

<ul style="list-style-type: none">Section 75 of the NI Act 1998 and Equality Scheme	Name: Christine Kerr Telephone: Email: christine.kerr@psni.police.uk
<ul style="list-style-type: none">Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan	Name: Telephone: Email:

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

Signature:



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

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

This report reflects progress made between April 2024 and March 2025.

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

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

- 1** In 2024-25, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

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

This Reporting Period covers two PSNI Policing Plans i.e. Policing Plan 2022-2025 and Policing Plan 2025-2030. The indicators used refer to the Policing Plan 2022-25 as this covered the majority of the Reporting Period. The newest Polcing Plan outlines three strategic Outcomes for policing over the next five years that PSNI is victim focused, that we have safe and engaged communities with confidence in policing, and PSNI has an a representative, valued and enabled workforce.

As outlined in the PSNI Equality Scheme 2023-2028, the organisation values equality, diversity and inclusion, and in addition to compliance, the PSNI is committed to mainstream equality in our decision making and policies, whilst ensuring we keep the people of Northern Ireland safe.

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

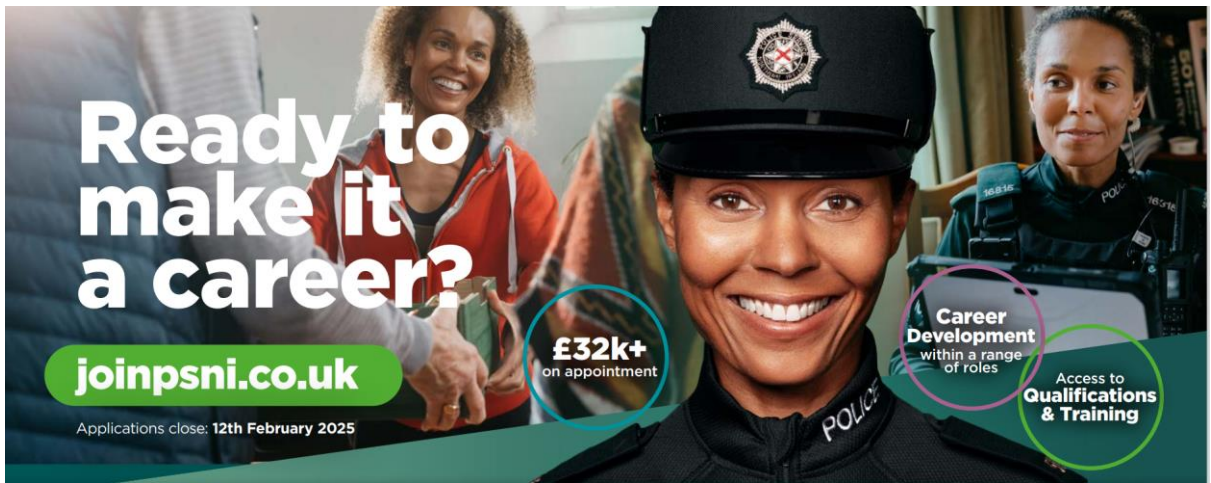
During 2024–25 reporting period the Police Service of Northern Ireland (PSNI) – continued to promote equality of opportunity and good relations through the following:-

- PSNI Equality Scheme 2023-2028.
- The Disability Action Plan 2023-2028 (DAP) and Equality Action Plan 2024-2025 (EAP) contained within the Equality Scheme.
- Team PSNI Events. In September 2024 the PSNI launch the first of our 'Team PSNI' events for all police officers and police staff. Recommendations from the [Your Service, Your Voice](#) survey indicate the desire of the organisation for more engagement and these events will provide direct opportunity for everyone to meet and engage with the Chief Constable and members of the Service Executive Team, enable colleagues to build relationships, and learn more about our organisation.
- Representation on Criminal Justice Equality & Diversity Networks. This network is chaired by Department of Justice (DoJ) and meet quarterly to share best practice on a range of S75 activities and initiatives.
- The delivery of our actions for the Being Representative and Inclusive principle within our People Strategy Action Plan, which sets out our ambition to create an inclusive and diverse workplace where people can thrive.
- To assist in delivery of their objectives, the PSNI continue to engage proactively with and provide financial support for the Minority Support Associations (MSA) and Diversity Support Associations (DSA) namely, the Ethnic Minority Police Association, Women in Policing Association (NI), LGBT Network, Christian Police Association, Catholic Police Guild and Disability Support Network.
- During the 2024/25 period a total of 16 x S75 Screenings were completed with no completed Equality Impact Assessments (EQIAs).

- **External Recruitment**

In January 2025, we successfully launched our first Student Officer recruitment campaign since November 2021. The campaign included a refresh of our advertising concept to include additional information on salary, career development opportunities,

and access to qualifications and training; allowing us to provide clearer insights into the role and more effectively showcase the range of benefits and career advancement potential available.



Deloitte.



The campaign was launched alongside a police staff competition for Call Handlers.

This dual approach aimed to attract a diverse range of candidates and increase awareness of the police staff opportunities that exist within the organisation.

The combined campaign was highly successful, driving over 59,000 users to the Join PSNI website during the live phase. It resulted in 4,822 Student Officer applications, and 583 Call Handler applications; marking the highest number of Call Handler applications to date and also our highest level of applicants from ethnic minority communities.

	Student Officer % of applicants	Call Handler % of Applicants
Female	37.5%	60.0%
Catholic	28.8%	28.6%
Ethnic Minority	3.9%	7.2%
LGBT+	7.9%	11.7%
Disability	4.0%	10.0%

From an outreach perspective, it is important to emphasise that our engagement with communities, particularly those under-represented within PSNI, is a continuous process for PSNI and is not recruitment campaign specific. One of the key pillars of our '**Here for You**' Engagement Strategy is '**Attraction and Recruitment**'. We continuously strive to embed our outreach and engagement within the everyday activities of our officers and staff in encouraging those from under-presented groups to consider a career in policing.

For a number of months in advance of our Student Officer and Call Handler campaigns going live, we had a steering group structure in place to drive our organisational and local outreach planning and activity. Local Policing were the primary conduit for this engagement, which focused on schools, further education colleges, the retail sector and local community groups. External Recruitment also hosted a number of online sessions including a webinar with over 350 Jobs & Benefits Advisers, a workshop with

Policing and Community Safety Partnership Managers and an Instagram Question and Answer event to answer queries that potential candidates not familiar with policing had regarding the recruitment process.

We also supported the King's Trust Getting Started programme, offering tailored recruitment workshops and skills development for young people from disadvantaged communities who had expressed an interest in joining the organisation.

Throughout the reporting period, the Deputy Chief Constable hosted a number of Reference, Engagement and Listening (REaL) events across a number of communities including: Protestant, Unionist and Loyalist; Catholic, Nationalist and Republican; LGBTQIA+; Black, Asian and Minority Ethnic; Youth; Faith and Disability groups to help us better understand and discuss current policing issues. Our recent series of events included a presentation and discussion regarding our Student Officer and Call Handler recruitment campaigns; and how to encourage applications from under-represented groups.

The campaign media plan included geographically targeted outdoor advertising, digital, video on demand, audio, social media and press, and utilised new advertising formats such as Pause Ads and YouTube. This increased digitisation resulted in a dynamic and wide-reaching campaign, which maximised our reach and encouraged as wide and diverse an applicant pool as possible.

Additionally, our ongoing efforts to optimise the PSNI website was a key focus in advance of the campaign launch. We recognise our recruitment website as an important conduit in providing additional detail on the recruitment process to those not familiar with policing, particularly regarding what a career in policing can offer and additional information on the assessment stages.

- We implemented several updates to improve site accessibility for individuals with disabilities and for whom English was not their first language.
- We refined our reasonable adjustment request process to ensure an inclusive and supportive candidate experience.

PART B

- We also introduced additional Reasonable Adjustments familiarisation sessions during the applicant phase and provided dedicated points of contact to ensure continuity of care for applicants throughout the process.
- The imagery used across our recruitment website was also refreshed to include visible ethnic minority and female role models.

Throughout the reporting period, a number of police staff competitions were progressed for a range of administrative, operational and professional roles. This resulted in a total of 180 appointments to critical roles including ICT, Custody Detention Officers and Occupational Health specialists.



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



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Police Staff advertisements were designed with the goal of supporting PSNI's longer term outreach efforts, and attracting a range of applicants from under-represented

groups. We continued to intensify our advertising strategies in the North West; expanding our reach and creating greater awareness of Call Handler and Custody Detention Officer vacancies within the local area.

The PSNI is fully committed to ensuring all our Section 75 statutory duties are fulfilled across all functions (including service provision, employment and procurement) through the effective implementation of the PSNI Equality Scheme.

In addition, the PSNI priorities are set out in the Policing Plan 2020-2025/ Policing Plan 2025-2030 and are agreed by the Policing Board, following extensive engagement with communities across Northern Ireland.

This Reporting Period **1st April 2024 to 31st March 2025** is recorded against The Northern Ireland Policing Plan **2020-2025** which outlines three outcomes that we want policing to deliver for the people of Northern Ireland. Through the assessment of demand and prioritisation of our response, we will seek to prioritise our service delivery to provide these three outcomes, i.e. a Safe Community, Confidence in Policing and Engaged & Supportive Communities.

These are categorised as follows:-

Safe Community

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

Confidence in Policing

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

Engaged and Supportive Communities

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

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

Confidence in Policing

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

- During this reporting period, the PSNI launched its Stop and Search information card for children and young people. PSNI stations took delivery of these cards and it is required that police officers now issue one of these information cards to any person who is subject to a Stop and Search encounter, where the officer knows or suspects the person to be under 18 years old. These cards will provide people under 18 years of age with guidance, support and additional information that they may need. Whilst this new card is similar to the current card which is issued to all members of the public during Stop and Search encounters, it's important to note that the new card has been designed for, and in consultation with, people under 18 years of age. A notable feature of this information card is the addition of a QR code which when scanned by a mobile telephone will link users directly to a PSNI external web page containing a Stop and Search Guide for children and young people. This web page has been created as a place for children and young people
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to access further information, support and signposting about issues surrounding Stop and Search. The card provides advice on how to deal with the situation as well as explaining the roles and responsibilities of the searching officer so that individuals are aware of what is being provided to those individuals who are stopped and searched. The new information card will help to promote transparency and accountability whilst ensuring that young people have an understanding of their rights and the process involved, along with access to various support services such as the Northern Ireland Youth Forum and Action for Children.

- Over 200 representatives from across Northern Ireland's public sector agencies recently attended a multi-agency child protection event at Newforge. The full-day conference, which was held on Tuesday 21st May 2024, focused on the subject of collaborative learning around child death and injury – with an impressive line-up of guest speakers.
- There is an appetite for the Fitness to Drive programme which is used by numerous forces within the UK from both DFI and PSNI. Enquiries ongoing in relation to introducing in NI. Research has been carried out in relation to the scheme and avenues for funding.
- On Monday 23rd September 2024 the Regional Oversight Meeting for 'The Interface Protocol between Health and Social Care Trusts and the PSNI (Where a child is reported missing and other police interactions with residential children's homes), (2023)' was held in the Police College Garnerville with both in person and digital attendees.

Engaged and Supportive Communities

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

- In April 2024, a cross-community project, instigated by the Neighbourhood Policing Team in Dromore, has equipped children with the practical skills to help them – and bicycles – stay safe on the roads. The P6 and P7 children from St Colman's

Primary School and Dromore Central Primary School rolled up their sleeves to learn basic bike maintenance including how to fix a puncture, check brakes and adjust gears.

- Officers from Derry City and Strabane, in November 2024, successfully secured funding to bring together young people from the city and young people living locally who are seeking asylum to 'learn, understand and value their different backgrounds and cultures'.
 - Officers from Derry City and Strabane joined 10 young people from the city back in May for a day sailing, thanks to an opportunity with the Tall Ships Youth Trust charity. Officers from Foyleside and Moor Neighbourhood Policing Team, joined the teenagers, aged between 13 and 16, on a tall ship sailing for approximately 12 miles out on Belfast Lough. The teens are involved with The Churches Trust in Derry/Londonderry which provides a range of services in the city including a charity shop, a food bank and a range of youth services programmes. Supporting people in crisis, it also helps signpost service users to relevant partner agencies and groups. (May 24)
 - Funding secured for new school year. As well as presenting shows in schools and for BITC as part of the Responsible Drivers campaign, 5th September will see a pilot with regards to extending to wider audience. Show will be held for Newry Chamber of Commerce, organised in conjunction with DFI. If successful will make arrangements for other council areas.
 - PSNI has communications planned for September focusing on children returning to schools, and especially school bus safety. Working closely with DFI regarding this and possible new legislation for bus safety. PSNI involved in talks with other partners on how to improve this. Also plans for media strategy in October, focusing on darker evenings and pedestrian safety.
 - PSNI has been working closely with DFI with regards to updating the mobile phone legislation and comments have been submitted in relation to the current mobile phone consultation. Is still a key message in Fatal Five presentations within Education.
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Examples of key policy/service delivery developments made by PSNI in this reporting period to better promote equality of opportunity and good relations relating to GENDER include:-

Confidence in Policing

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

- In January 2025 the Chief Constable launched The Power to Change Campaign. The strapline of the new campaign launched in collaboration with the Department of Justice and Executive Office is **“You have it. They have it. We all have it. The Power to Change.”**

Men and boys across Northern Ireland are being asked to check and change their attitudes, beliefs and behaviours towards women and girls, challenge their peers and have the confidence to step in safely to put a stop to behaviour that might put their friends at risk of offending. The campaign highlights two important elements:

Challenging attitudes & behaviours – calling on men to consider their responsibility and how their actions affect others.

“Active Bystanders” – empowering men and the wider community with the knowledge and skills to safely intervene when they see someone carrying out inappropriate actions or making unwanted comments.

- There were 4 online leadership sessions delivered in November which attracted significant positive feedback (500 attendees). Further sessions being arranged in the coming months for leaders to understand the training and the conversations that are required at all levels across the organisation
- There have been two 3-day train the trainer courses, which focused on training teams across the organisation. This will allow face-to-face training to be delivered across the organisation. This has been set out as a 12 to 18-month plan for delivery.

The PSNI has developed an operational toolkit, which has been developed to aid Districts and engagement teams in helping us to get the key messages of the campaign out to our local communities.

- There are processes in place to quality assure domestic abuse investigations
 - Service level Agreement between PPS and PSNI for investigating and prosecuting domestic abuse offences. This is being quality assured currently following the launch of the SLA in June 2024 to understand if this has improved the quality and consistency of application across domestic abuse investigations and decision making
 - Quality assurance processes for the investigations and prosecution decisions on the domestic abuse offence, stalking and non-fatal strangulation
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- Joint working group to progress actions arising from VAWG action plan, domestic homicide reviews, CJINI inspections and other formal processes between PSNI and PPS
- The ambition is that this will be replicated when the 7-year strategy is introduced for rape and serious sexual offence
- In November 2024, the PSNI actively supported Men's Health Month, highlighting the importance of early detection, mental wellbeing and proactive health care. A series of insightful articles and resources were shared and are available on the OHW Wellbeing Hub, offering guidance on common men's health concerns including prostate health, mental health awareness and the impact of lifestyle choices. Key awareness campaigns featured International Men's Day on 19th November, which promotes positive discussions around men's wellbeing and Movember, a global initiative dedicated to mental health, suicide prevention and cancer awareness. OHW also shared a Men's Health Webinar, presented by OHW Medical Adviser Dr Sean Young. This session provided insights into various health concerns for men including prostate problems, low testosterone and testicular problems along with how to recognise potential signs and reduce your risk.
- A unique horse therapy programme has been making waves in the South Belfast community, aimed at fostering empowerment and healing. Spearheaded by Horses for People, the project has seen collaboration from PSNI and the Greater Village Regeneration Trust (GVRT) reaching out to women facing vulnerabilities in the area. (Jun 24)

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

- Menopause Awareness day (Friday 18th October 2024) HeForShe champions, Women's Police Association committee member and our representative who sits on the UK Menopause Awareness Group, organised a programme of events hosted at Newforge Country Club and attended by over 100 officers and staff from across the organisation. Guest speakers included WPA NI Chair, Service Lead for Gender - Chief Operating Officer, HeForShe Champion and a Registered Nutritionist and Dietician who spoke to colleagues about the benefits of healthy eating during menopause. Colleagues including local officers, staff members and our Occupational Health Nursing Adviser provided exercise, health and nutrition advice and some spoke about their personal experiences. Attendees also had the opportunity to attend a breakaway session of back care or yoga provided by colleagues to end the event.
- To coincide with World Menopause Day 2024, PSNI Occupational Health and Wellbeing (OHW) circulated a number of useful articles, which were available on the OHW Wellbeing Hub. Each article provides Menopause information, including how to manage symptoms, key menopause facts, the effects of sleep disturbances and the impact on mental wellbeing. By increasing awareness, OHW aims to support women in navigating this stage of life with confidence and care.
- On Monday 3rd March 2025, International Women's Day was celebrated at an event in the Harbour Commissioner's Office. As part of this Dr Sanjeev Gohel delivered a powerful presentation that highlighted the link between misogyny and the rise of extremism. The audience also had the opportunity to hear first-hand the experiences of some of the NI female leaders and how they supported the call to accelerate action. The event brought together Police Officers and Police Staff to discuss key aspects of women's health and wellbeing. As part of this event, OHW provided two specialised workshops to support attendees which included:
 - A session facilitated by OHW's Mental Health Services, focussing on the mind body connection, examining how the body and mind can work in harmony which has a huge impact on wellbeing. A workshop was delivered by the OHW Nursing Team, providing valuable insights into the changes women experience during

menopause, offering support strategies and guidance on managing symptoms effectively.

The OHW Strategic Lead for Engagement and Business Support also gave a presentation outlining her personal journey within PSNI and highlighting projects which have impacted on women in policing. In addition, the OHW Wellbeing Fund provided finance for wellbeing items which were given to each delegate.

- As a designated Public Service Body, the PSNI introduced free provision of period products from 12th May 2024. Taking into consideration the number of female personnel, the size and structure of the site, the location of the site and activities which take place on site, this provision was launched across seven PSNI locations. To date, there have been 9870 products used across the seven sites. Feedback has been positive with the Free Period Product Provision well received and the provision of products across the PSNI estate is being kept under review.

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

- As part of the HeForShe (www.heforshe.org) national approach, PSNI has engaged in the project and has progressed some initiatives in the reporting period. Building on some initial foundations during 2023, significant energy has been invested in HeForShe during 2024 and the early parts of 2025. A steering group has been established comprising senior leaders from both operational and support functions. The steering group meets quarterly, assesses progress against a plan and sets priorities. A HeForShe plan has been developed that will inform activity for the remainder of 2025. All of the interventions on the plan are currently on target and of note are:

- The recruitment of 160 HeForShe champions (all volunteers) across PSNI;

- A HeForShe conference hosted in December 2024 with input from national leads;
 - The launch of a HeForShe toolkit for use by champions;
 - The creation of a HeForShe point page (intranet) with advice, guidance and details of events.
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- A number of specific projects are now commencing under the HeForShe banner, all of which will seek to develop female colleagues and change culture.

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

Engaged and Supportive Communities

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

- In August 2024, the PSNI held 2 x Real Events for our Ethnically Diverse Communities. These events centred on the PSNI response to Summer Disorder. Senior Management Team gave a situational awareness, update on investigation into disorder and offered some Crime Prevention advice. Attendees were also able to contribute to the discussion by posing questions to a panel comprising of senior police officers. Those in attendance included representatives from BMCA (Belfast Multi –Cultural Association), Redcross, Artsekta, Rainbow Refugees, Beyond Skin, Bomoko NI, Human Rights Commission, Forward South, Rainbow Project, Ards & North Down Inter-Cultural Forum, East Africa Youth NI, Migrant Help, All Nations ministries, Northwest Migrant Centre and Belfast City of Sanctuary.
 - In October 2024 Senior Officers to attended the Black History Expo. This event, was organised by “Join Her”. The Black History Expo is an annual event dedicated to celebrating the rich history, culture, achievements, and contributions of the Black community in Northern Ireland, UK and beyond. The theme focused on celebrating collaborative partnerships, community resilience against racism and looking ahead
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embracing our differences as we strengthen working together. The event included a diverse range of exhibitors, performances, panel discussions, and so much more bringing together people from all walks of life to engage, learn and celebrate diversity. PSNI had a stall at this event which had representation from HR and Local Policing at it.

- A “European Settlement Scheme Assistance” Leaflet has been designed after communication with the Human Rights Commissioner and Head of the Migrant Centre, Belfast. Concerns were raised in May 2024 about people delayed in receiving their EU Settlement Scheme settled status. These delays were due to a number of administrative and communication issues involving the PSNI and Home Office weren’t giving direction to applicants as to why their applications weren’t processing. PSNI set up a task and finish group attended by the Home Office to consider concerns and design and deliver an improved process going forward.
- Antrim Neighbourhood Policing Team held a cross community day trip to “The Jungle NI” in Magherafelt on Wednesday 24th July 2024, This was in direct response to the series of racist hate crimes in Ballycraigy, Antrim, where eight families were forced from their homes in early July. (Jul 24)

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

Engaged and Supportive Communities

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

- Supporting the LGBTQIA+ communities, including both the public and police colleagues, continues to be an area of focus for us as an organisation. To mark the start of LGBTQIA+ Awareness Week, colleagues attended the Belfast Launch of LGBTQIA+ awareness week at Belfast City Hall on Monday 13th May 2024 and the International Day Against Homophobia, Biphobia, Intersexphobia and Transphobia (IDAHOBIT) which was Friday 17th May. Both are used as an
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opportunity for us to highlight the extent and impact of homophobic and transphobic hate crime and incidents across Northern Ireland, and the importance of consistently applying our Service policy when dealing with hate crimes and incidents. This event was attended by Area and District Commanders as well as Engagement Chief Inspectors. It focused on the LGBTQIA+ community and marked the start of this year's LGBTQIA+ Awareness Week.

The training was delivered by Cara-Friend and covers a number of key learning points:

- Improve your knowledge of the LGBTQIA+ community
- Develop understanding of the LGBTQIA+ acronym and other terminology
- Assist you in being more responsive to the needs of the public and colleagues who are LGBTQIA+
- Give participants an understanding of the mental health implications faced by LGBTQIA+ people
- Increase understanding around colleagues/public 'coming out' and how best to respond

Detail practical ways to be more LGBTQIA+ inclusive.

- The PSNI has recently approved the option of recording gender pronouns on name badges. Work around this has been ongoing for some time and aims to improve the workplace environment for transgender + non-binary colleagues as well as improving engagement with the wider LGBT+ community.
- LGBTQIA+ Heritage Project delivered 2 x training sessions in F District to Local Policing Teams/Neighbourhood Policing Team/District Support Teams. The training aimed to improve awareness of the history of the LGBTQIA+ community in Northern Ireland amongst front line officers. It is anticipated that this training will be delivered throughout other areas in PSNI going forward.

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

Key Internal Actions-

- With regard to selection /promotion processes, PSNI introduced the following measures to support individuals.
 - Preparation time with the questions ahead of entering the interview room. Candidates can make notes and bring them in to the interview. (Helps with neurodiverse, peri-menopausal conditions)
 - Reasonable adjustments/accommodations such as:
 - Additional time
 - Smaller test facility
 - Reader or prompter
 - Noise cancelling headphones or other equipment which helps you to focus or relax
 - Examination papers can be printed on coloured paper, or dyslexia overlays may be used
 - Font type and sizes can be adapted
 - Coloured paper can be used for presentations on A3
 - Dictionary being available
 - Coloured pencils available
 - In March 2025, Neurodiversity Celebration Week was commemorated with service-wide emails showcasing ADHD, Autism, Developmental Coordination Disorder, Dyscalculia, Dysgraphia, Dyslexia and Tourette Syndrome. The emails included
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information on alert cards and also National Autism Society guidance documents for Police Officers/Staff and CJ Professionals.

- The Lead NPAA Co-ordinator was the recipient of a bursary from the RUC GC Foundation and conducted research during 2023/24 into 'Exploring culture in Policing and the impact on recruitment and retention for neurodivergent officers and staff'. A presentation was given in June 2024 at Stormont to the Chief Constable, Chief Operating Officer, Chair of NIPB, Justice Minister, Ulster University representatives and RUC GC Foundation Trustees.

The report has been distributed internally to key stakeholders and follow on meetings have been held with the Chief Constable, the Deputy Chief Constable, HR and the Service Executive Team to discuss recommendations.

- February 2025 - Email sent out by PNDA SPOC re research being carried out by Metropolitan Police employee into how dyslexia impacts females in leadership roles to allow PSNI officers to contribute.
- February 2025 – A PSNI Sergeant, currently doing a dissertation on pathways in Policing and how they may be negatively impacting upon officers who have an ASD diagnosis, made contact with the NPAA Coordinator to discuss this and her research. The NPAA Coordinator was able to find willing neurodivergent officers to take part in structured interviews to contribute to this valuable research.
- An Autism Reality Experience with a difference was brought to the Police College just ahead of Autism Acceptance Month in April, providing training for 120 officers and staff. The Autism Reality Experience, provided by Training2Care UK Ltd, gave an innovative and immersive training session designed to give participants a virtual experience of the sensory processing difficulties faced by people on the autism spectrum. (Apr 24)
- ADHD Awareness Week – email sent out (01/10/24) re ADHD Alliance webinars.
- Dyslexia Awareness Week – email sent out (02/10/24) and info re Texthelp Read & Write

- PSNI have also investment in training for Neurodiverse Workplace Assessments for 3 colleagues, with plans to train more staff in the future

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

- Disability Community - Reference, Engagement and Listening (REaL) Event 25 April 2024 - The Police Service's Strategic Community Engagement Team (SCET) hosted a Reference, Engagement and Listening (REaL) Event at Newforge in Belfast on 25 April 2024. Stakeholder organisations from across the disability community in Northern Ireland participated including Autism NI, Compass Advocacy Network, Department for Communities, Cedar Foundation, Centre for Independent Living, Disability Action NI, Limbless Association, Mae Murray Foundation, Mencap, the National Counselling and Psychotherapy Society, North West Forum of People with Disabilities and RNIB. The event centred on focus group discussions linked to a number of the pillars contained within the 'Here for You' Public Engagement Vision, namely attraction and recruitment, procedural fairness and local accountability. There was a focus on challenges for the disabled community in accessing Police services.

Feedback included a lack of awareness around ways in which to access Police services within the disability sector and a feeling that individuals are expected to find the information for themselves. Targeted campaigns to raise awareness of the online reporting portal and neighbourhood policing contact page would be beneficial for the community. In addition, there is a lack of understanding around the wider criminal justice system, specifically around pressures causing delays in progressing cases.

Police engagement for individuals with a visual impairment was discussed. The Service has been working with the RNIB on a Visual Impairment Protocol with a page now available on the PSNI website outlining a two-pronged approach to providing reassurance to those who have sight loss or any vulnerability. Language barriers were also highlighted, particularly in respect of the deaf community with attendees suggesting that basic sign language awareness amongst Officers and Staff would aid engagement. The PSNI's website has a specific section for the deaf community. Attendees stated that there is a reluctance by some within the disabled community to reach out to Police as they fear they will not be understood.

A number of examples were provided around Police lacking awareness of some neurological disorders, such as Huntington's Disease. Lisburn and Castlereagh District recently engaged with the Huntington's Disease Association Northern Ireland on the development of information for Officers around the impact of the condition and ways to engage with an individual who is experiencing symptoms.

Concerns were highlighted over the current budgetary situation for the PSNI and the impact that this is having on Neighbourhood Policing. Research conducted by the National Police Autism Association was also referred to around access to justice with areas of concern highlighted in relation to initial contact at a police station, reporting a crime, providing a witness interview and being stopped by a uniformed officer. Groups noted the importance of Neighbourhood Policing to developing confidence in policing amongst the autistic community.

Recommendations across the groups emphasised the importance of training for Officers and Staff which will aid engagement, particularly autism focused training. One of the groups referred to learning from research conducted by Naomi Maxwell and Amanda Kramer published in the Policing and Society Journal in February 2024 entitled 'Forgotten, outdated, and absent: PSNI officer's training, experiences, and confidence with Autism'.

Initiatives such as the JAM (Just a Minute) card were highlighted as being very helpful for assisting people with a hidden disability or communication barrier to

tell others they need extra time and understanding in a private and easy way. The groups recommended extending this scheme to secure wider usage within Police stations, potentially through displaying a visible JAM poster or sticker at enquiry office front desks.

Concerns were highlighted around accurate recording of hate crimes against the disabled community. Discussions took place around vulnerability within the community and the risk of individuals being exploited for serious criminality, including examples of serious sexual offences, organised crime and control through financial exploitation. Crimestoppers, supported by PSNI, the Executive Programme on Paramilitarism and Organised Crime and Advice NI, launched a new campaign on 14 May focusing on financial exploitation and predatory money lending.

There was a sense that disabled people are reluctant to raise issues with the police and tend to just “accept things the way they are”. Attendees highlighted that there needs to be a more joined up approach to tackling hate crime with other bodies involved in housing and education as often the solution does not lie solely with policing. One group highlighted the need for better education around what constitutes hate crime with discussions around the role of schools in recognising cases where bullying should be treated as a hate crime/incident.

A number of comments were made which link back to the lack of awareness within the disabled community on routes to access Police services, particularly around the online reporting portal. There was a recommendation that a targeted media campaign for the disabled community would be beneficial in improving engagement and hate crime reporting. It was highlighted that it is Learning Disability Week takes place from 17-23 June which may provide an opportunity for Police engagement with the sector.

Feedback indicates that members of the disabled community do not see themselves in Policing as it is not reflective of the community it serves; 4.9 per cent of Police Officers and 7.4 per cent of Police Staff had declared a disability at 31

March 2024. There was a sense that this created a barrier to the disabled community being proactive in applying for roles within the PSNI.

There was a sense that the PSNI needs to be more proactive and targeted in its approach to improving representation. One group highlighted an idea around selecting a small area of Policing, potentially a single department, and setting targets around employment rates of disabled people within that specific area. This could aid longer-term objectives and involve tangible change being realised within a shorter period of time.

Suggestions were also made around providing opportunities around employment experiences within the organisation. This could involve assisting disabled people to attend and experience a role prior to applying for it which would help to aid attraction and recruitment from across the disability sector.

Finally, there was a lack of awareness of Police Staff roles within the PSNI with attendees suggesting that they often tend to automatically think of Officer roles. There was a sense that Police and communities could be working more closely with Policing and Community Safety Partnerships (PCSPs) to conduct events with the disabled community which could assist in breaking down barriers at a local level. PCSPs are accountable to the Department of Justice and Policing Board.

All groups were keen to see PSNI get more involved in the local events that they run, but there was a lack of awareness around how to do this. Attention should be drawn to the online directory for Neighbourhood Policing Teams across all districts which can be accessed on the PSNI website.

There was a recognition that the format of the Reference, Engagement and Listening (REaL) Events was beneficial to developing engagement with the disability sector. A request was also made for future events to consider wider membership from across other organisations, including the Department of Justice.

The Strategic Community Engagement Team will endeavour to take forward a number of the points outlined in this summary with further input from the community wherever possible, particularly around awareness raising for accessing Police services. The team would appreciate any further feedback that participants have on this summary of event. We forward to holding another event where organisations will have the opportunity to hold us to account around delivery on these points.

- From Tuesday 18th March the deaf community will be able to talk to us using a new video relay service, hosted by SignVideo, a company that provides instant access to British Sign Language (BSL) interpreting through video conferencing. Using either Irish Sign Language (ISL) or British Sign Language (BSL) the deaf member of public can click a call button on our website or our PSNI logo on the SignVideo app. This will put them through to an interpreter who will then relay the call through to our Contact Management Centre. The call will then progress like any other call; officers and staff will require no further equipment, training or skills. This service means that people from the deaf community will now be empowered to report anything to us themselves, meaning that we should get more meaningful information from them and therefore start investigating or supporting in the most appropriate way.

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

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

- During the 2024/2025 financial year, the Strategic Partnership and Prevention Branch (SPPB) of the Police Service of Northern Ireland played a central role in the distribution, allocation, and monitoring of funding provided by the Executive Programme on Paramilitarism and Organised Crime. This critical funding stream was aimed at addressing and reducing the harmful impacts of paramilitarism and

organised crime within our communities, while supporting preventative and community-focused initiatives across Northern Ireland. Working in close collaboration with external agencies, local community groups, and key stakeholders, SPPB helped facilitate the implementation of over 35 individual projects.

These initiatives were carefully targeted at engaging with hard-to-reach communities, with a strong emphasis on early intervention, education, and the building of positive relationships between community partners and statutory bodies. SPPB's role ensured not only that funding was appropriately directed to areas of greatest need, but also that outcomes were monitored and evaluated to ensure accountability and long-term impact. Examples of funded projects included the Belfast Junior Orange Project, the Galliagh Féile community programme, and the Operation Alenhul Hate Crime Prevention Project. Cultural and faith-based outreach initiatives were also supported, including an Islamic Community Summer Scheme and a Halloween Camp specifically designed for Islamic young people.

In addition, youth development was promoted through sports-based programmes such as Rangers and Manchester United coaching camps, while broader education efforts were supported via extremism awareness events delivered across multiple districts. Through these efforts, SPPB continues to demonstrate a commitment to supporting sustainable, locally-led initiatives which promote safer, more resilient communities, and actively contribute to the wider strategic aim of tackling the influence of paramilitary and criminal elements in society.

- The PSNI is currently engaged in a national programme (Right Care, Right Person (RCRP) that changes the way key public services, in particular the police, respond to certain calls for service. RCRP aims to ensure vulnerable people get the right support from the right services and applies to calls for service in relation to:
 - Concern for the welfare of a person
 - People who have walked out of a healthcare setting

- People who are absent without leave (AWOL) from mental health services
- Article 130 detentions and associated conveyancing and handover

Right Care, Right Person is an approach designed to ensure that people of all ages, who have health and/or social care needs, are responded to by the right person, with the right skills, training, and experience to best meet their needs. Though the approach can be applied more broadly than cases relating to mental health, the focus is on the interface between policing and mental health services. PSNI will be working with key stakeholders internally and externally to develop this work. We are engaging with other services in England and Wales who are implementing the RCRP programme so we can understand best practices and learning. We aim to ensure that we work together with partner agencies including health care providers and governmental departments, including Justice and Health, to identify the most appropriate agency to provide the most appropriate service to vulnerable people in our communities.

RCRP is already embedded in several UK police services including Humberside Police, who started this work, the Metropolitan Police and a range of others. A Project Board has been set up and further meetings will take place over the next number of weeks. This includes representatives from our staff associations and local policing colleagues.

- In June 2024, the PSNI launched its Vulnerability Strategy which is designed to improve policing's response to vulnerability, improve criminal justice outcomes, increase victim satisfaction and create reductions in overall threat, risk and harm. This strategy has been informed and guided by seven identified key themes of early intervention and prevention; protecting, supporting, safeguarding and managing risk; information, intelligence, data collection and management of information; effective investigation and outcomes; leadership; learning and development; and communications. The PSNI Policing Plan focuses on reducing victims of Domestic Abuse, Child Sexual Abuse and Hate Crime. By aligning this strategy with the plan we aim to improve service delivery in these areas, to reduce

harm and exploitation, and increase confidence in our ability to protect vulnerable people.

- For the 25/26 Reporting Period, PSNI is currently working on a change in the way we currently record Community Background Monitoring (CBM) changes with the launch of a service wide pilot. The pilot will gather data in respect of community background of persons subject to stop and search with a view to being reviewed after three months. At the time of the review the data collected will be looked at to see if the changes can be further expanded to other powers of search or areas of business within the organisation.

This proposed approach has been established through case law in the Court of Appeal in Northern Ireland, which stated that PSNI is under a legal obligation to implement this community monitoring of stop and search powers. The purpose of CBM is to identify and address any discriminatory practices within PSNI use of stop and search powers. This monitoring will assist in assessing the fairness and effectiveness of stop and search by allowing analysis of the data gathered and identifying any areas for improvement.

The NI Human Rights adviser and the NI Policing Board have agreed with the recommendations for CBM. The proposal has been subject to rigorous legal interpretation to get it to this stage.

- The PSNI has recently introduced activity across the Service's social media platforms in relation to 'engagement days'. An engagement day would be an event(s) that are being marked by a specific holiday, for example Christmas Day or by a partner agency, for example, World Mental Health Day. The engagement days identified are a combination of days flagged by the National Police Chief's Council (NPCC) with some more localised events added, such as, the Belfast Mela. Not all days highlighted by the NPCC would be relevant or appropriate for use in Northern Ireland. Some of the days included have been suggested by the internal staff support groups.

- PSNI working with Ulster GAA to deliver Road Safety presentations from autumn. This will be in conjunction with a local road safety charity. Autumn will also see the continuation of the BITC Responsible Driving Campaign which reaches out to numerous businesses across NI, delivering a fatal Five Road safety message to their employees.
- PSNI is aware of the report in relation to the Graduated Driving Licence, Graduated Driver Licensing (GDL) – Monitoring Report 2021 and are working closely with DFI to ensure any changes that will be required can be implemented.
- Districts are being reminded via Road Safety Silver meeting to conduct Op Lifesaver when time permits, social media posts should refer to this rather than speed ops. Specific Ops were arranged for June (19-22) to coincide with Donegal Rally. The next Operation will be August Bank Holiday weekend. Communication plan launched on 17/07 right through July around speed camera vans highlighting Op Lifesaver, includes videos, interviews and testimonials.
-

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

- **Mental Health Services**

This year has focussed on embedding the service developments achieved through the Movember grant and evaluating these services. Additionally, as well as endeavouring to address the overall Mental Health Service (MHS) resource deficit by successfully achieving a growth bid to increase the number of mental health professionals available to provide services and aiming to reduce waiting times to a more reasonable timeframe.

As part of the Movember charity grant, the University of Canberra (UC) evaluated the Wellbeing and Trauma Resilience Programme throughout the funding period up to 31st March 2024 using data collected and provided by the PSNI MHS. All five sub-projects were implemented in the PSNI with the Police Wellbeing and Trauma Resilience programme continuing beyond the Movember funding period.

The five projects are:

1. Psycho-education/Wellbeing Library:

This involved the development of three psycho-education modules to be implemented as part of the mandatory training in the PSNI Police Training College for new Student Officers. This was achieved, although the modules were developed to be accessible online (rather than face-to-face training) thus making the psycho-education modules available to any Police Officer or Police Staff member. The education resources were also extended to include additional information for families of Police Officers or Police Staff (available on the family website). A Wellbeing e-library of extensive health and wellbeing resources are now available for use by all Police Officers and Police Staff.

2. Expansion of Peer Support services:

This involved training additional Wellbeing Peer Support Volunteers to increase the number already available within the organisation. Additional Post Incident Peer Support Team training (PIPST), ASIST suicide prevention training and Misconduct Welfare support training has taken place.

3. Wellbeing Trauma Resilience Plan (WTRP):

The paper version of a Wellbeing Plan was developed for use by all Police Officers and Police Staff members. This sub-project was developed further with a digital version. The WTRP is based on the evidence based Wellness Recovery Action Plans used worldwide but adapted to the PSNI context.

4. Early Intervention Wellness System (ME App):

This is a bespoke early intervention system available through the internal IT systems, which helps direct employees to therapeutic intervention when indicated. The approach was modelled on the SafeTNet available in

Victoria, Australia. It involves a psychological screening App, where users can utilise a dashboard to self-monitor the impact of stressors on their own mental health, in order that support and assistance is available when needed.

5. Peer-Delivered Modified GTEP (mGTEP):

This sub-project involved training employees to provide a modified version of Eye Movement Desensitisation Reprocessing (EMDR) – a therapeutic technique designed to alleviate distress associated with traumatic memories. The modifications for a peer delivered adaptation of the approach was developed in collaboration with the developers (psychologists) of the EMDR approach and implemented in the PSNI.

The aim across all sub-projects was to engender cultural change within the organisation by:

- Encouraging employees to recognise the signs and symptoms of trauma or psychological illness and to feel confident in accessing evidence-based support as early as possible if they do experience mental distress.
- Developing resources which can promote reflective practice, peer support and manager led early intervention thus encouraging help seeking behaviour at the earliest opportunity.

The objectives for the Wellbeing and Trauma Resilience programme were:

1. To provide wellbeing training and psychoeducational material to the PSNI, families and friends.
 2. To increase the number of PSNI peer supporters from 100 to 250, as well as increase their overall training.
 3. To publish a bespoke Wellbeing & Trauma Resilience Plans (WTRP) and to deliver these via peer support.
 4. To embed wellbeing screening software into the PSNI internet systems.
-

5. To train peer support personnel to deliver EMDR (mGTEP) to those affected by their work.

The evaluation showed that across PSNI there was a slight increase in depression from 2022 to 2024, which was statistically significant. There was a decrease in trauma related stress over the same period but it was not statistically significant.

Psychological resilience remained steady which in the context of several challenging events that occurred during the project lifetime (e.g. data breach, cessation of funding for new recruits), is perceived to be positive (rather than decrease). The PSNI population mean score of professional quality of life increased and was statistically significant. The analysis of indicators showed that for the mGTEP, changes in depression decreased steadily over time as expected and was statistically significant at four months. Further, anxiety symptoms decreased substantially and the decrease was significantly different post intervention. This result was partially sustained. Similarly, trauma related stress decreased consistently and was statistically significant.

The Peer Network Clinical Lead has continued to promote the peer services, provide ongoing supervision and continual professional development training.

Mental Health Services have seen a reduction in staff due to retirements and resignations, and increase in waiting times impacting accessibility of services, longevity of mental health impact thus impacting functioning and absenteeism. By recruiting new professional staff and increasing staffing capacity, the result has been reduced waiting times for counselling and psychology within the last 6 months, with the waiting list for Cognitive Behaviour Therapy expected to reduce within the next 12 months. By being able to provide faster access to mental health talking therapies, it is anticipated that Police Officers and Police Staff will be able to address the work related issues impacting their mental health in a timely manner thus minimising the impact and moving towards recovery faster. This will have positive impacts on health, wellbeing, functioning and absenteeism.

The support and resources for families is being routinely and actively promoted as part of the Student Officer Development Programme.

OHW's Mental Health Services continues to provide support and input into:

- First Line Manager's Training
 - mGTEP
 - Mental Health First Aid Training
 - Trauma Impact Prevention Techniques
-
- All Party Groups - The Police Service, at their request, continue to attend the All Party Group on Learning Disability and the All Party Group on Disability. These regular engagements have supported the Service to forge stronger relationships with the disability sector and to make the Police Service more accessible and visible in this sector.
 - **Funding Application** - Anti-Sectarian Interventions For Disabled People To Increase Community Integration. The Police Service has for the second year running supported Disability Action's application to the Anti-Sectarian Interventions for Disabled People to Increase Community Integration fund. The PSNI has worked closely with Disability Action over the past few years to improve the service delivery to people with disabilities and to better understand how we can improve their access to the police. One area in particular that we have focused on is disability hate crime and how the Police Service can encourage greater reporting and provide appropriate support to victims. If successful, the Police Service will look for ways to collaborate in this work in line with our statutory responsibilities.
 - **Hate Crime** - The PSNI recognises the need to further improve its response to hate crime targeting disabled people. This work aims to raise awareness, attract greater reporting and improve confidence in policing. To do so the Service collaborates with the Department of Justice, the disability sector and individuals. The PSNI is also the primary funder of the Hate Crime Advocacy Service, which
-

supports victims of hate crime. A specific, disability hate-crime advocate engages with victims who contact them directly or on receipt of a police referral.

- **Awareness of Huntington's Disease** - Following previous work between police in Lisburn and Castlereagh City District and Huntington's Disease Association Northern Ireland (HDANI) further resources are being reviewed to determine if they can be provided to first responders to further improve the response to people who have this disease.
- The **Managing Staff with Disability policy** is under review with an aim of providing improved guidance to assist managers in supporting staff with disabilities. The policy will have a greater focus on supporting staff with a disability and also how to complete the Reasonable Adjustment Passport process. Emphasis is placed on having a supportive conversation with an individual with a disability and to be able to assist them in their role.
- The **Reasonable Adjustment Passport** is a passport for staff with disabilities that allows them to request and have reasonable adjustments implemented. This passport will allow them to carry an adjustment with them during their career in the service. These adjustments can be reviewed on a yearly basis, if an individual changes role or if they believe the adjustment is no longer of benefit.
- **Read&Write** – this is a text-to-speech solution and we have an enterprise licence so it's available to all officers/staff via Windows 10 CTs and VDI. It includes useful functionality such as screen reader, dictation, and screen masking;
- **Dragon Speech** – this is a voice-to-text solution and licenses are paid for on a per-user basis. The application includes useful functionality such as profile learning and vocabulary management (i.e. to get used to the individual speech of the user), auto-text commands (e.g. saying pre-configured commands such as INSERT EMAIL SIGNATURE etc.). The Application will also populate relevant text within the dictation window/document), and form creation (e.g. saying pre-configured commands such as INSERT WITNESS STATEMENT etc. will populate the relevant text within the dictation window/document and allow the user to complete certain fields only).

PSNI Cancer Support Association

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

Within this Reporting Period, the Association has delivered initiatives including:-

- Walk and Talk Event in June 2024 bringing together people in PSNI affected by Cancer we hope to run another this summer
- Salary Sacrifice pre-Christmas for Cancer Research raised over £3000
- Line Manager Education Event in January 2025 – really well attended and very good feedback from this
- We have also attended all the Team PSNI Events with good engagement from the workforce hearing about what we do
- We continue to provide one to one listening and support for those with a diagnosis of cancer
- We have just confirmed 4 new additions to the Committee so hopefully will have increased capacity after they are inducted and trained.

Networks

- PSNI has a Lead National Police Autism Association (NPAA) Coordinator and a Deputy Coordinator. The NPAA is a privately run group of UK police officers and staff supporting colleagues affected by autism and other neuro divergent conditions such as dyslexia, dyspraxia and ADHD. The NPAA assists police services in supporting neurodiversity in all its forms and it advocates for valuing individuals for their strengths and creating a workplace environment and culture in which everyone can fulfil their potential.

The NPAA also promotes and shares best practice for working with the autistic community, such as promoting autism alert cards. PSNI now has a Lead National Police Autism Association (NPAA) Coordinator and two Deputy Coordinators. The NPAA is a privately run group of UK police officers and staff supporting colleagues affected by autism and other neuro divergent conditions such as dyslexia, dyspraxia and ADHD. The NPAA assists police services in supporting neurodiversity in all its forms and it advocates for valuing individuals for their strengths and creating a workplace environment and culture in which everyone can fulfil their potential. The NPAA also promotes and shares best practice for working with the autistic community, such as promoting autism alert cards.

- The Lead NPAA Coordinator, as well as having regular contact with other UK NPAA Coordinators, is a member of the College of Policing Neurodiversity in Specialist Roles Peer Network and the National Neurodiversity Peer Network. This allows PSNI to keep up to date nationally with working practices and incentives.
- PSNI's EDI Unit now sit on the college of Policing National neurodiversity Working Group and the Chair of the Autism Support Group represents PSNI on the Northern Trust ASD Forum. The Lead NPAA Coordinator continues to provide support to all neurodivergent Student Officers during their time on the Student Officer Development Programme and recommends appropriate adjustments for the academic programme.
- Neurodiversity training continues to be delivered to the following groups with work ongoing to expand this to others:-
 - Student Officers (online lesson)
 - Probationary Support Officers (online lesson)
 - Custody Sergeants (online lesson)
 - Civilian Detention Officers (online lesson)
 - Trainers (classroom lesson)

To provide more awareness the National Autistic Society guidance documents for Police Officers/Police Staff and Criminal Justice professionals have been circulated to the

entire organisation and continue to be forwarded to each attesting Student Officer course. The College of Policing Neurodiversity Glossary and alert card information is also included.

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

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

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

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

Please provide any details and examples:

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

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

Please provide any details and examples:

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

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

As a result of the organisation's screening of a policy (please give details):

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

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- As a result of what was identified through the EQIA and consultation exercise *(please give details)*:

- As a result of analysis from monitoring the impact *(please give details)*:

- As a result of changes to access to information and services *(please specify and give details)*:

- Other *(please specify and give details)*:

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

Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2024-25 reporting period? *(tick one box only)*

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

Please provide any details and examples:

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

5 Were the Section 75 statutory duties integrated within performance plans during the 2023/24 reporting period? *(tick one box only)*

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

Please provide any details and examples:

The College of Policing Competency and Values Framework (CVF) has been attuned to reflect Policing with the Community behaviours to ensure the CVF is contextually specific to PSNI. PSNI CVF is incorporated into all selection processes in PSNI.

6 In the 2024-25 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? *(tick all that apply)*

- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2018-19 report

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Not applicable

Please provide any details and examples:

Please see links to Policing Plan and People Strategy:-

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

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

Equality action plans/measures

7 Within the 2024-25 reporting period, please indicate the **number** of:

Actions completed:	<input type="text" value="10"/>	Actions ongoing:	<input type="text" value="10"/>	Actions to commence:	<input type="text"/>
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Please provide any details and examples (*in addition to question 2*):

As outlined in Question 2. (see attached Equality Action Plan 2024-25)

8 Please give details of changes or amendments made to the equality action plan/measures during the 2024-25 reporting period (*points not identified in an appended plan*):

N/A

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9 In reviewing progress on the equality action plan/action measures during the 2024-25 reporting period, the following have been identified: *(tick all that apply)*

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

Arrangements for consulting (Model Equality Scheme Chapter 3)

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

- All the time Sometimes Never

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

11 Please provide any **details and examples of good practice** in consultation during the 2024-25 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

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Extensive consultation was carried out within the 16 Screenings carried out within this reporting period. Further detail can be obtained at:-

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

12 In the 2024-25 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

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

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

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

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2024-25 reporting period? *(tick one box only)*

Yes No Not applicable

Please provide any details and examples:

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

- 14** Was the consultation list reviewed during the 2024-25 reporting period? *(tick one box only)*

Yes No Not applicable – no commitment to review

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

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

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

16

16 Please provide the **number of assessments** that were consulted upon during 2024-25:

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

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

N/A

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

- Yes No concerns were raised No Not applicable

Please provide any details and examples:

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

19 Following decisions on a policy, were the results of any EQIAs published during the 2024-25 reporting period? *(tick one box only)*

- Yes No Not applicable

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

20 From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2024-25 reporting period? *(tick one box only)*

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

Please provide any details:

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

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Yes No Not applicable

Please provide any details and examples:

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

- 22** Please provide any details or examples of where the monitoring of policies, during the 2024-25 reporting period, has shown changes to differential/adverse impacts previously assessed:

N/A

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

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

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

Staff Training (Model Equality Scheme Chapter 5)

- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2024-25, and the extent to which they met the training objectives in the Equality Scheme.

In the financial year 24/25 the Leadership & Organisational Development (L&OD) faculty of the PSNI has rolled out a number of learning packages that support individuals and managers in understanding obligations and develop skills in terms of managing teams. This includes delivery of on-line coaching skills workshops and virtual sessions on building psychological safety as well as in person team effectiveness training sessions.

We have ensured that newly promoted managers understand the basic requirements of people management in terms of how they manage teams through delivery of our Fundamentals of Management programme.

We have launched a pilot mentoring programme for those from under-represented groups and currently have 33 people of different ranks and grades being mentored by more senior personnel.

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L&OD again held a conference to mark International Women's Days 2025. This was on the theme of #Accelerate Action. The conference received a variety of internal and external speaker inputs including a session delivered by Dr S Gohel on the rise of misogyny and how this is linked to extremism as well as Fireside chat from female leaders within the NI Assembly including the First Minister and the Minister for Justice.

Student Officer Family nights are now ongoing. This informal event enables families of new officers to come in to the College to receive awareness information on support available within our Organisation from OHW, Staff Associations and the Peer Support team. They are also provided a copy of the "Supporting those that Serve" material which is an awareness pack for families and friends of new officers on how to best support them within new role, signs and symptoms of trauma impact and suggestions on signposting. This information pack is also made available to new CDOs and Call Handling staff.

The PSNI Crime Faculty are designing a return to work pilot which aims to support those returning to an investigative role after a period of long term absence, career break or maternity leave. The intention is that this pilot will provide one to one sessions to upskill individuals in their requested areas to give them more confidence to return to the workplace and feel supported by the Organisation.

Neighbourhood Faculty of the PSNI College have joined up with local officers and attended PSNI Real Events to support awareness of work ongoing in the PSNI and to ensure they remain connected to matters affecting communities.

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The PSNI Police College continues Student Support meetings, Diversity and Inclusion meetings and Engagement and Wellbeing Initiatives to ensure a positive and inclusive working environment for all staff, students and external visitors using the College.

In this financial year (2024/25) Local Area Training Faculty (LATF) has rolled out a number of courses that support operational policing. This includes delivery of classroom based lessons, as well as practical ones.

We have ensured that operational District police officers are updated on new legislation and/or processes and on topics that specifically meet local District priorities.

LATF has also work in partnership with Occupational Health and Welfare (OHW) to provide mental health and trauma training to operational staff. We are also working with Public Protection Branch (PPB) to roll out training to support the Violence against Women and Girls strategy.

LATF thread equality and diversity throughout all their training courses.

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

26 Please list **any examples** of where monitoring during 2024-25, across all functions, has resulted in action and improvement in relation **to access to information and services**:

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

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

Complaints (Model Equality Scheme Chapter 8)

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

Insert number here:

0

Please provide any details of each complaint raised and outcome:

Section 3: Looking Forward

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

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

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

The Equality Scheme will be reviewed in 2027 to devise a Scheme, which will cover the period 2028-2033.

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

One of the key area of focus for the PSNI going forward continues to being relation to Neuro diversity. Please see page 39-41 for details.

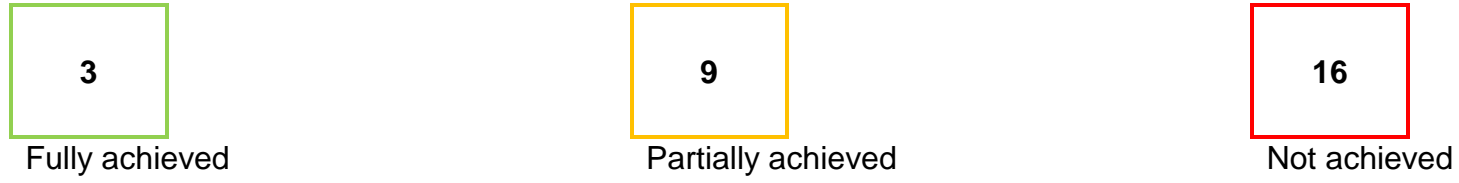
PART B

30 In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2025-26) reporting period? *(please tick any that apply)*

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

PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans

1. Number of action measures for this reporting period that have been:



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

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

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

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

			<p>configurations, noise-cancelling headphones, filters etc.</p> <ul style="list-style-type: none">• The App (mobile & desktop) allows officers & staff to confidentially assess and track areas of their own mental health and signposts them where to seek help if required.• PSNI has collated a number of initiatives, which they have already undertaken to 'improve accessibility to buildings, systems and services' as opposed to those planned in the future. Since the Disability Discrimination Act 1995 and 2005, Estate Services has continued to address access and
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			<p>facilities for members of the public visiting PSNI Stations.</p> <p>Within Public areas the following adjustments have been ongoing across the PSNI Estate (see page 19 for specific examples)</p> <ul style="list-style-type: none"> • Approach routes- wayfinding signage, gradient, width, surface finish. • Doors -Automated altering size and level threshold • Passenger lifts and platform lifts. • Altering Reception enquiry office screens and counters heights. • Provision of accessible toilets in public waiting areas.
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			<ul style="list-style-type: none">• Seating in waiting areas for easy transfer from wheelchairs and walking frames etc.• Aids for hearing impaired, Loop hearing systems and vibrating pagers linked to fire alarms.• Visibility of signage, size and contrast for people with sight impairment.• Access to facilities- interview rooms.• Universal toilets. <p>In relation to staff:</p> <ul style="list-style-type: none">• Reasonable adaptations are made for members of staff where required and following
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			<p>recommendations from OH&W.</p> <ul style="list-style-type: none">• Personal Emergency Evacuation Plans for staff as required e.g. assisted access and means of escape, vibrating pagers linked to fire alarm etc.• Designated Parking spaces.• Platform lifts.• Universal toilets. <p>All new builds and extensions are in accordance with Building Regulations (NI) 2012 Technical Booklet R, access to and use of buildings. Estates also liaise with other stakeholders i.e. Disability</p>
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<p>Local^v</p>	<p>Improving how PSNI identifies and supports those staff and officers with Mental Health difficulties.</p> <p>Improving how PSNI identifies and supports those staff and officers with Neurodiversity conditions.</p>	<p>This year has focussed on embedding the service developments achieved through the Movember grant and evaluating these services, as well as endeavouring to address the overall Mental Health Service (MHS) resource deficit by successfully achieving a growth bid to increase the number of mental health professionals available to provide services and aiming to reduce waiting times to a more reasonable timeframe.</p> <p>The aim across all sub-projects (listed in the next column) was to engender</p>	<p>The five projects are:</p> <ol style="list-style-type: none"> 1. Psycho-education/Wellbeing Library: This involved the development of three psycho-education modules to be implemented as part of the mandatory training in the PSNI Police Training College for new Student Officers. This was achieved, although the modules were developed to be accessible online (rather than face to face training) thus making the psycho-education modules available to any Police Officer or Police Staff member. The education resources were
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		<p>cultural change within the organisation by:</p> <ul style="list-style-type: none"> o Encouraging employees to recognise the signs and symptoms of trauma or psychological illness and to feel confident in accessing evidence-based support as early as possible if they do experience mental distress. o Developing resources which can promote reflective practice, peer support and manager led early intervention thus encouraging help seeking behaviour at the earliest opportunity. 	<p>also extended to include additional information for families of Police Officers (available on the family website) and a Wellbeing e-library of extensive health and wellbeing resources available for use by all Police Officers and Police Staff.</p> <p>2. Expansion of Peer Support services: This involved training additional Wellbeing Peer Support Volunteers to increase the number already available within the organisation. Additional Post Incident Peer Support Team training (PIPST), ASIST suicide prevention training and Misconduct Welfare</p>
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			<p>support training has taken place.</p> <p>3. Wellbeing Trauma Resilience Plan (WTRP): The paper version of a Wellbeing Plan was developed for use by all Police Officers and Police Staff members. This sub-project was developed further with a digital version. The WTRP is based on the evidence based Wellness Recovery Action Plans used worldwide but adapted to the PSNI context.</p> <p>4. Early Intervention Wellness System (ME App): This is a bespoke early intervention system available through the</p>
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			<p>internal IT systems, which helps direct employees to therapeutic intervention when indicated. The approach was modelled on the SafeTNet available in Victoria, Australia. It involves a psychological screening App, where users can utilise a dashboard to self-monitor the impact of stressors on their own mental health, in order that support and assistance is available when needed</p> <p>5. Peer-Delivered Modified GTEP (mGTEP): This sub-project involved training employees to provide a modified version of Eye Movement Desensitisation</p>
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			<p>Reprocessing (EMDR) – a therapeutic technique designed to alleviate distress associated with traumatic memories. The modifications for a peer delivered adaptation of the approach was developed in collaboration with the developers (psychologists) of the EMDR approach and implemented in the PSNI.</p>

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	The PSNI has continued to mainstream the delivery of Neurodiversity training	Neurodiversity is an umbrella term for a number of conditions such as ADHD, autism, dyscalculia, dysgraphia, dyslexia, dyspraxia and Tourette Syndrome. To ensure that there is a positive and supportive approach provided to all neuro divergent staff within PSNI and to our external neuro divergent communities a structured approach to training has been implemented, with further development work around training ongoing. All Student Officers, Probationary Support Officers and Custody staff undertake training in "Introduction to Neurodiversity" with Custody staff	<p>Neurodiversity training continues to be delivered to the following groups with work ongoing to expand this to others:-</p> <ul style="list-style-type: none"> ➤ Student Officers (online lesson) ➤ Probationary Support Officers (online lesson) ➤ Custody Sergeants (online lesson) ➤ Civilian Detention Officers (online lesson) ➤ Trainers (classroom lesson)

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		also completing training in “Autism and Police Custody”.	
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2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1	PSNI introduced increased accessibility to services for the Deaf Community	<ul style="list-style-type: none"> From Tuesday 18th March, the PSNI introduced a new video relay service, hosted by SignVideo, a company that provides instant access to British Sign Language (BSL) interpreting through video conferencing. Using either Irish Sign Language (ISL) or British Sign Language (BSL) the deaf member of public can 	<ul style="list-style-type: none"> This service means that people from the deaf community will now be empowered to report anything to us themselves, meaning that we should get more meaningful information from them and therefore start investigating or supporting in the most appropriate way.

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		<p>click a call button on our website or our PSNI logo on the SignVideo app. This will put them through to an interpreter who will then relay the call through to our Contact Management Centre. The call will then progress like any other call; officers and staff will require no further equipment, training or skills.</p>	
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2 (d) What action measures were achieved to ‘**encourage others**’ to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1	<ul style="list-style-type: none"> An Autism Reality Experience with a difference was brought to the Police College just ahead of Autism Acceptance Month in April, providing training for 120 officers and staff. The Autism Reality Experience, provided by Training2Care UK Ltd, gave an innovative and immersive training session designed to give participants a virtual experience of the sensory processing difficulties 	<ul style="list-style-type: none"> to build awareness and understanding of neurodiversity within our organisation 	<p>The training session is designed to give participants a virtual experience of the sensory processing difficulties faced by people on the autism spectrum.</p>

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	<p>faced by people on the autism spectrum.</p> <p>To provide more awareness the National Autistic Society guidance documents for Police Officers/Police Staff and Criminal Justice professionals have been circulated to the entire organisation and continue to be forwarded to each attesting Student Officer course. The College of Policing Neurodiversity Glossary and alert card information is also included.</p>		
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2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1	Undertake Reference, Engagement and Listening events with a range of stakeholder groups and partners.	LPT hosted events in the community to encourage inclusivity and understanding including among people with disabilities.	To help us better understand and discuss current policing issues
2.	Report on progress on the Disability Action Plan 2023-27 every year through the annual progress report to the Equality Commission.	Meeting Section 75 and Sections 49A and 49B of the Disability Discrimination Act 1995 legislation.	Ensuring that the PSNI gives appropriate consideration to how we can best promote positive attitudes towards disabled persons and encourage participation by disabled persons in public life.

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

	Action Measures partly achieved	Milestones/ Outputs	Outcomes/Impacts	Reasons not fully achieved
1	Provide compulsory disability training for all staff.	Disability training is a component part of the mandatory EDI Training Modules 1 and 2.	Completion rate for both modules for all staff is not at 100%	A number of staff are absent from the organisation for a diverse range of reasons.
2	Communications pieces focusing on a range of conditions; for example, dementia, chronic fatigue, acquired brain injury, autism, depression, and mental health issues and hidden disabilities.	PSNI has published a number of internal and external communication pieces during this reporting period.	OHW continue to publish communications on a range of conditions.	This is an iterative piece of work which is ongoing.
3	Sign up to become a JAM (Just a Minute) Card Friendly organisation.	EDI exploring this to ensure it will be of benefit to people with Disabilities who interact with the organisation.	It is anticipated that the JAM Card will assist people with invisible disabilities to overcome communication barriers	Resourcing issues within this Reporting Period

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			when interacting with the organisation.	
4	To complete a review of PSNI promotion, selection and talent management processes.	Additional reasonable adjustments have been introduced into promotion and selection processes	Ensuring that the organisation meets its legislative responsibilities and operates best practice in implementing disability responsibilities.	This is an iterative piece of work which is ongoing.
5	Ensure that consultation processes consider the appropriate methods for consulting with Police Officers and Staff with disabilities.	Informal processes are currently established to consult with Disability Support Network for Section 75 Screenings, however, this is not yet a standardised procedure.	Ensuring the organisation engages in meaningful consultation with people with disabilities.	Resourcing issues within this Reporting Period
6	Identify opportunities to promote positive attitudes to disability through images on the PSNI	See Page 25	Engaging with internal and external stakeholders to ensure	This is an iterative piece of work which is ongoing.

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	website, social media and service publications.		that the organisation reaches those in the disabled community.	
7	Mark disability awareness days by holding events over the lifetime of the Action Plan.	Some awareness days have been noted during this reporting period but this is not yet embedded into policy going forward	Examples include Neurodiversity Celebration Week, Autism Awareness Day, International Disability Awareness Day and Deaf Awareness Week	This is an iterative piece of work which is ongoing.
8	Ensure that PSNI Design Guides and Standards and Scales, identify and make recommendations taking into account issues impacting on people with disabilities using conference rooms throughout the estate. Such as:-DDA compliant access doors, Induction loops for hearing impaired, Use of contrasting colour, materials, natural	See Page 65	To meet the Health & Safety and Welfare needs of its workforce and the public which includes people with disabilities all PSNI facilities are legally mandated to comply with the NI Building Regulations 2012,	This is an iterative piece of work which is ongoing.

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	light to improve the visual environment for the visually impaired		Government Directives and Good Industry practice with the stated aim of providing fully inclusive workplace environments that can be used by anyone regardless of age, gender or disability.	
9	Carry out a five-year review of the Disability Action Plan.			Not yet at the 5-year review stage 2023-2028

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

	Action Measures not met	Reasons
1.	Review EDI Module 1 & 2 to ensure they comply with Disability legislation and provide up-to-date advice for officers, staff and managers.	EDI in the process of reviewing EDI Module 1&2 to identify the level of Disability content included. This is with a view to improving Disability awareness throughout the organisation.
2	Managing Staff with Disabilities Policy	This policy was not finalised within the reporting period. Work is ongoing to achieve completion within the 23/24 reporting period. EDI is currently completing a benchmarking Disability policies in other organisations and identifying linkages with other internal processes.
3	Launch Neurodiversity e-learning module.	This will form part of a review currently being undertaken into support provided to staff with neuro diverse conditions.
4	Provide auditory and visual awareness programmes to front-of-house staff.	Resourcing issues within this Reporting Period
5	Provide opportunities for staff to participate in introductory sign language courses.	Resourcing issues within this Reporting Period
6	Alert Cards	Resourcing issues within this Reporting Period

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7	Establish networks with Disability Agencies to support, attend events and identify areas for collaboration	Resourcing issues within this Reporting Period
8	Ensure staff are kept up to date on progress on new Disability Action Plan 2023/28.	Resourcing issues within this Reporting Period
9	Analysis outcome of Environmental Work Review to identify barriers in the working environment effecting people with disabilities.	Resourcing issues within this Reporting Period
10	Develop an accessible meetings guide and checklist for meetings with visitors.	Resourcing issues within this Reporting Period
11	Mark International Day of Persons with Disabilities.	Resourcing issues within this Reporting Period
12	Development of Reasonable Adjustment Passport The passport relates to disabilities, both visible and non-visible, that an employee might experience and could affect them in the workplace.	This is currently being reviewed following consultation on an initial draft. It is being carried out in conjunction with the benchmarking exercise for a new disability policy.
13	Establish supported placements/student placements for people with a disability, where applicable, to experience the work of the service.	No student placements were engaged within this Reporting Period

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14	Review signage throughout the estate including reception areas, specialist departments, toilets, /changing facilities for both internal and external Way finding Journeys through our facilities for public and staff regardless of, age gender or disability	Resourcing issues within this Reporting Period
15	Submit application for Level 3 of Disability Confident Scheme.	Resourcing issues within this Reporting Period
16	Report on progress of the Disability Action Plan 2022-25 to SMT.	Resourcing issues within this Reporting Period

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

(a) Qualitative

N/A

(b) Quantitative

N/A

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

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

Please select

No

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			

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3			
.4			
5			

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

N/A

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

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

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

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

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