



(Appendix 7 of Equality Scheme)

Audit of Inequality & Action Plan

NIPB Equality Scheme 2015_{/16} – 2017_{/18}

This document is available in a range of formats on request.

Northern Ireland Policing Board
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Section 75 of the Northern Ireland Act 1998 (the Act) requires public authorities designated for the purposes of the Act to comply with two statutory duties.

The first duty is the *Equality of Opportunity* duty, which requires public authorities in carrying out their functions relating to Northern Ireland to have due regard to the need to promote equality of opportunity between the nine equality categories of persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; men and women generally; persons with a disability and persons without; and persons with dependants and persons without.

The second duty, the *Good Relations* duty, requires that public authorities in carrying out their functions relating to Northern Ireland have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group.

The Equality Commission's publication 'Section 75 of the Northern Ireland Act 1998 - A Guide for Public Authorities' recommends that :

'In order to effectively demonstrate that a public authority has paid due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations through the implementation of its equality scheme, a public authority should develop action measures/action plans to promote equality of opportunity and good relations.'

The Northern Ireland Policing Board (the Board) is committed to the discharge of its Section 75 obligations and in our revised Equality Scheme 2012, it states:

- 'The Northern Ireland Policing Board will develop an action plan to promote equality of opportunity and good relations.'
- The action measures that make up our action plan will be relevant to our functions.
- The action measures will be developed and prioritised on the basis of an audit of inequalities.

2. About the Northern Ireland Policing Board

The Northern Ireland Policing Board was established on 4th November 2001 as a result of the Police (Northern Ireland) Act 2000 – the legislation which gives effect to the recommendations of the Patten Report on Policing (The Report of the Independent Commission on Policing in Northern Ireland). Under this legislation, our main duty is to secure and maintain an effective and efficient police service for the Northern Ireland community.

Our Vision is to be –

‘An innovative proactive organisation, holding the police to account, whilst demanding and delivering improvements in policing’

Our organisational structure

There are 19 Members on the Board. Ten are Members of the Northern Ireland Assembly and nine are independent Members.

The Board meets in public at least 8 times each year to receive and consider reports on policing from the Chief Constable.

We have four committees:-

- Audit and Risk Management
- Partnership
- Performance
- Resources

Our main statutory duties and responsibilities are:

- to secure an effective and efficient local police service
- to appoint (and dismiss, if necessary) the Chief Constable and senior police officers (Assistant Chief Constable and above)
- to consult widely with local people about the policing of their area
- to set local policing priorities and targets for police performance
- to monitor everything the police do and how well they perform against the targets set by the Policing Board
- to publish a three year and annual policing plan which tells local people what they can expect from their police service and report on police performance every year
- to make sure local people get best value from their local police
- to oversee complaints against senior officers
- to discipline senior officers
- to monitor the performance of the police in complying with the Human Rights Act 1998.

3. Audit of Inequalities

As a starting point for the process of conducting our audit of inequalities we identified the range of activities presently being undertaken throughout the Northern Ireland Policing Board to comply with our statutory Section 75 duties which are:-

- (i) To promote equality of opportunity between the nine Section 75 categories, and
- (ii) To have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group.

In addition we have noted the implications of the Disability Discrimination (NI) Order 2006 and the Autism Act (NI) 2011. We also acknowledge the United Nations Convention on the Rights of Persons with Disabilities and will seek to address our obligations in line with any guidance issued by the Independent Mechanism for Northern Ireland.

The purpose of the audit was not to examine what NIPB was already doing but to identify any further gaps in service or policy provision. The range of current activities is identified within NIPB via:

- **Partnership Directorate**
- **Policy Directorate**
- **Support Services Directorate**

4. Partnership Directorate

4.1 Partnership & Engagement Branch

Partnership

The Policing and Community Safety Partnerships (PCSPs) were established in April 2012 as new statutory bodies as an enactment of The Justice Act (Northern Ireland) 2011. The PCSPs brought together in one partnership the functions and responsibilities of the former District Policing Partnerships (DPPs) and Community Safety Partnerships (CSPs).

Due to local government reform PCSPs will reduce in number to align with the new council boundaries which take effect from 1 April 2015. The total number of new PCSPs will be eleven. A recruitment competition is currently underway to appoint independent PCSP members to the new partnerships. The Board consulted with the equality commission in respect of the code which underpins the appointment process.

PCSPs have been designated as 'public authorities' under the Commissioner for Complaints (Northern Ireland) Order 1996 (as amended) by the Police (Northern Ireland) Act 2000, and are therefore subject to the statutory duties placed on them by Section 75 of the Northern Ireland Act 1998 and the Disability Discrimination (NI) Order 2006.

The Board has a statutory responsibility to;

- Assess the effectiveness of Policing and Community Safety Partnerships (PCSPs) in performing their statutory duties as public authorities, and
- Assess the level of public satisfaction with the performance of PCSPs.

To meet this statutory responsibility the Board, via its Partnership Branch' undertakes an on-going annual performance assessment of each PCSP against an agreed PCSP Effectiveness Framework.

Included within this Effectiveness Framework are targets-relating to better promoting equality of opportunity and good relations i.e.

1. 'To provide the Board with an Annual PCSP Consultation Report by 31st October each year.'

This Consultation Report summarises the outcomes from the PCSPs programme of engagement and consultation. The information from the reports is used by the local police commanders and the Board to inform the community priorities for inclusion in the local and NI Policing Plans.

A range of community consultation and engagement work was undertaken by PCSPs throughout the year. This consultation process includes not only those groups covered by the section 75 categories.

Examples of work undertaken in this area included the following:

- Belfast PCSP was involved in a major study '*Challenging Racism: Ending Hate*' that has shown the Northern Ireland is benefiting socially and economically from the immigration of foreign nationals. The study showed that many of the stereotypes held about the impact migrants have on our society are unfounded and far from being a drain on resources, foreign nationals make contributions in tax, skills, labour and cultural diversity.
- Ballymena PCSP has been working with pupils from a local school to highlight the challenges brought about by having a disability. The PCSP worked with a focus group who suggested that the new plans for what will be the largest special school in the UK should be publicised at an event which also looked at how to combat discrimination on the grounds of disability. Ballymena PCSP has been clear from the start that there needs to be greater understanding within the wider community of the challenges and struggles faced by those with a disability in their everyday lives.

2. 'In partnership with the Board's Youth Advisory Panel to develop and implement a programme of work to support PCSPs youth engagement work and confidence in policing of young people.'

The Board introduced this target into the Business Plan for 2015/16 to develop a programme of work which will support PCSP's in their strategic objectives.

In developing this programme of work the Board consulted with members of the YAP and PCSP managers.

In addition to this, the Board produces an annual PCSP Training and Development Plan which seeks to not only develop the skills and knowledge of PCSP Members but to also assist in their engagement with those groups in their local communities which are included within the section 75 categories.

The Policing Board, via Partnership Branch undertook the recruitment process for appointing independent members to newly established Policing and Community Safety Partnerships (PCSPs) in 2011/12. In doing so, the Board developed an awareness raising campaign to bring the appointment process to the attention of the general public. The Board engaged with under-represented and hard to reach groups such as ethnic minority groups, young people and Lesbian, Gay, Bisexual and Transgender (LGBT) community to encourage their participation in the partnerships.

In appointing independent members, the Board has a statutory duty to ensure that in so far as is practical, membership of PCSPs is representative of the local community. As part of the recruitment process for appointing independent members to PCSPs, the Board provided interview/selective training to members involved in the Council and Board panels.

Partnership Branch will also be directly involved in developing the policy associated with the establishment of PCSP's.

The Engagement and Planning Branch continues to use the Board's Reference Groups as a conduit for engagement with S75 groups on specific issues and advice and guidance in supporting PCSPs engagement with S75 groups/categories

Engagement and Planning Branch

Engagement and planning Branch implements the Board's Community Engagement to encourage the diverse communities that make up our society, to work with police to raise community confidence in policing and gain community co-operation in preventing crime.

The core work of our Engagement and Planning Branch is to engage with section 75 groups to:

- Facilitate dialogue, between the Board, PSNI and the community;
- Identify areas of concern in relation to policing;
- Help build understanding between groups and the PSNI;

- Help build confidence in PSNI and the Board.

The Branch facilitates a range of Groups reflecting the Section 75 communities. These include; Young People, Women, Lesbian, Gay, Bisexual and Transgender [LGBT], Minority Ethnic Groups, People with a Disability and Older People. Engagement and Planning Branch undertakes consultation events with the groups to identify key issues for consideration in the Annual Policing Plan.

A Youth Advisory Panel was established in 2011 to provide advice on how the Board can engage more effectively with young people, particularly young people whose experiences of police have been challenging.

Examples of other on-going areas of Community Engagement work:

- The Engagement and Planning Branch hosted a roundtable event with members from the ethnic minority sector and LGBT sector regarding policing response to hate crime. This provided the opportunity to discuss views and experiences which the Board has utilized in developing the Policing Plan.
- On the 5th November 2014 a themed public meeting was held in Londonderry/Derry. This provided members of the public the opportunity to hear from, and put questions to, Board Members, Derry PCSP members and the Chief Constable regarding confidence in policing and policing issues.
- The Boards Engagement and Planning Branch in partnership with the PSNI set up a marquee at the Belfast Mela on the 24th Aug 2014. This provided an opportunity for members of the public to engage with the PSNI and with the Boards Engagement and Planning staff.
- Engagement and Planning staff continues to represent the Board on a number of external groups such as the Hate Crime Delivery Group and The Older Persons Delivery Group. The Board continues to host a number of internal groups also such as the Youth Advisor Panel and the Strategic Consultation Group.
- The Board's Partnership Committee hosted LGBT sector during their meeting on the 9th May 2014.
- Engagement and Planning Branch set up a meeting with the Presbyterian Church on 31st July 2014 regarding their policing concerns.

- Along with key stakeholders supported Transformation, Advocacy, Leadership, Knowledge (TALK) Programme- This programme aims to support and develop young leaders in disadvantaged communities, to provide leadership at a community level and to support building confidence in policing. The twelve-month initiative focused on developing 12 young leaders to develop their skills in negotiation, conflict resolution, and civic leadership. The twelve young leaders from across Northern Ireland visited the United States as part of an innovative new leadership development program for community leaders. The initiative was in partnership with the U.S. Consulate, the Northern Ireland Policing Board, and the Police Service of Northern Ireland.

4.2 Planning

Each year the Policing Board and the PSNI publish the Policing Plan in accordance with the Police (Northern Ireland) Act 2000 and the Police (Northern Ireland) Act 2003. The Plan is prepared by the Chief Constable, agreed by the Policing Board and endorsed by the Justice Minister.

One of the most important aspects of the Policing Plan process is the consultation with communities and PCSP's

PCSPs will consult with the public in their council area to find out people's views about how their area is policed. They do this in a range of ways including public meetings, focus groups, and PCSP consultation surveys.

The Board, through its Equality Impact Assessments (EQIA) will consult with various S75 organisations affected by the policies within the Policing Plan. These consultations are conducted in a variety of ways:

- Focus groups;
- Online surveys;
- Public meetings;
- Ongoing meetings with partners on the Strategic Consultation group, Youth Advisory Panel, Race Hate Crime Group, Church Groups, Business Groups, Disability Steering Group, Older People Delivery Group, LGBT, NICEM, TALK participants, Ulster farmers Union and engagement with the wider community.

The consultation provides the Board with evidence for consideration of the priorities for the Policing Plan.

The Annual Policing Plan sets out specific annual performance indicators and measures for the PSNI. It comprises of 12 outcomes, with associated performance indicators and a further 45 associated performance measures.

4.3 Communications Branch

Communications Branch works to support the Board and its officials in a wide range of communications activity. A communications strategy is in place which supports the Board's 2014-2017 Corporate Plan.

Through its work Board members and officials engage and communicate with a wide range of audiences. Specific programmes of Board work are directed at particular audience groups and communications are tailored to inform on key issues and messages identified as relevant.

The Board is committed to equality in all its communications and activities are informed by the need to promote equality of opportunity. This includes systems in place to ensure that information is available in accessible formats, and in a timely fashion, where it is appropriate and practicable to do so, including provision for consultation and engagement with relevant interest groups.

Examples include the introduction and use of social media in communications activities to engage / outreach to young people, the introduction of livestreaming of Board public meetings to increase accessibility to those who can't attend and the use of positive imagery of S75 groups.

5. Policy Directorate

5.1 Policy Branch

Policy Branch is responsible for advising and guiding Members of the Northern Ireland Policing Board on a range of police policy, performance and human rights issues.

Policy Branch proactively engages with a range of stakeholders representing the interests of Section 75 groups through the work of the Performance Committee and when carrying out work for the Human Rights Annual Reports and Thematic Reviews. The Human Rights Annual Report considers issues affecting Section 75 groups such as hate crime, domestic abuse, mental health and it contains a chapter dedicated to children and young people.

Completed Thematic Reviews include domestic abuse, policing with children and young people, policing with LGB individuals and transgender individuals, and stop and search. Policy Branch commissioned a joint report with the Ombudsman's Office on policing from the perspective of people with learning difficulties and a report was published in 2011.

A Thematic Review on race hate crime is to be carried out during 2015. All of the aforementioned issues are considered by the Performance Committee throughout the year and by the Board's Human Rights Advisor. Other ad hoc issues also arise through the Committee's programme of work which requires the Policy Branch and/or the Committee to seek the views of stakeholders representing the interests of Section 75 groups and to take action as appropriate.

Consultation is taken forward through face to face meetings between stakeholders and the Committee / the Human Rights Advisor / Policy Branch officials as appropriate; through correspondence; through calls for submissions to thematic reviews advertised in local press and social media outlets such as the Board's Facebook page; and through press releases. An official from the Policy Branch attends a Disability Hate Crime Steering Group which was established by the voluntary sector in 2013. An official also attends the Northern Ireland Trans Forum and the Board's Human Rights Advisor attends a PSNI Youth Champion Forum. Where a Human Rights Annual Report or thematic report is being published, stakeholders from Section 75 groups are invited to attend the launch and encouraged to participate in the event. A consultation list is held by Policy Branch which was compiled using information from NICVA – the Northern Ireland Council for Voluntary Action.

5.2 Statistics and Research Branch

Statistics and Research Branch in the Northern Ireland Policing Board (the Board) oversees the Board's statistical and research activity. This is delivered through the Board's Statistical and Research Strategy, a rolling four year strategy that is updated annually to reflect the Board's statistical and research needs. Many activities are conducted to meet the Board's statutory duty of assessing the level of public satisfaction with the performance of the police and Policing and Community Safety Partnerships (PCSP's)

The Board's statisticians also work closely with Board colleagues, offering statistical advice and guidance as required to ensure the Board meets its obligations in progressing the equality of opportunity and good relations duties.

Statistical surveys of the general public

The Board commissions NISRA's Central Survey Unit to conduct an annual module in the **Northern Ireland Omnibus Survey** on the general public's perceptions of the police, the Board and PCSP's and the information is collected on respondents' age group, gender, religion, disability and dependant status, plus socio-economic group, whether respondents live in Belfast, the East or the West of Northern Ireland, whether they live in an urban or a rural area and by economic activity.

PCSP's have a statutory responsibility to find out the views of the public concerning the policing of the district. To help meet this responsibility, the Board commissions a biennial PCSP **Public Consultation Survey**.

Public Consultation Survey.

This postal survey is sent to one in ten households across Northern Ireland and, while specific local questions are asked in each district council area, the results also inform the Board of issues on a Northern Ireland wide basis, which helps identify priorities for the Northern Ireland Policing Plan. The 2010 and 2012 survey collected information on respondents' gender, age group, religion and disability status.

These surveys do not collect information from all Section 75 groups. To address this, the Board's statisticians share the survey results with Board officials and PCSPs, who then target their community engagement and consultation activities to ensure that the views of as many of the Section 75 groups as possible are collected annually. For example, the Board has established Community Engagement Reference Groups that meet regularly to seek the views of persons of different ages, racial groups, sexual orientations and persons with a disability. PCSP's regularly engage with various Section 75 groups to help fill gaps in information collected from Board surveys.

Board's research activity

Following an EQIA on its data collection policy in 2004, the Board identified there was a gap in the data it collected, particularly in relation to minority ethnic groups, disability and sexual orientation. To address this, the Board conducted a number of research projects.

In 2006, the Board and the Office of the Police Ombudsman for Northern Ireland (OPONI) published research into the views and experiences of the policing organisations in Northern Ireland from the Black and Minority Ethnic and Lesbian, Gay and Bisexual populations.

In September 2010, the Board and OPONI commissioned Social Market Research to conduct research into the views and experiences of people with learning disability in relation to policing arrangements in Northern Ireland.

Police Service of Northern Ireland (PSNI) Human Resources, Training, Equality and Diversity

The Research and Statistics Branch also work with the NIPB Resources Committee which is responsible for monitoring the implementation of the PSNI's People Strategy. The Policing Board developed and agreed a Strategic Monitoring Framework which enables the Policing Board to effectively monitor the PSNI's Human Resources function. The committee monitors this area of work on a regular basis; the points below outline the specific areas for the Research and Statistics Branch.

- To monitor PSNI recruitment and support efforts to secure a representative police service
- To secure, promote and monitor the implementation of the PSNI's Human Resource strategy
- To secure, promote and monitor the implementation of the PSNI's Training, Education and Development strategy

6. Support Services Directorate

6.1 Board Support

Questions in respect of the Board meetings being held in public were included in a recent NIPB Stakeholder Survey and while there were no specific Section 75 issues raised, comments were made about 'varying the location' of the meeting.

Prior to 2007, 2 Board meetings in public were held outside Waterside Tower each year. The Board took a decision in December 2007 that in view of its decision to arrange 2 community outreach meetings at which members of the public could ask questions outside the NIPB HQ, that all Board meetings in public should be held in Waterside Tower.

In mitigation, (Community) Engagement have arranged 2 community outreach events each year at locations outside Waterside Tower and these are held in the evening. One of the considerations for the venue is accessibility for persons with a disability.

Custody Visiting Scheme.

Board Support Branch are also responsible for supporting and administering overseeing the Northern Ireland Independent Custody Visiting Scheme.

The Northern Ireland Independent Custody Visiting Scheme was established in 1991 and was made statutory under Section 73 of the Police (Northern Ireland) Act 2000.

Custody Visitors are volunteers from across the community. They are independent of the police or the criminal justice system and visit designated police custody suites, unannounced, to report on how detained people are being dealt with by the police and the conditions in which they are held.

Each quarter our Human Rights & Professional Standards Committee receives a report on the work of the Custody Visiting Scheme. The report highlights any issues raised and the remedial actions taken to address these. The report covers three distinct areas:

The Rights of the Detainee;
The Health & Wellbeing of the Detainee; and

The Facilities & Conditions of Detention.

ICT and Information Security

Management of the outsourced HR ICT system (HRConnect) including information assurance

NIPB Security Policy – responsibility for administering NIPB security policy in terms of ensuring all staff and contractors have appropriate and current security clearance as well as overseeing provision of security staff

6.2 Human Resources

Provide advice and guidance to Board Members, Senior Management Team (SMT), Managers and Staff on a range of HR issues (including recruitment & selection, training & development, grievance & discipline, payroll, performance management, absence management and employee relations).

Working with the Resources Committee in relation to oversight of the Human Resources functions within PSNI.

Provide a comprehensive Office Services function

Ensure effective premises maintenance

Health & Safety – ensuring NIPB compliance under Health & Safety (including evacuation drills, first aid, manual handling, fire safety, DSE, risk assessments, occupational health, and welfare referrals).

- Ensure compliance with Equality Legislation.

Over the last number of years HR Branch have carried out a range of initiatives: such as -

1: Northern Ireland Policing Board Remit

- Operating a flexible working hours system (flexi)
- Commissioning a Disability Access Report for Waterside Tower and acting upon recommendations
- Processing requests for adjustments under Disability Discrimination Act (DDA)
- Utilizing a welcoming statement within Recruitment Advertisements (as a result of measuring the make up within section 75 categories).
- Planning advertisements across a range of mediums.
- Implementing Action Plans to address issues following biannual staff surveys.

2: Oversight of the Police Service of Northern Ireland Human Resources Function

- Monitoring and challenging PSNI in relation to community background for applicants of Police Constable roles and how application would be encouraged from under represented communities.
- Monitoring and challenging the PSNI in relation to personnel exiting from PSNI and their religious background and gender.
- Monitoring and challenging the PSNI in relation to community background for Civilian Personnel.
- Monitoring and challenging the PSNI in relation to ensuring fair participation for personnel employed under Managed Contracts/Agency personnel/Associate Staff.
- Monitoring and challenging the PSNI in relation to ensuring fair participation for female staff in Specialist Police Officer roles (under the Gender action plan).
- Monitoring and challenging the PSNI in relation to its People Strategy
- Monitoring and challenging the PSNI in relation to its Equality Strategy.
- Monitoring and challenging the PSNI in relation to the implementation of the CJINI report - Finding the Balance.

7.ACTION PLAN

In carrying out the audit of inequalities, it became clear that many positive initiatives are in place within NIPB and therefore NIPB's Action Plan highlights the main areas where NIPB can effect real change in the outcomes for section 75 categories. The inequalities and the type of measurement used to assess progress in tackling them have been identified, in addition to the timetable.

The Action Plan has classified the key inequalities as they relate to the functions within NIPB, viz:

- **Partnership Directorate**
- **Policy Directorate**
- **Support Services Directorate**

8. Partnerships Directorate

Partnership & Engagement Branch - Engagement Branch

STRATEGIC OBJECTIVE	S75 CATEGORIES INVOLVED/ AFFECTED	INEQUALITIES IDENTIFIED	RESEARCH QUANTITATIVE/ QUALITATIVE	PERFORMANCE INDICATOR	MEASURE (ACTION)	TIME SCALE
Engage with communities so that we can hear what their experience of policing has been. Build and maintain confidence in the work of PSNI and the Board	people with different religious belief people of political opinion people of different racial groups people of different ages people of different marital status people of different sexual orientation men and women generally people with a disability and people without people with dependents and people without	Priorities: Young People Loyalist and Republican working class communities. Trafficking (Ethnic Minorities, Women and LGBT)	Youth advisory panel, research and consultations Desk Research, exploratory meetings with key community networks, ex prisoner groups. Reference Workgroups	Policing needs of communities are identified and taken into account when setting police targets and monitoring Police Performance.	Themed Public Meetings to be held. Engagement events for young people and with organisations that work with young people. Monitor PSNI implementation of recommendations from research to identify barriers to effective engagement Carry out events in 2 urban and 2 rural Republican and Loyalist Communities Develop a strategy to tackle trafficking through a joined up approach with DOJ, PSNI and community groups	Throughout each year of the Corporate Reporting Period - 2014-2017.

Partnership

STRATEGIC OBJECTIVE	S75 CATEGORIES INVOLVED/AFFECTED	INEQUALITIES IDENTIFIED	RESEARCH QUANTITATIVE/ QUALITATIVE	PERFORMANCE INDICATOR	MEASURE (ACTION)	TIME SCALE
To ensure PCSP's consult and engage with communities on the issues of concern in relation to policing and community safety.	<p>people with different religious belief</p> <p>people of political opinion</p> <p>people of different racial groups</p> <p>people of different ages</p> <p>people of different marital status</p> <p>people of different sexual orientation</p> <p>men and women generally</p> <p>people with a disability and people without</p> <p>people with dependents and people without</p>	<p>Priorities:</p> <p>Young Loyalists/Young Republicans</p> <p>Young people</p> <p>Lesbian/Gay/Bi-Sexual/Transgender [LGBT] Group</p> <p>Women's Groups</p> <p>Carer's Forum</p> <p>The Travelling Community</p> <p>Members of the general public and community representatives from inter-face areas</p>	<p>PCSP Annual Consultation</p> <p>Biannual NIPB/ PCSP Survey</p> <p>Engagement through meetings</p>	That PCSP's should consult, identify and prioritize issues of concern and monitor the performance of police	<p>Ensure the Effectiveness Framework for PCSP's is adhered -viz a viz:</p> <p>Recommend Priorities for Area Commanders</p> <p>Annual Consultation Report Delivered</p> <p>Programme of engagement developed including hard to reach groups</p> <p>2 discussion forums per year</p> <p>Work with NIPB, Local Government and DOJ to fully implement arrangements.</p>	Throughout each year of the Corporate Reporting Period - 2014-2017

Policy Directorate

Policy Branch

STRATEGIC OBJECTIVE	S75 CATEGORIES INVOLVED/ AFFECTED	INEQUALITIES IDENTIFIED	RESEARCH QUANTITATIVE/ QUALITATIVE	PERFORMANCE INDICATOR	MEASURE (ACTION)	TIME SCALE
<p>Monitoring the performance of the PSNI in compliance with the Human Rights Act 1998.</p> <p>Tackle inequality and improve outcomes for people in vulnerable circumstances</p>	<p>people with different religious belief</p> <p>people of political opinion</p> <p>people of different racial groups</p> <p>people of different ages</p> <p>people of different marital status</p> <p>people of different sexual orientation</p> <p>men and women generally</p> <p>people with a disability and people without</p> <p>people with dependents and people without</p>	<p>Priorities:</p> <p>Young People</p> <p>LBG individuals</p> <p>Transgender individuals</p> <p>People of different racial groups</p> <p>People with a disability</p> <p>Victims of crime-Domestic Abuse (women and men)</p>	<p>Human Rights Annual Reports</p> <p>Thematic Reviews</p> <p>-Domestic Abuse</p> <p>- Policing with Children and Young People</p> <p>- Police Powers to Stop and Search.</p> <p>- Lesbian, Gay, Bisexual Individuals and Transgender Individuals</p> <p>- Race Hate Crime</p> <p>Research into the views and experiences of people with learning disability in relation to policing in Northern Ireland.</p>	<p>Monitoring of Human Rights Annual Report and Thematic Review publications and PSNI implementation of recommendations made therein by Performance Committee</p>	<p>Publish Human Rights Annual Report.</p> <p>Publish Thematic Reviews and Thematic Update Reports.</p> <p>Publish PSNI Compliance with Code of Ethics (through Human Rights Annual Report)</p> <p>Report upon PSNI implementation of recommendations in Human Rights Annual Reports and Thematic Reviews.</p>	<p>Throughout each year of the Reporting Period - 2014-2017</p>

Statistical and Research Branch

STRATEGIC OBJECTIVE	S75 CATEGORIES INVOLVED/AFFECTED	INEQUALITIES IDENTIFIED	RESEARCH QUANTITATIVE/ QUALITATIVE	PERFORMANCE INDICATOR	MEASURE (ACTION)	TIME SCALE
Oversee NIPB's statistical and research activity	people with different religious belief people of political opinion people of different racial groups people of different ages people of different marital status people of different sexual orientation men and women generally people with a disability and people without people with dependents and people without	Priorities – to close the gaps in data collected across the following: Ethnic Minorities Disability Sexual Orientation	Annual Omnibus Survey Biennial DPP Public Consultation Survey Data Collection Policy NIPB/OPONI Research – BME & LGB and Learning Disabilities. NIPB Staff Survey	Views of all groups are sought, identified and utilized or gaps identified that allow for other branches within NIPB to address	Delivery of surveys as per research strategy.	2014-2017 as per the research strategy timetable.

9. Support Services Directorate

Board Support

STRATEGIC OBJECTIVE	S75 CATEGORIES INVOLVED/ AFFECTED	INEQUALITIES IDENTIFIED	RESEARCH QUANTITATIVE/ QUALITATIVE	PERFORMANCE INDICATOR	MEASURE (ACTION)	TIME SCALE
Access to Board Meetings	<p>people with different religious belief</p> <p>people of political opinion</p> <p>people of different racial groups</p> <p>people of different ages</p> <p>people of different marital status</p> <p>people of different sexual orientation</p> <p>men and women generally</p> <p>people with a disability and people without</p> <p>people with dependents and people without</p>	<p>Priorities:</p> <p>Disability</p> <p>People with Dependents</p> <p>People of a working age cannot attend meetings during working hours</p>	NIPB Stakeholder Survey	<p>Meetings are held at other venues across NI.</p> <p>Meetings are livestreamed to increase accessibility to those who can't attend.</p>	<p>A minimum of 2 events per year are held in alternative venues to Waterside Tower in the evenings.</p>	<p>Throughout each year of the Corporate Reporting Period 2014-2017</p>

Board Support

STRATEGIC OBJECTIVE	S75 CATEGORIES INVOLVED/ AFFECTED	INEQUALITIES IDENTIFIED	RESEARCH QUANTITATIVE/ QUALITATIVE	PERFORMANCE INDICATOR	MEASURE (ACTION)	TIME SCALE
<p>To recruit volunteers to check on the rights, health wellbeing and conditions of detention of people being held in custody.</p>	<p>people with different religious belief</p> <p>people of political opinion</p> <p>people of different racial groups</p> <p>people of different ages</p> <p>people of different marital status</p> <p>people of different sexual orientation</p> <p>men and women generally</p> <p>people with a disability and people without</p> <p>people with dependents and people without</p>	<p>Catholic</p>	<p>Equality Audit – Independent Custody Visitor Scheme</p>	<p>Equality audits continue to be carried out. Applications are welcomed from Catholics.</p>	<p>That Catholics are encouraged to apply and subsequent equality audits reflects progress.</p>	<p>Annually (after new intake interviews and appointment are made)</p>

Human Resources Branch

Learning & Development

STRATEGIC OBJECTIVE	S75 CATEGORIES INVOLVED/ AFFECTED	INEQUALITIES IDENTIFIED	RESEARCH QUANTITATIVE/ QUALITATIVE	PERFORMANCE INDICATOR	MEASURE (ACTION)	TIME SCALE
Programme that meets learning needs of staff	Potentially: Disability Those with Dependents	Materials/Delivery possibly not suitable – variety if methods therefore available (online, classroom, buddy system etc.) L&D not penciled in for 10:00 am to accommodate staff. Policy in place for Child Care.	NIPB/NICS Surveys	Future surveys and focus groups (where feasible) conducted	Materials and delivery are suitable Times are suitable	Ongoing for training events delivered over the planning years of 2014 - 2017.

Human Resources Branch

Resourcing/Recruitment & Selection

STRATEGIC OBJECTIVE	S75 CATEGORIES INVOLVED/ AFFECTED	INEQUALITIES IDENTIFIED	RESEARCH QUANTITATIVE/ QUALITATIVE	PERFORMANCE INDICATOR	MEASURE (ACTION)	TIME SCALE
Staff composition to reflect Diversity of NI	people with different religious belief people of political opinion people of different racial groups people of different ages people of different marital status people of different sexual orientation men and women generally people with a disability and people without people with dependents and people without	Under representation at Deputy Principal grade and above for Women. Under Representation for ethnic minorities at all grades. Under Representation of those disclosing a disability.	Census 2011 Equality Commission NI Reports NIPB Annual Monitoring Returns	Participation will increase	Policy in place for external recruitment at Staff Office grade & above. Welcome statement.	Ongoing until fair employment is enjoyed in line with census data.

Human Resources Branch

PSNI Human Resources, Training, Equality and Diversity Branch

STRATEGIC OBJECTIVE	S75 CATEGORIES INVOLVED/AFFECTED	INEQUALITIES IDENTIFIED	RESEARCH QUANTITATIVE/ QUALITATIVE	PERFORMANCE INDICATOR	MEASURE (ACTION)	TIME SCALE
Monitoring of PSNI HR activities	people with different religious belief people of political opinion people of different racial groups people of different ages people of different marital status people of different sexual orientation men and women generally people with a disability and people without people with dependents and people without	Priorities: Community Background Gender Young people LGBT groups Black, Ethnic Minority Disability	PSNI Audit of Inequality Section 75 annual progress report Workforce analysis re fair participation.	Increased positive assessment of PSNI Performance, particularly amongst marginalized and underrepresented groups. Increased participation from underrepresented groups.	Programs of engagement (backed up by effective data monitoring arrangements) Corporate engagement strategy to encourage applications for underrepresented areas as well as retention from underrepresented areas.	Through Resources Committee on a monthly basis and formally every 6 months over the current corporate reporting period of 2014-2017