



**THE NORTHERN IRELAND  
POLICING  
PLAN  
2020-2025**

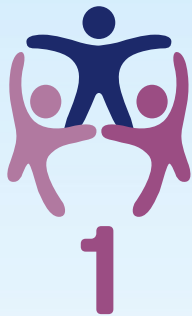
**ANNUAL  
PERFORMANCE  
PLAN ASSESSMENT**  
2023-24

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## NORTHERN IRELAND POLICING PLAN 2020-2024 AND PERFORMANCE PLAN 2023-2024 ANNUAL ASSESSMENT

Introduction to the [The Northern Ireland Policing Plan 2020-2025 and Annual Performance Plan 2023/24](#) was agreed by the Board at its meeting of 2 March 2023. The Policing Plan outlines three Outcomes that the Board want policing to deliver for the people of Northern Ireland:



**1**  
**WE HAVE  
A SAFE  
COMMUNITY**



**2**  
**WE HAVE  
CONFIDENCE  
IN POLICING**



**3**  
**WE HAVE ENGAGED  
AND SUPPORTIVE  
COMMUNITIES**

The Annual Performance Plan 2023-2024 included nine Indicators and sixteen Measures which were used to quantify the progress towards achieving the Outcomes. The Outcomes, Indicators and Measures are collectively provided on page 6.

By virtue of the Police (NI) Act 2000 and the Annual Performance Plan, the Board is required to prepare and publish for each financial year a summary (its “performance summary”) of the Board’s Assessment. To deliver on this statutory requirement each Measure within the 2023-2024 Performance Plan has been considered in detail. This was completed whereby, prior to each Committee, Members were provided with a Paper which included the PSNI OBA (Outcomes Based Accountability) Report Card for each Measure and Board official’s analysis, which encompassed a summary Key Issues / Key Opportunities piece. At each applicable Committee meeting, the responsible PSNI ACC was present, and Members engaged in scrutiny, monitoring and evaluation of each Measure.

All sixteen Measures within the Performance Plan 2023-2024 were presented at least once to Members through either the Performance, Partnership or Resources Committee between May 2023 and March 2024. This approach enabled the compilation of an evidence based Annual Assessment which takes cognisance of Members’ views. Therefore, the purpose of this document is to provide an Assessment of the PSNI’s performance as reflected through the monitoring and scrutiny provided by Members. It centres on the conclusive evidence base gathered from the aforementioned and includes areas that the PSNI either, fell short on, need to revisit or require recognition for.

2023-2024 represents year four of a five-year Policing Plan and reports mainly on the progress made by PSNI in the gathering of data against the baselines and the reporting of emerging impacts. In 2021-2022, the Board placed increased focus on establishing increasingly robust baseline reporting metrics around all PSNI measures and improving survey type analysis to gain a better understanding of PSNI performance. The Board also identified the specific impacts that are to be achieved in each Measure. This allows the Board to identify further initiatives that will result in continuous improvement in both performance and results. Therefore, both the impact and continuous improvement initiatives are identified for each Measure in the report below. The 2023-2024 plan saw the introduction of three new Measures relating to Violence against Women and Girls (VAWG), Police Conduct and Emergency (999) and Priority (101) call response times.

The Board have applied a Red Amber Green (RAG) status to each Measure with an assessment of what has been achieved to date. This was a recommendation of the NIAO's inspection of Continuous Improvement in 2021-2022 and has been included in the final section of each Measure reported below. The objective of this assessment is to assess whether any of these Measures have been achieved over the past year and the progress to date. It is important to note that some of the data contained in this assessment is management information provided by the PSNI and is not official statistics. Therefore this assessment is limited to the data contained within, which may be subject to change.

Outcome 1 of the Policing Plan sets out impacts that the Board wishes to see in policing in order to make Northern Ireland a safe place to live. In the 12 months from 14 December 2022 – 13 December 2023, the crime rate was 56.1 crimes per 1,000 of the population, a reduction of 2.3%. As of 29 February 2024, the crime rate has reduced further to 55 crimes per 1,000 of the population, compared to 58 crimes in the previous 12 months. This shows that the significant increase in crime following COVID-19 has begun to reduce, however, these figures are affected by the recent increase in population following the 2021 census. It is again encouraging that when compared to other areas in England and Wales, Northern Ireland continues to be one of the safest places, recording the second lowest overall crime rate amongst its most similar services. Indeed, recent survey data finds that only a small proportion of people feel very unsafe (6%).

However, all crime rates have increased against the baseline, only victim-based crime, crime against older people and crime against men has shown a decrease against the baseline. Statistics for repeat victims and repeat offending have also increased, whilst Anti-Social Behaviour levels continue to fall. The report highlights successes of disrupting Organised Crime Groups (OCGs) with 193 disruptions; of which 4 were recorded as major, 29 moderate and 160 minor 2023. There has been a reduction in paramilitary style assaults but a slight increase in paramilitary style shootings when compared to the previous 12 months. The report also provides an update on a new Policing Plan Measure 1.4.2 Demonstrate progress against the Violence against Women and Girls Strategy and Action Plan.

23 of the 41 actions identified have been completed with significant progress made on further 18. Therefore, progress has been made this year on Outcome 1 'We have a safe community'.

Outcome 2 seeks to improve confidence in policing. Survey data in this year points to the overall rating for public confidence in policing has decreased from 86% to 82% and confidence in local policing decreasing from 75% to 72%. Overall, the results of the 2021-2022 NI Safer Community Survey (NISCS) show decreases across most areas. Results from Victim Satisfaction Surveys also show a significant decrease from the previous year, which points to a reduced level of confidence amongst victims of crime compared to those who have not recently been victims. Two new measures were added to the Policing Plan this year in terms of showing the responsiveness of the police and police conduct. The report shows that the PSNI has favourable emergency (999) and priority (101) call response rates when compared to other police services (80.6% and 71.2% respectively). In relation to police conduct, the report highlights a number of initiatives undertaken by the PSNI to tackle the increased focus on improper police conduct and further analysis will be required next year to ascertain if this has improved.

Representativeness within the police service is also used as an indicator of confidence and this year the PSNI's budgetary restrictions have meant there has been no new external recruitment campaigns. Despite an absence of recruitment, the report highlights an increase in female and Catholic officers which currently are the highest in the PSNI's history. However there has been no improvement in the representation of Catholic police staff which remains under 20%. There is also more work to be done in encouraging disabled, LGBTQ+ and ethnic minorities within the PSNI. Overall, we would conclude that confidence levels have decreased during 2023-2024 and recent events such as the data breaches may result in further reductions in confidence in the coming years.

The Board and the PSNI invested time in previous years to develop Outcome 3 in more detail and to identify the baseline information and relevant impacts that would contribute to having more engaged and supportive communities. As the majority of recommendations of the Local Policing Review (LPR) were implemented, the LPR was replaced in the Policing Plan in the previous year. Therefore an updated Measure 3.1.1 was introduced this year to demonstrate progress against the 'Here For You' public engagement strategy and the associated Hallmarks of Neighbourhood Policing. However, the PSNI have not yet developed baselines and further analysis on this measure is required over a longer period in order to gauge impact. Also, during this year a third Neighbourhood Policing Team (NPT) Self-assessment and Continuous Improvement Survey was completed. Most of the NPT survey results show a decrease in comparison to the previous year. In relation to Measure 3.1.3, the revised 2023 Community Survey will provide a basis for a comparison to enable a more detailed assessment and evaluation of partnership working to take place during 2024.

Overall, steady progress has been made during 2023-2024 in delivering the Measures of the Policing Plan whilst the PSNI continues to deal with ongoing budgetary pressures, a change in leadership and the impact of the data breaches on public confidence. This report has determined that the majority of Measures are partially achieved and only one Measure was considered to be achieved, which is disappointing. However, the Board also acknowledges the continued budgetary pressures that will inevitably impact on the PSNI's ability to deliver against the Measures of the Plan. As the forthcoming year will be the final year of the 2020-2025 Policing Plan, no new measures have been introduced to the forthcoming Annual Performance Plan 2024-2025 and next year's Annual Assessment will include an assessment over the performance of the PSNI across the 5 years of the 2020-2025 Policing Plan. The Board will also turn its attention to producing a new five-year Policing Plan 2025-2030.

# NORTHERN IRELAND POLICING PLAN 2020-2025 AND PERFORMANCE PLAN 2023-2024

## OUTCOME 1: WE HAVE A SAFE COMMUNITY

INDICATOR	MEASURES 2023/24
<b>1.1 FEWER REPEAT VICTIMS OF CRIME</b>	<b>1.1</b> Repeat victimisation rate and report on initiatives and their impact to support repeat victims with a focus on victims of Domestic Abuse, Child Sexual Abuse and Exploitation (CSAE) and Hate Crime in 2023/24.
<b>1.2 FEWER REPEAT OFFENDERS OF CRIME</b>	<b>1.2.1</b> Repeat offending rate and report on initiatives and their impact to reduce repeat offenders with a focus on Domestic Abuse in 2023/24. <b>1.2.2</b> Through activity which has a minor, moderate and major impact, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.
<b>1.3 PEOPLE IN ALL COMMUNITIES FEEL SAFE</b>	<b>1.3.1</b> Number of people in Northern Ireland who feel unsafe/very unsafe in their local area, in their local high street, town centre and in their own home at night. <b>1.3.2</b> Rate of places repeatedly victimised.
<b>1.4 CRIME RATES AND TRENDS SHOWCASE AN EFFECTIVE POLICE RESPONSE</b>	<b>1.4.1</b> Benchmark PSNI crime rates against previous rates and other similar police services. <b>1.4.2</b> Demonstrate progress against the Violence Against Women and Girls Strategy and Action Plan.

## OUTCOME 2: WE HAVE CONFIDENCE IN POLICING

<b>2.1 THE LEVEL OF PUBLIC CONFIDENCE IN POLICING</b>	<b>2.1.1</b> Number of people in Northern Ireland who are confident that PSNI is accessible, visible, responsive and victim focused. <b>2.1.2</b> Report on the levels (numbers and outcomes) of conduct cases within the police service. <b>2.1.3</b> Report on the levels of 999 (emergency) and 101 (priority) call response.
<b>2.2 THE LEVEL OF SATISFACTION WITH THE SERVICE RECEIVED</b>	<b>2.2.1</b> Number of victims and service users who are satisfied with the service they have received.
<b>2.3 THE REPRESENTATIVENESS OF THE POLICE SERVICE</b>	<b>2.3.1</b> Improve representativeness of the service across ranks, grades and departments by gender, community background, ethnic origin, disability, sexual orientation and in respect of recruitment, socioeconomic background.
<b>2.4 DELIVERY OF EFFECTIVE CRIME OUTCOMES</b>	<b>2.4.1</b> Levels of crime outcomes, with a particular focus on Domestic Abuse, to identify areas of concern.

## OUTCOME 3: WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES

<b>3.1 POLICE, IN PARTNERSHIP WITH LOCAL COMMUNITIES, INCLUDING PCSPS, IDENTIFY AND DELIVER LOCAL SOLUTIONS TO LOCAL PROBLEMS</b>	<b>3.1.1</b> Demonstrate progress against the "Here for You" Public Engagement Strategy and the associated Hallmarks of Neighbourhood Policing. <b>3.1.2</b> Identify and report on the Neighbourhood Policing Team initiatives to address local problems and tackle local issues, including co-designed solutions, in line with Neighbourhood Policing Guidelines. <b>3.1.3</b> Assess and evaluate the impact of partnership working with local communities, including but not exclusively, in areas of high deprivation and areas that have been repeatedly victimised.
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## RAG STATUS SUMMARY TABLE

PERFORMANCE PLAN 2022-23 MEASURE		RAG STATUS	
		2022-23	2023-24
1.1.1	Repeat victimisation rate and report on initiatives to support repeat victims with a focus on victims of (i) Domestic Abuse, (ii) Child Sexual Abuse and Exploitation (CSAE) and (iii) Hate Crime in 2023-2024.	PARTIALLY ACHIEVED	PARTIALLY ACHIEVED
1.2.1	Repeat offending rate and report on initiatives to reduce repeat offenders with a focus on Domestic Abuse in 2023-2024.	PARTIALLY ACHIEVED	NOT ACHIEVED
1.2.2	Through activity which has a minor, moderate and major impact, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.	PARTIALLY ACHIEVED	PARTIALLY ACHIEVED
1.3.1	1.3.1 Number of people in Northern Ireland who feel safe in their; local area, local high street or town centre and own home, including in the online space.	ACHIEVED	PARTIALLY ACHIEVED
1.3.2	Rate of places repeatedly victimised.	ACHIEVED	PARTIALLY ACHIEVED
1.4.1	Benchmark PSNI crime rates against previous rates and other similar police services.	PARTIALLY ACHIEVED	ACHIEVED
1.4.2	Demonstrate progress against the Violence Against Women and Girls Strategy and Action Plan.	N/A	PARTIALLY ACHIEVED
2.1.1	Number of people in Northern Ireland who are confident that PSNI is accessible, visible, responsive and victim focused.	ACHIEVED	NOT ACHIEVED
2.1.2	Report on the levels (numbers and outcomes) of conduct cases within the police service.	N/A	PARTIALLY ACHIEVED
2.1.3	Report on the levels of 999 (emergency) and 101 (priority call) response.	N/A	PARTIALLY ACHIEVED
2.2.1	Number of victims and service users who are satisfied with the service they have received.	PARTIALLY ACHIEVED	NOT ACHIEVED
2.3.1	Improve representativeness of the service across ranks, grades and departments by gender and community and socioeconomic background.	NOT ACHIEVED	PARTIALLY ACHIEVED
2.4.1	Levels of crime outcomes, with a particular focus on Domestic Abuse, to identify areas of concern.	PARTIALLY ACHIEVED	PARTIALLY ACHIEVED
3.1.1	In collaboration with the community deliver on the commitments outlined in the Local Policing Review.	ACHIEVED	N/A
3.1.1	Demonstrate progress against the 'Here for You' Public Engagement Strategy and the associated Hallmarks of Neighbourhood Policing.	N/A	PARTIALLY ACHIEVED
3.1.2	Identify and report on the Neighbourhood Policing Team initiatives to address local problems and tackle local issues, including co-designed solutions, in line with Neighbourhood Policing Guidelines.	PARTIALLY ACHIEVED	NOT ACHIEVED
3.1.3	Assess and evaluate the impact of partnership working with local communities, including but not exclusively, in areas of high deprivation and areas that have been repeatedly victimised.	PARTIALLY ACHIEVED	PARTIALLY ACHIEVED



## OUTCOME ONE: WE HAVE A SAFE COMMUNITY

### INDICATOR 1.1:

Fewer repeat victims of crime.

### MEASURE 1.1.1:

Repeat victimisation rate and report on initiatives to support repeat victims with a focus on victims of (i) Domestic Abuse, (ii) Child Sexual Abuse and Exploitation (CSAE) and (iii) Hate Crime in 2023-2024.

### PERFORMANCE COMMITTEE:

8 June 2023

### PSNI OBA REPORT CARDS:

M1.1.1

#### IMPACTS UPDATE

##### Are there fewer repeat victims of crime?

- The PSNI reported in June 2023 that the **repeat victimisation<sup>1</sup> rate** of all crime at 31/03/2023 was 17.7%, there were 10,630 repeat victims of crime incidents which is a reduction from the figures reported as at 31/03/2022 which was 10,761 (17.8%). The number of repeat victims and repeat victimisation rate has **reduced** against the baseline
- Of this 39.3% of crime was experienced by repeat victims as at 31/03/2023, which is also a slight **reduction** when compared to 31/03/2022 when the percentage was 39.4%

##### Initiatives to Continuously Improve Performance

- The PSNI provided an update on the success of the Person of Concern (POC) Assessment meetings at highlighting those who may be exploiting children. Engagement is ongoing to have this process rolled out to external partners with the Youth Justice Agency being the first external partner signed up to this POC referral process, as a six-month pilot. Members recognised the POC pilot as a key opportunity
- A range of resources have been developed for officers to use when engaging with older victims of crime. The Economic Crime Unit have liaised with the Commissioner for Older People regarding concerns around financial abuse of older people. A dedicated intranet page and a bespoke investigative guide has been produced and is available to both operation and front-line officers

<sup>1</sup> A repeat victim is a person who has been linked to more than one crime within the past 365 days.

- The Multi-Agency Support Hubs (MASH) have had 87 Repeat Victims referred. The Support Hubs bring key professionals together to enable better quality information sharing and decision making. They also facilitate early intervention to help reduce vulnerability

## BOARD SCRUTINY OF PERFORMANCE

### PARTNERSHIP COMMITTEE:

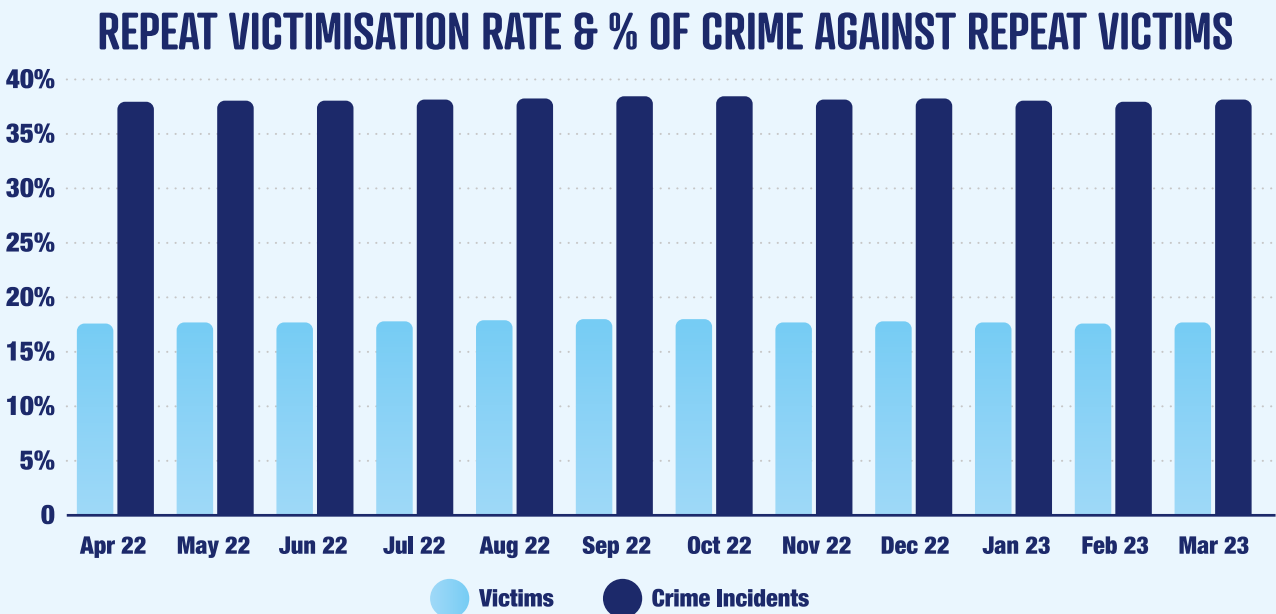
8 June 2023

### PSNI OBA REPORT CARD:

M1.1.1

**Figure 1** - 'Repeat Victimization & % of Crime Against Repeat victims' illustrates, the percentage of crime incidents that repeat victims experienced for the last 12 months from April 2022 - March 2023.

**Figure 1**



The graph above illustrates that across the financial year the repeat victimisation rate and the percentage of all crimes against repeat victims remains consistent. In the year ending March 2023 there were 10,630 repeat victims, who experienced 30,360 occurrences and 34,883 offences (an occurrence may have more than one offence recorded). This translates to a repeat victimisation rate of 17.7%, and they were victims of 39.3% of all offences.

Measure 1.1.1 is made up of three separate areas that are considered individually in the paragraphs below.

## (I) DOMESTIC VIOLENCE AND ABUSE

### PERFORMANCE COMMITTEE:

8 June 2023

### PSNI OBA REPORT CARDS:

#### M 1.1.1

#### IMPACTS UPDATE

##### Are there fewer repeat victims of crime?

- PSNI reported in June 2023 that, ‘...repeat victims<sup>2</sup> of domestic abuse reduced in 2022-2023 by 92 to 5,624, these account for 48.7% (16,759) of all domestically motivated occurrences and is also a reduction of 0.5% or 388 occurrences when compared to the 2021-2022 financial year.’ The repeat victimisation rate has **reduced** slightly to 24.1%

##### Initiatives to Continuously Improve Performance

- Following the introduction of the Domestic Abuse & Civil Proceedings Act (NI) 2021 and the Protection from Stalking Act (NI) 2022 the PSNI highlight that ‘...there has been a significant focus on quality assurance and development of CPD, alongside preparation for new legislative provisions under the Justice (SOTV) Act (NI) 2022’ A new initiative commenced in September 2023, a district training programme, the aim to focus on the learning of Year 1 of the new domestic abuse offence, which will focus on the impact of children in domestic abuse relationships and aggravators for prosecution
- ASSIST NI<sup>3</sup> is in Year 2 of service provision and continues to provide advocacy services to victims of domestic and sexual abuse, support has been provided to 812 victims, including 100 children
- Since the launch of ‘Operation Encompass’ there has been referrals in respect of 3,480 children following 1,858 qualifying domestic abuse incidents

2 A repeat victim is a person who has been linked to more than one crime within the past 365 days.

3 The Assist NI service is free and is delivered across Northern Ireland to provide trauma-informed support and vital information to qualifying victims of domestic and sexual abuse, primarily those engaging with the criminal justice process, the Rowan or Multi Agency Risk Assessment Conferences (MARAC).

## (II) CHILD SEXUAL ABUSE AND EXPLOITATION (CSAE)

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### PERFORMANCE COMMITTEE:

8 June 2023

### PSNI OBA REPORT CARDS:

#### M 1.1.1

#### IMPACTS UPDATE

##### Are there fewer repeat victims of crime?

- The PSNI reported that repeat child victims have **increased** for the second year in a row to 923 (891 as at 31/03/2022) with a repeat victimisation rate of 13.8% (the same as previous year)
- 31.3% of crime against children was experienced by repeat child victims as at 31/03/2023 (30.4% as at 31/03/2022)
- Of the 932 repeat child victims 30 of these are at risk of Child Sexual Exploitation (CSE) which equates to 3.2% of the total
- Ongoing work continues to reduce children at risk of CSE and when compared to the financial year 2021-2022, it has **reduced** from 35 (3.8%). The number and rate of repeat child victims at risk of CSE had **reduced**

##### Initiatives to Continuously Improve Performance

- The PSNI outlined that **Person of Concern Assessment Meetings** continues to be a successful method of highlighting those who exploit children. Since the robust assessment process has started 86 referrals have been received with 15 new persons of concern identified
- The PSNI highlighted the ongoing success of the vulnerability working group which has been established across the police service. Preventative actions are generated and focus on offenders with Child Abduction Warning Notice (CAWN), Risk of Sexual Harm Order (ROSHO) and Sexual Offences Prevention Order (SOPO) restrictions, to ensure compliance with condition. The use of CAWNs as a disruptive tactic continues to be successful

## (III) HATE CRIME

### PERFORMANCE COMMITTEE:

8 June 2023

### PSNI OBA REPORT CARDS:

#### M1.1.1

#### IMPACTS UPDATE

##### Are there fewer repeat victims of crime?

- The PSNI report that in the twelve months to the 31/03/2023 there were 2,170 repeat victims<sup>4</sup> of which 185 (39.8%) were repeat victims
- The repeat victimisation rate has **risen** in the Racist, Transgender Identity, and Disability categories. There have been reductions in the Sectarian, Sexual Orientation and Religious categories (**Figure 2**)

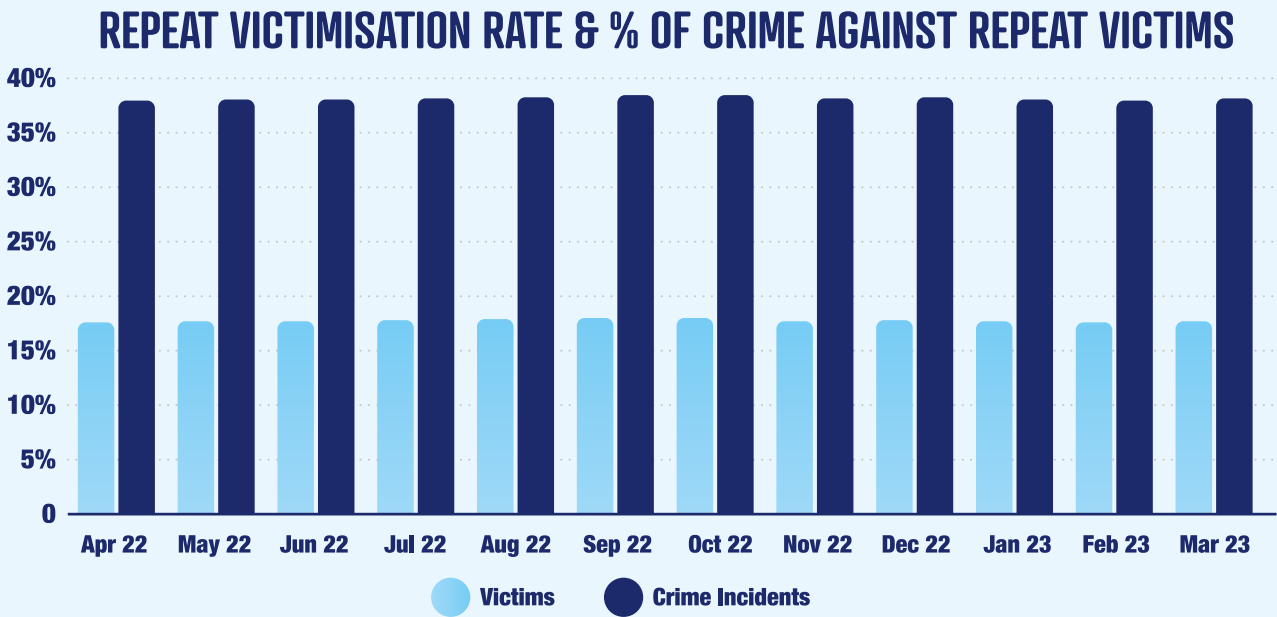
##### Initiatives to Continuously Improve Performance

- PSNI's service delivery for hate motivated crimes and non-crime hate incidents has recently been updated, the risk assessment process has been streamlined. Ongoing support will be provided to the wider community following a hate motivated or non-crime hate incident to prevent further targeting occurring
- The update will also improve the referrals to the Hate Crime Advocacy Service (HCAS) through an opt-in automated referral which went live on 25 April 2023
- Work continues with PSNI on Judge Marrinan's recommendations which were outlined in the Review into Hate Crime Legislation. There has been a formation of a multi-departmental working group to consider the implications and requirements of legislative changes within the Service

As the graph, **Figure 2** - 'Repeat Victimisation Rates of Crime Against Repeat Victims' below shows, across the financial year the repeat victimisation rate and the percentage of all crimes against repeat victims remains consistent. With the number of repeat victims reducing albeit by a minimal amount, it shows that in 2022-2023 there were fewer repeat victims of crime. However, the number of repeat victims fluctuates throughout the year and remains steady around 10,700 mark.

4 Repeat hate victims are persons who have experienced two or more of the same strand of hate abuse (incident and/or crime) in the past 365 days.

Figure 2



## BOARD ASSESSMENT OF MEASURE 1.1.1

### IMPACT - ARE THERE FEWER REPEAT VICTIMS OF CRIME?

This annual assessment of the performance of ‘Repeat Victims of Crime’ in 2023-2024 incorporates the Northern Ireland Policing Plan 2020–2025 and the table below shows the trend of:

	Baseline 31/03/2021	30/09/2021	31/03/2022	30/11/2022	31/03/2023
<b>Repeat Victims</b>	9,705 (17.4%)	9,931 (17.5%)	10,761 (17.6%)	10,574 (17.3%)	10,630 (17.7%)
<b>Crime incidents</b>	37.4%	37.8%	39.4%	39.3%	39.3%
<b>Repeat domestic abuse victims</b>	5,104 (24.1%)	5,303 (24.3%)	5,716 (24.6%)	5,670 (24.2%)	5,624 (24.1%)
<b>Repeat CSAE victims</b>	805 (13.8%)	821 (13.6%)	923 (13.8%)	906 (13.3%)	932 (13.8%)
<b>Repeat Hate Crime victims</b>	558 (32.2%)	185 (9.3%)	154 (7.2%)	182 (8.4%)	181 (8.3%)

### RAG Status (31/03/2024)

#### Partially Achieved

This is year four of the Policing Plan and it is recognised the PSNI are achieving a positive impact by investing in a number of initiatives to achieve fewer repeat victims of Domestic Violence and Abuse, CSAE, Hate Crime and Repeat Victimization overall. As at 31/03/2023 there is a slight increase in Repeat Victims of Crime Incidents and a slight decrease in Repeat Victims of Domestic Abuse when compared to 31/11/2022. However, both have seen increases against the baseline. Repeat child victims is gradually increasing each year since the baseline in 31/03/2021, apart from 31/11/2022. Repeat hate crime victims have also decreased slightly and remain significantly below the baseline. This points to both positive and negative evidence of achieving fewer repeat victims of crime. Therefore, at this point, the Board assess the Measure as being partially achieved.

### INDICATOR 1.2:

**Fewer repeat offenders of crime.**

### MEASURE 1.2.1:

**Repeat offending rate and report on initiatives to reduce repeat offenders with a focus on Domestic Abuse in 2023-2024.**

### IMPACTS UPDATE

#### Are there fewer repeat offenders of crime?

- The PSNI reported that as at 31/10/2023 there were 3,659 (21.9%) repeat offenders<sup>5</sup> of all crime, this is a **slight increase** when compared to 31/03/2022 figure which was 3,341 (21.5%)
- As at 31/10/2023 the percentage of crime committed by Repeat Offenders was 46.5%, this is a **slight increase** when compared to 31/03/2023 figure which was 46.7%
- The repeat offending rate as can be seen is consistently varying between 20.9% and 22.1% throughout the last calendar year
- As at 30/09/23 there were 6,151 (30.3%) repeat offenders of Domestic Abuse crimes and incidents, this is an **increase** when compared to 25/10/2022 figure which was 5,924 (29.9%)

<sup>5</sup> Repeat offenders are defined as 'offenders who have been linked by an Offender Detection report to two or more crimes in the last year.' These individuals may or may not have been convicted of an offence.

### Initiatives to Continuously Improve Performance

- Following the completion of the Multi-Agency Risk Assessment Conference review the PSNI are now a key strategic partner within a newly formed Abusive Behaviours Working group. This has been commissioned by the Department of Justice to assess the opportunities for intervention from the police, prisons and probation
- During the period 2022-2023 the Youth Diversion Officers (YDOs) have supported the Youth Justice Agency (YJA) in the delivery of youth diversion outcomes. The YDOs are also key participants in the Children’s Diversion Forum (CDF), which is designed to provide early intervention to tackle low level offending and anti-social behaviour involving young people
- In October 2023, officers from the Reducing Offending Units (ROU) and Youth Diversion Officers (YDO) participated in a two-day Problem Solving Champions workshop. This training focused on problem solving in the context of reducing offending and early intervention/prevention. The newly trained champions will be ambassadors to develop an ethos of prevention and innovative problem solving within ROUs

## BOARD SCRUTINY OF PERFORMANCE

### PERFORMANCE COMMITTEE:

14 December 2023

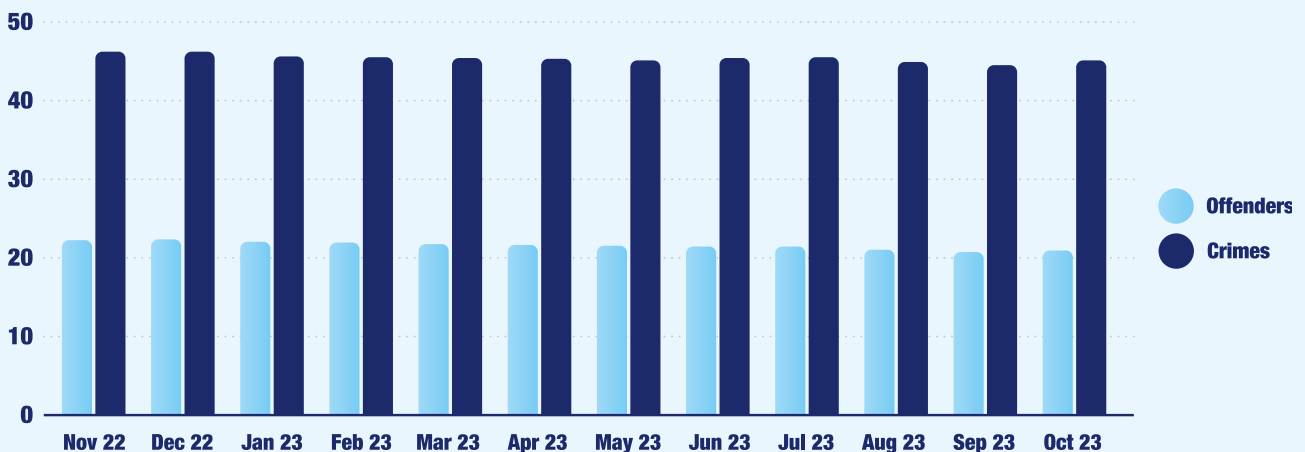
### PSNI OBA REPORT CARDS:

#### M1.2.1

As illustrated in the graph below **Figure 3** - ‘Repeat Offending Rate and Percentage of Crime by Repeat Offenders’ the Repeat Offending rate seems relatively consistent across the 12-month period, fluctuating between 20.9% and 22.1%. Therefore, this would highlight that the level of repeat offending is neither increasing nor decreasing. This is also true when compared to the baseline of 21.5% in 2022.

Figure 3

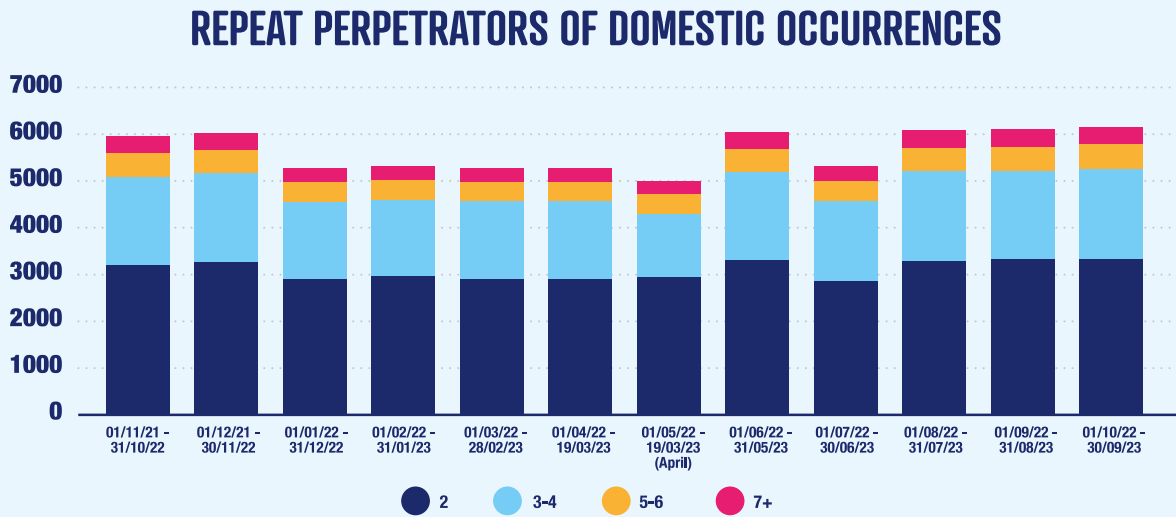
### REPEAT OFFENDING RATE & PERCENTAGE OF CRIME BY REPEAT OFFENDERS





As illustrated in **Figure 4 - 'Repeat Perpetrators of Domestic Occurrences'** below the trend of repeat perpetrators of domestic occurrences is gradually increasing with 6,151 being identified on 30 September 2023, this is an increase of 0.2% from August's figure of 30.1%.

**Figure 4**



## BOARD ASSESSMENT OF MEASURE 1.2.1

### IMPACT – ARE THERE FEWER REPEAT OFFENDERS OF CRIME?

The assessment of the performance of 'Repeat Offenders of Crime' in 2023-2024 incorporates the Northern Ireland Policing Plan 2020–2025 and the table below shows the trend of:

	Baseline 31/03/2021	30/09/2021	31/03/2022	25/10/2022	31/10/2023
<b>No and rate of repeat offenders of all crime</b>	3,166 (22.5%)	3,204 (22.1%)	3,341 (21.5%)	3,295 (21%)	3,659 (21.9%)
<b>No and rate of repeat offenders of domestic abuse</b>	4,554 (26.2%)	n/a	5,177 (26.5%)	5,924 (29.9%)	6,151 (30.3%)

### RAG Status (31/03/2024)

#### Not Achieved

This is year four of the Policing Plan and the PSNI have provided the Board with figures that show an increase in both the number of repeat offenders, the rate against the previous year and the baseline. In relation to repeat offenders of domestic abuse, there also has been an increase when compared to both the baseline and the previous year. This evidence points to not achieving the target of fewer repeat offenders of crime. Therefore, at this point in the Policing Plan, the Board assess the Measure as not achieved.

## INDICATOR 1.2:

Fewer repeat offenders of crime.

### MEASURE 1.2.2:

Through activity which has a minor, moderate and major impact, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.

## IMPACTS UPDATE

### Are there fewer repeat offenders of crime?

- In the 12 months, 1 August 2022 – 31 July 2023 there has been a **reduction** in paramilitary style assaults but a slight increase in paramilitary style shootings when compared to the previous 12 months. Recorded crime in sexual offences, robbery, theft offences, drug offences, possession of weapons and miscellaneous crimes against society has **increased** in the last 12 months. There was a **reduction** of crime levels in violence against the person, burglary, criminal damage, and public order offences. Due to the under reporting of illegal money lending and extortion it is challenging to gauge the extend of these crimes year on year
- The number of OCGs recorded as minor disruption was 160, as November 2023 was the first report card with the new classification, therefore no comparison can be made
- The number of OCGs recorded as a moderate disruption was 29, as November 2023 was the first report card with the new classification, therefore no comparison can be made
- The number of OCGs recorded as a major disruption was 4, again as November was the first report card with the new classifications, therefore no comparison can be made
- The PSNI reported that *'OCGs are quick to adapt to changing environments and exploit opportunities. This has been demonstrated through utilisation of the Common Travel Area, Covid pandemic, cost of living crisis and government schemes to support those in need. Demand for illicit drugs is high and increasing, this has an impact on other crime types such as an increase in deaths and demand on our health service'*
- 80 people have been charged and 94 reported in connection with OCGs within the last 6 months. In the previous 6-month period there were 80 people charged and 59 reported, so the number of people charged and reported has **increased**

### **Initiatives to Continuously Improve Performance**

- An initiative to improve performance was the rollout of a new **Serious Organised Crime (SOC) management, tasking, and prioritisation model** in November 2022. This approach involved the adoption of the Agency and Partner Management Information System (APMIS) to enable a consistent approach to understanding SOC demand across all law enforcement partners in NI and the common prioritisation of risk. At the end of September 2023, 37 of the 58 OCGs are being currently managed on the new APMIS. The next phase of work to capture the remaining crime types on APMIS has commenced
- 18 officers are trained as Drug Expert Witnesses (DEWs) and the demand for their services is increasing with a 21% increase in demand in 2022
- The DEWs also deliver cannabis identification clinics which are used to support prosecutions and deliver significant cost savings
- The Modern Slavery and Human Trafficking Unit and colleagues from the Romanian authorities formed a joint investigation team which was facilitated and supported by Eurojust to tackle Modern Slavery and Human Trafficking criminality
- The Terrorist Offender Management Unit (TOMU) have established processes to monitor those subject to Notification Orders under Part 4 of the Counter Terrorism act 2008 and licences issued under Article 17 Criminal Justice (Northern Ireland) Order 2008. Between 1 April 2023 – 30 September 2023 there have been 131 engagement visits with both those on Part 4 and on Licence and most recently Breach of Notification Order investigations have commenced

## **BOARD SCRUTINY OF PERFORMANCE**

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### **PERFORMANCE COMMITTEE:**

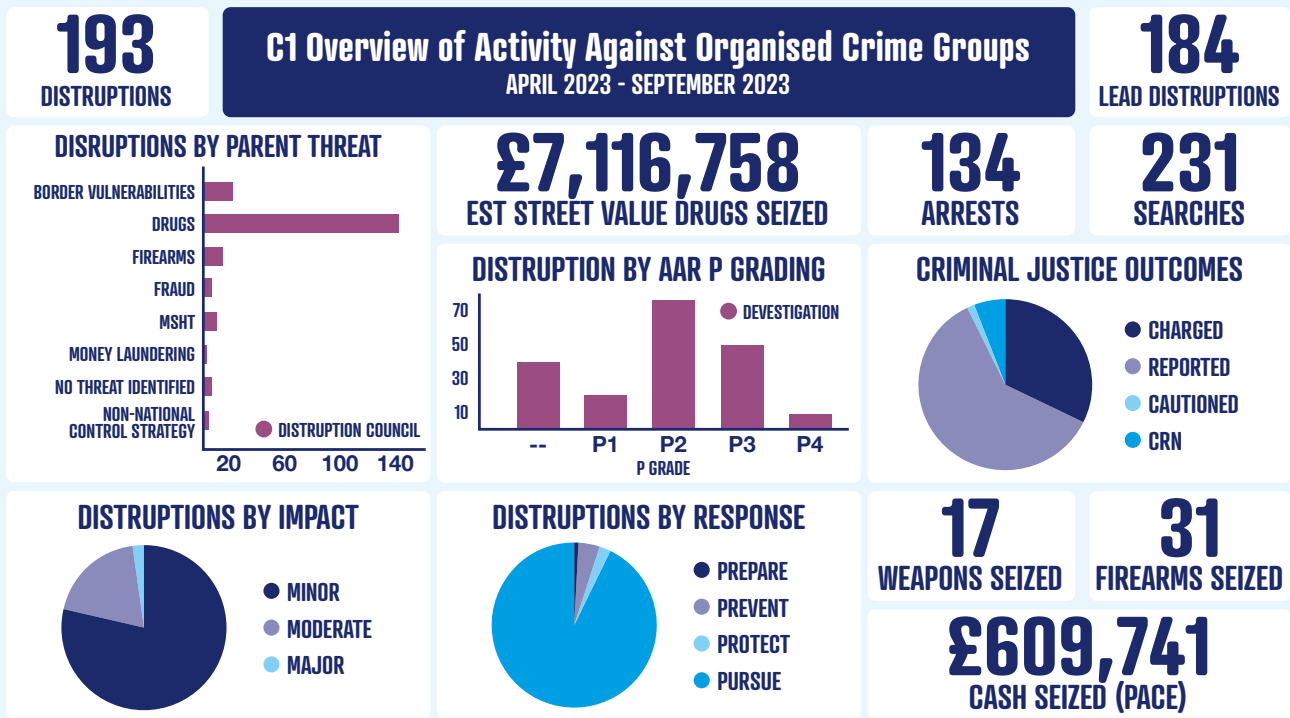
**11 May 2023 & 9 November 2023**

### **PSNI OBA REPORT CARDS:**

#### **M1.2.2**

In order to bring Northern Ireland into line with the UK reporting framework on OCGs the Policing Plan Review Working Group proposed that the descriptive terminology for impact be changed from frustrations, disruption and dismantling to minor, moderate and major impact. In the reporting of this Measure in May 2023 this terminology had not changed, and the report related to frustrations, disruption, and dismantled activity. The terminology was however updated in the November 2023 report card. As illustrated in **Figure 5 – ‘Overview of activity against Organised Crime Groups’** below there were 193 disruptions of which 4 were recorded as major, 29 moderate and 160 minor.

Figure 5



This table provides a breakdown of the 193 recorded disruptions – 71.5% had the parent threat recorded as drugs, 10.36% were recorded against border vulnerabilities, 7.25% against firearms, 4.15% against Modern Slavery and Human Trafficking and 3.1% against fraud, with the remainder against threats such as money laundering.

During the period 1 April 2023 – 30 September 2023

- There were 134 arrests compared to 113 arrests in the same period in 2022, which is an 18.6% increase
- 231 searches conducted compared to 263 searches in the same period in 2022, which represents a 12.1% decrease
- 184 criminal justice outcomes compared to 112 in the same period in 2022, which represents a 64% increase

During the period 1 July 2022 – 30 June 2023 there was an increase of 802 (9.9%) to 8,934 when compared to the previous 12 months for drug seizures. In the financial year 2022-2023 Organised Crime Branch seized drugs with an estimated street value of £9.2 million, with over £7 million worth of drugs seized at the November 2023 reporting of this Measure.

As illustrated in **Figure 6 – ‘Number and Value of Restraint Orders, Confiscation Orders and Cash Seizures’** for the period 1 September 2022 to 31 August 2023 there has been an increase in quantity and value for restraint orders, confiscation orders and concluded account freezing orders. Also, in this period there was more cash seizures with a larger value attributed than the previous 12 months.

Figure 6

Number and Value of restraint, confiscation orders and cash seizures - Rolling 12 months 31st August				
	12 Months 1st September 2021 to 31st August 2022		12 Months 1st September 2022 to 31st August 2023	
	Quantity	Value	Quantity	Value
<b>Restraint Orders*</b>	6	£685,300	9	£1,261,000 - £5,411,000
<b>Confiscation Orders*</b>	8	£580,794.73	10	£1,145,264.26
<b>Cash Seizures</b>	160	£1,883,669.24	133	£1,286,939.10
<b>Cash Forfeitures</b>	95	£874,361.89	67	£629,930.95
<b>Concluded AFO's</b>	0	£0	9	£140,812.86
<b>Total (Value)</b>	<b>269</b>	<b>£4,024,125.88</b>	<b>228</b>	<b>£4,463,947.17 - £8,613,947.17</b>

\* Where joint liability exists between parties the number of orders are counted but figure included once in total value

\*\* Assets for restraint order in 1 case estimated 1-5 million and another estimate £100,000 to £250,000 so range of figures shown  
Please note that cash seizure amounts contain estimated figures

## BOARD ASSESSMENT OF MEASURE 1.2.2

### IMPACT – ARE THERE FEWER REPEAT OFFENDERS OF CRIME?

#### RAG Status (31/03/2024)

#### Partially Achieved

This is a qualitative assessment. As the PSNI have moved to the new terminology with the classifications having changed to minor, moderate and major, a comparison cannot be made until the following year. In addition, the number of minor, moderate and major impacts vary depending on a number of factors therefore a numeric baseline is not appropriate. There has been a reduction in paramilitary style assaults, but a slight increase in paramilitary style shootings, increase in the number of drugs seizures but a decrease in drug trafficking incidents. Recorded crime in sexual offences, robbery, theft offences, drug offences, possession of weapons and miscellaneous crimes against society has **increased** in the last 12 months. There was a **reduction** of crime levels in violence against the person, burglary, criminal damage, and public order offences. Therefore, at this point in the Policing Plan, the Board assesses the Measure as being partially achieved.

### **INDICATOR 1.3:**

**People in all communities feel safe.**

#### **MEASURE 1.3.1:**

**Number of People in Northern Ireland who feel safe in their; local area, local high street or town centre and own home, including in the online space.**

### **IMPACTS UPDATE**

#### **Are people in all communities feeling safer?**

- 6% respondents feel very unsafe walking alone in their area after dark (NI Safe Community Survey 2021-2022). This is the same figure reported in 20/21
- 1% respondents who feel very unsafe alone in home at night (NI Safe Community Survey 2021-2022). This is the same figure reported in 2020-2021
- 0.5% respondents who feel very unsafe in the community they live in (NI Policing Plan Survey 2023). This has decreased from 1.1% in (NI Policing Plan Survey 2022)
- 2.5% respondents who feel very unsafe in their local town centre (NI Policing Plan Survey 2023). This has increased from 1% in (NI Policing Plan Survey 2022)

#### **Initiatives to Continuously Improve Performance**

- The Violence against Women and Girls (VAWG) strategy continues to be developed. The Ask for Angela campaign initially launched in February 2023 had reach of over 250,000 people across social media and received substantial positive pick up by the mainstream media. The aim of the campaign is to make our night-time economy spaces across Northern Ireland feel safer for all its patrons, especially women and girls. This scheme has now 290 signed up locations throughout NI
- Another VAWG example is Project Vigilant, which uses a combination of deployment methodologies in public areas during the night-time economy to identify individuals who may be displaying signs of predatory behaviour. When this behaviour is identified officers take positive action to discourage and disrupt this behaviour, which may include arrest. During 2023 the PSNI used a pilot version of the operation at several large-scale concerts and on deployments in Belfast as part of the evening patrol strategy. Officer and public feedback during the deployments was positive. The learning from the operations is being carried forward to enable the development of protocols which will enable officers to identify and target perpetrators of VAWG, and 'hotspots' for future targeted patrolling, and a training package for all methodologies will be rolled out in 2024
- New Safe Place training was due to start in December 2023 at Garnerville. Following this, a training schedule for the calendar year involving officers training businesses and organisations in their local communities to become Safe Places to be rolled out
- The PSNI dedicated Design Out Crime team provide specialist design solutions and assessment on the security and design of the built environment. Since 1st September 2022 until August 2023, they have provided specialist support to over 130 projects and developments, including bespoke accommodation and support centres for Women and Children at risk, night-time economy locations, social housing developments and parks or recreational facilities

## BOARD SCRUTINY OF PERFORMANCE

### PARTNERSHIP COMMITTEE:

16 November 2023

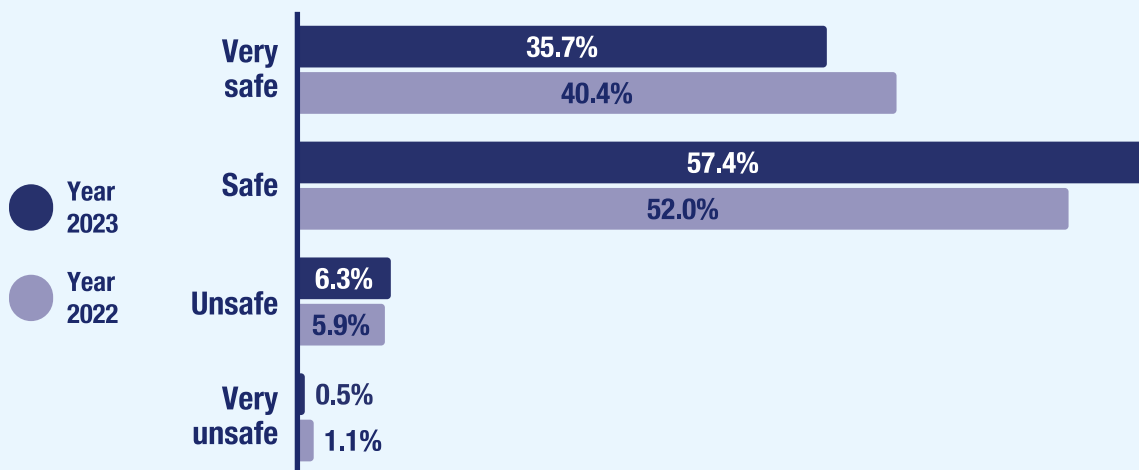
### PSNI OBA REPORT CARD:

M1.3.1 & M 1.3.2

The findings of the NISCS 2021-2022 were released on 31 March 2023 and state the percentage of respondents who feel unsafe walking alone in area after dark (6%) and the percentage of respondents who feel unsafe alone in their own home at night (1%) has not changed.

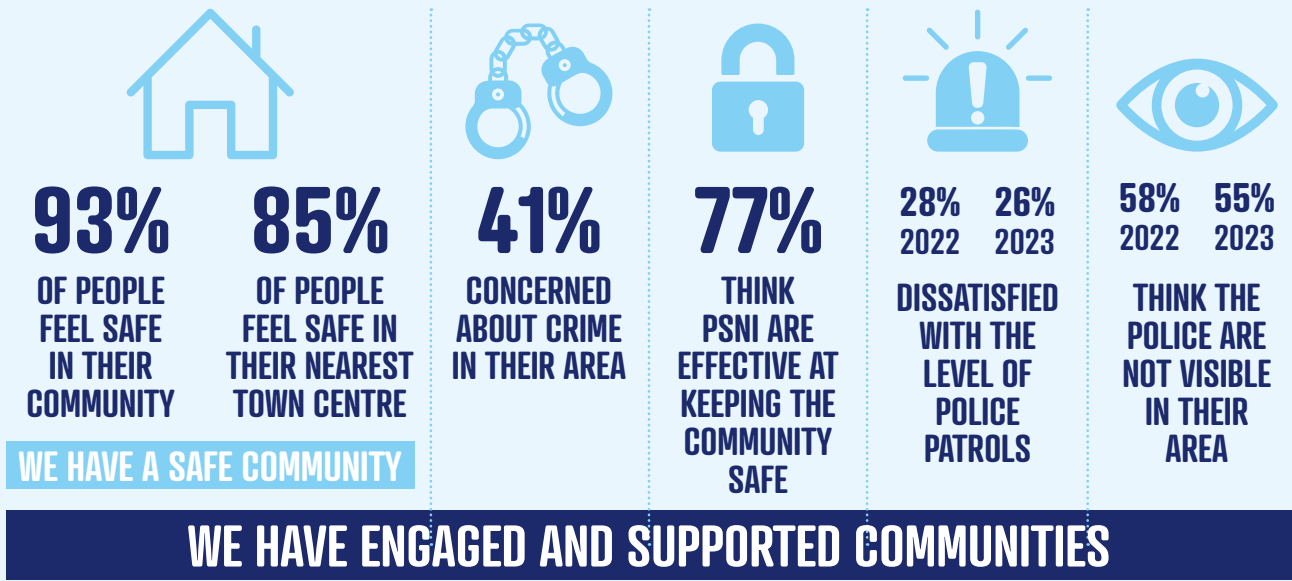
Statistics provided from the new Northern Ireland Policing Plan Survey 2023 (NIPPS) suggest that most respondents felt safe in their community and believed that the police were doing an effective job in keeping their community safe. Specifically, 93.1% of respondents reported feeling either very safe or safe in their community, this is similar to the previous year when 92.4% of respondents felt very safe/safe in their community. **Figure 7** below provides further detail of these figures.

**Figure 7 Feeling safe in local community – 2022 and 2023**



Overall, in 2023 nearly nine in every ten respondents (85.2%) felt safe going into their local town centre, this was a 2.7 percentage point reduction on 2022 (87.9%). Additionally, over three quarters of respondents (77.0%) thought the PSNI were either effective or very effective at keeping their community safe. **Figure 8** below provides a summary of the results of the NIPPS 2023.

Figure 8



Measure 1.3.1 includes “in the online space” in recognition of the growing impact of crimes within the virtual space, for example, cybercrime and online sexual crime. However, the PSNI were unable to provide statistics in this reporting period on the number of people who felt safe in the online space.

Findings from the [2021-2022 Northern Ireland Safe Community Telephone Survey](#) (Cyber Crime, Modern Slavery and Sentencing) were published in November 2023 and provides some further detail in regards to this Measure. While this information is useful, it remains difficult to measure whether people feel safe online from this data. **Figure 9** and **figure 10** provides some summary findings.

Figure 9:

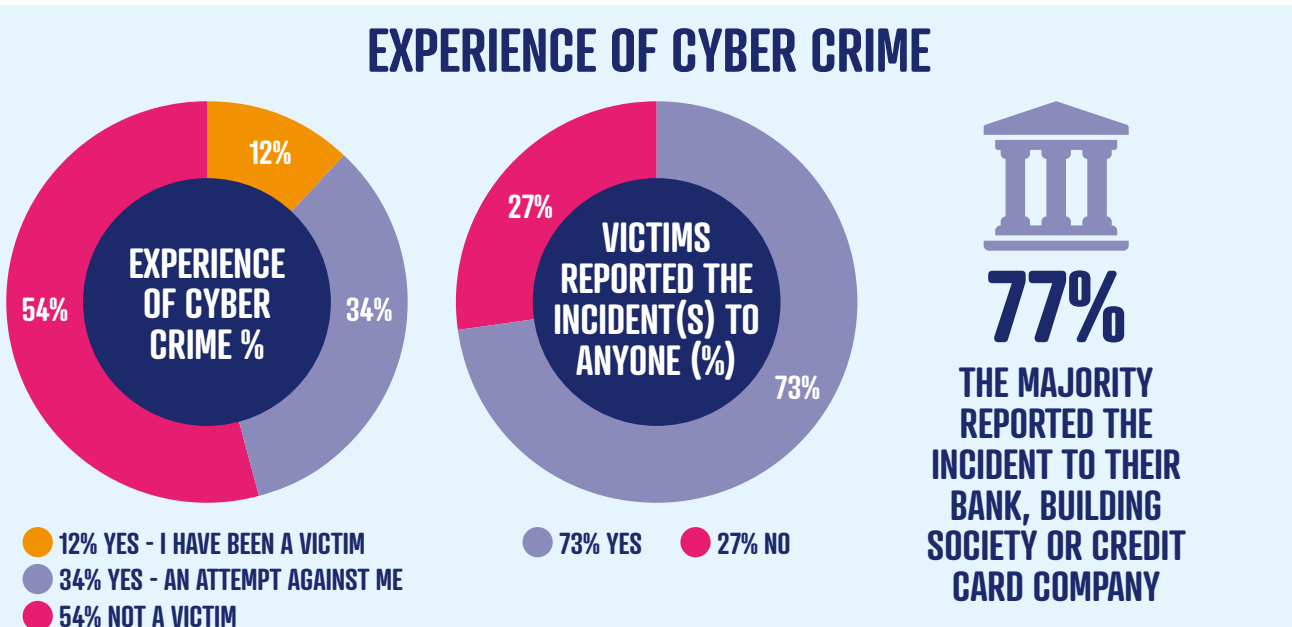
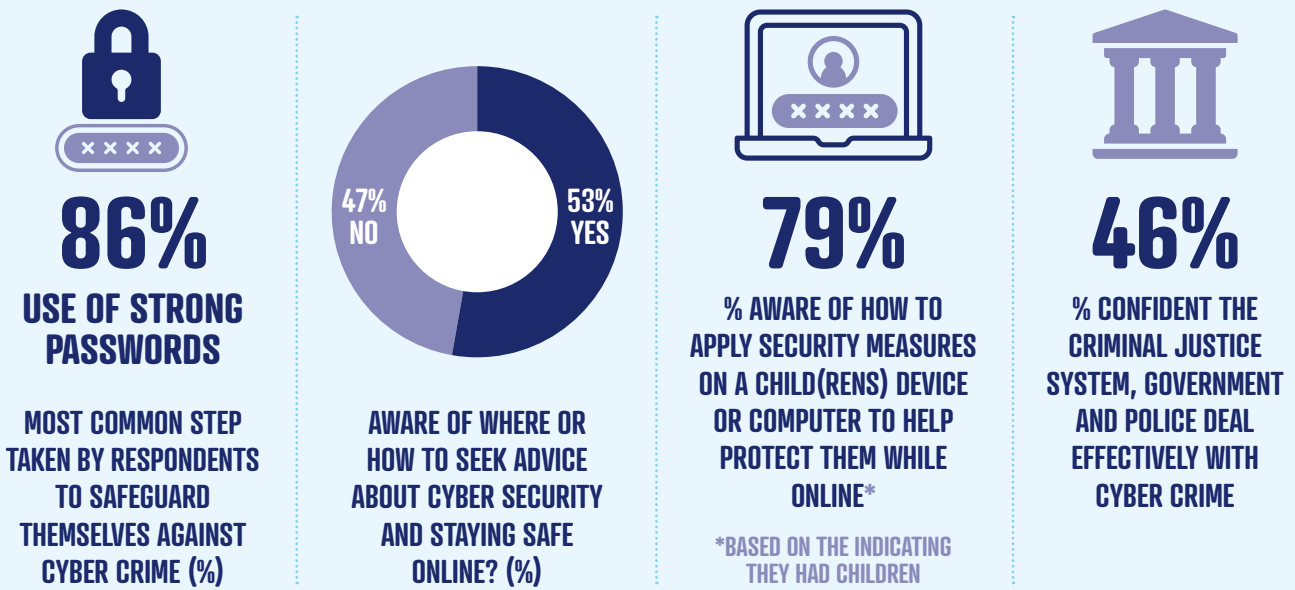




Figure 10:



## BOARD ASSESSMENT OF MEASURE 1.3.1

### IMPACT – ARE PEOPLE IN ALL COMMUNITIES FEELING SAFER?

This annual assessment of the performance of ‘Are People in Communities feeling safer’ in 2023-2024 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

	Baseline 31/03/2020	30/09/2021	30/09/2022	2021/2022
% respondents who feel very unsafe walking alone in area after dark	7%	7% (2019-2020)	6% (2020-2021)	6%
% respondents who feel very unsafe alone in home at night	2%	1% (2019-2020)	1% (2020-2021)	1%
		NIPPS 2022		NIPPS 2023
% respondents who feel very unsafe in the community they live in (NI Policing Plan Survey 2022).		1.1%		0.5%
% respondents who feel very unsafe in their local town centre (NI Policing Plan Survey 2022)		1%		2.5%

### RAG Status (31/03/2024)

#### Partially Achieved

During the 2023-2024 reporting period, the PSNI have made partial progress in improving perceptions of safety. According to the NISCS, the percentage of respondents who feel very unsafe walking alone in areas after dark and the percentage of respondents who feel very unsafe alone in their homes at night has remained the same from 2022-2023, albeit remains below the baseline. The NIPPS has seen a **decrease** in respondents who feel very unsafe in the community they live in and an **increase** in those who feel very unsafe in their local town centre. Therefore, the Board assesses this Measure as being partially achieved.

### INDICATOR 1.3:

#### People in all communities feel safe

### MEASURE 1.3.2:

#### Rate of places repeatedly victimised;

### IMPACTS UPDATE

#### Are people in all communities feeling safer?

*As of 14th September 2023:*

- 45 wards (9.7%) are significantly above the five-year average crime rate per household. This is the same figure recorded in the 2022-2023 financial year
- 13 wards (2.8%) are significantly above the five-year average ASB rate per household. This is a **decrease** from 19 wards (4.1%) recorded in the 2022-2023 financial year
- 7,280 or 15.5% of recorded incidents have been reported in these 13 wards with a higher-than-average ASB rate per household as of 14/09/2023; this is a decrease of 6 wards (24.2%) in the 2022-2023 financial year

#### Initiatives to Continuously Improve Performance

- A bespoke dashboard is being developed to understand and track common problems throughout Northern Ireland to assist the development of appropriate and effective solutions. This work will reflect overall trends to ensure that the data is meaningful and can be used to help drive community safety
- New Safe Place training was due to start in December 2023 at Garnerville. Following this, a training schedule for the calendar year involving officers training businesses and organisations in their local communities to become Safe Places to be rolled out
- Over 180 problem-solving champions have been trained within Neighbourhood Policing Teams (NPTs) to support and enhance the development and application of problem-solving skills

- The PSNI launched their Problem Solving in Partnership Awards to be held in February 2024 and are also planning a Problem-Solving conference for April 2024
- Newtownabbey NPT linked a 117% rise in illegal use of scramblers/motorcycle incidents in the area (between 2019-2020 and 2020-2021) to criminal activity. A youth education project on responsible and safe use of motorbikes and how the anti-social behaviour resulting from misuse is impacting the community was launched. Feedback on the course was positive from both the community and the participants, with statistics demonstrating the success of the course and only ten incidents recorded from April 2022 to December 2023

## BOARD SCRUTINY OF PERFORMANCE

### PARTNERSHIP COMMITTEE:

16 November 2023

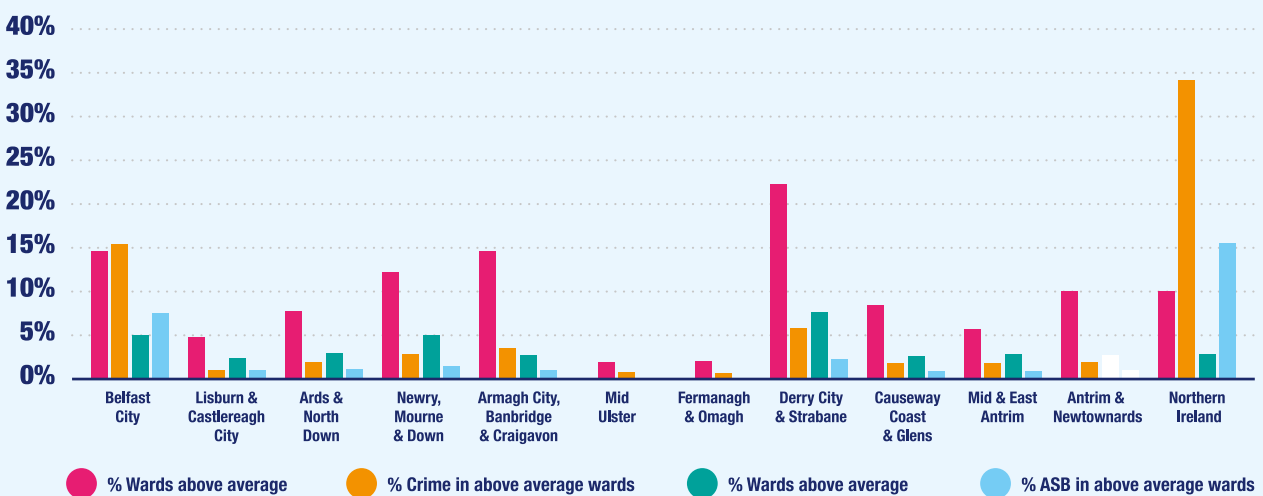
### PSNI OBA REPORT CARD:

M1.3.1 & M 1.3.2

PSNI reported that small number of wards were experiencing higher than average crime (9.7%) and ASB (2.8%) levels and the graph below identifies these. The graph, **Figure 11** below, also shows that five of these wards (Belfast City, Newry, Mourne & Down, Armagh City, Banbridge & Craigavon, Derry City & Strabane and Antrim and Newtownabbey) had crime rates above the Northern Ireland average and four wards (Belfast City, Newry, Mourne & Down, Derry City & Strabane and Mid & East Antrim) had ASB rates above the NI average.

Figure 11

### WARDS RECORDING ABOVE AVERAGE CRIME RATE OR ASB RATE 1,000 HOUSHOLDS



As of September 2023, recorded crime in the 365-day period had increased by 0.2% compared to the previous 365 days. During the same period, antisocial behaviour (ASB) had decreased by 6.6% and remains below expected levels (based on the five-year average while recorded crime is within expected levels). 39,653 crimes were recorded in these 45 wards equating to 34.4% of all crime. This is a similar picture to what was seen in 2022-2023.

## BOARD ASSESSMENT OF MEASURE 1.3.2

### IMPACT – ARE PEOPLE IN ALL COMMUNITIES FEELING SAFER?

The assessment of the performance of ‘Are people in all communities feeling safer’ in 2023-2024 incorporates the Northern Ireland Policing Plan 2020–2025 and the table below shows the trend of:

	Baseline 2020/2021 FY	2021-2022 FY	2022-2023 FY	365 days ending 14/09/2023
<b>No &amp; % of Wards with a significantly higher than average crime rate per household</b>	24 (5.2%)	35 (7.6%)	45 (9.7%)	45 (9.8%)
<b>% of crime occurring within these Wards</b>	21.7%	29.7%	34.4%	34.4%
<b>No &amp; % of Wards with a significantly higher than average ASB rate per household at 31/03/2022</b>	61 (13.2%)	34 (7.4%)	19 (4.1%)	13 (2.8%)
<b>% of antisocial behaviour occurring within these Wards</b>	38.1%	31.7%	24.2%	15.5%

#### RAG Status (31/03/2024)

##### Partially Achieved

During 2023-2024 the number and rate of wards with significantly higher crime per household and crime occurring within these wards has **maintained**. However these figures are higher than the 2020-2021 baseline and the 2021-2022 figures. The table above also shows a decrease against the baseline year on year in terms of the number of wards with significantly higher antisocial behaviour per household, as well as the amount of ASB occurring within these wards. These figures have also **decreased** from the previous year. The Board therefore considers this measure to be partially achieved.

## INDICATOR 1.4:

Crime rates and trends showcase an effective police response.

### MEASURE 1.4.1:

Benchmark PSNI crime rates against previous rates and other most similar police services.

#### IMPACTS UPDATE

##### Is the community safer compared to (i) previous PSNI rates and (ii) other areas?

- In the rolling 365 from 14 December 2022 – 13 December 2023, the crime rate was 56.1 crimes per 1,000 of the population, a reduction of 2.3%. Part of the reductions are as a result of the revised population figures as well as the decreases in recorded crime. The increase in recorded crime compared to the baseline was 2.3%
- In the rolling 365 from 14 December 2022 – 13 December 2023, the Anti-Social Behaviour (ASB) rate was 25.7 per 1,000, a reduction of 5.6%. Part of the reductions are as a result of the revised population figures as well as the decreases in ASB. The decrease in ASB compared to the baseline was 16.5%
- All crime rates have **increased** against the baseline, only victim-based crime, crime against older people and crime against men has shown a **decrease** against the baseline
- Northern Ireland has the **second lowest** crime rate of our Most Similar Forces (MSFs)<sup>6</sup>, - 58.4 per 1,000 population<sup>7</sup>, although similar to Devon and Cornwall (57.7)
- Northern Ireland is consistently at the **lower** end of the range amongst our MSFs and below the England and Wales average for all categories, except criminal damage and drug offences. It could therefore be concluded that the community in Northern Ireland could be safer than these other areas. However, the nature and type of crime needs to be taken into account with the levels of violent and sexual offences and similarly with the domestic abuse rates, the level of crime against children and the number of Violence Against Women being recorded. Feeling safe is linked to perception and confidence in policing

##### Initiatives to Continuously Improve Performance

- The new stand-alone offence of non-fatal strangulation was introduced on 26 June 2023, 137 offences have been recorded

6 The seven comparable Services or Most Similar Groups (MSGs) for England and Wales as were determined by the Home Office; Greater Manchester; West Yorkshire; West Midlands; Northumbria; Merseyside; Nottinghamshire; and Devon and Cornwall.

7 This relates to the period August 2022 – August 2023.

## BOARD SCRUTINY OF PERFORMANCE

### PERFORMANCE COMMITTEE:

14 September 2023

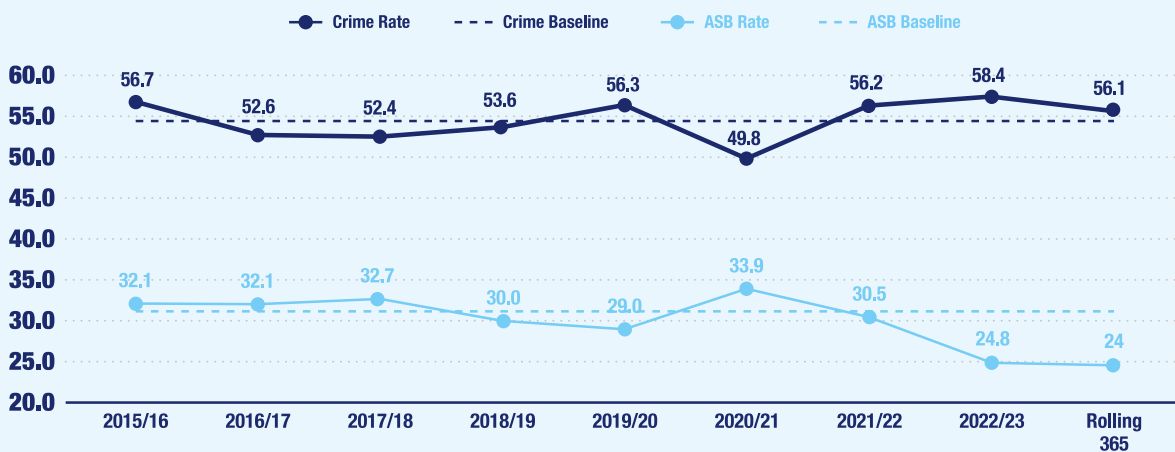
### PSNI OBA REPORT CARD:

#### M1.4.1 (with additional reporting on level of crime Outcomes in M2.4.1)

In order to complete a comparative analysis of UK and PSNI crime rates, the Home Office determined seven comparable Services<sup>8</sup> or MSFs for England and Wales. As illustrated in **Figure 12** below, ‘Recorded Crime and ASB rates per 1,000 population 2015-2016 – 2022-2023’ the graph shows the recorded crime and ASB rates per 1,000 population against their baselines (five-year averages) for the last eight financial years. There has been a slight reduction in the recorded crime rate since the end of 2022-2023 and a slight increase in the ASB rate per 1,000 population. Part of the reductions are as a result of the revised population figures as well as the decreases in recorded crime and ASB. Compared to our most similar forces and the England and Wales average we had the second lowest recorded crime rate in 2022-2023.

Figure 12

### RECORDED CRIME % ASB RATE PER 1,000 POPULATION 2015/16 - 2022/23

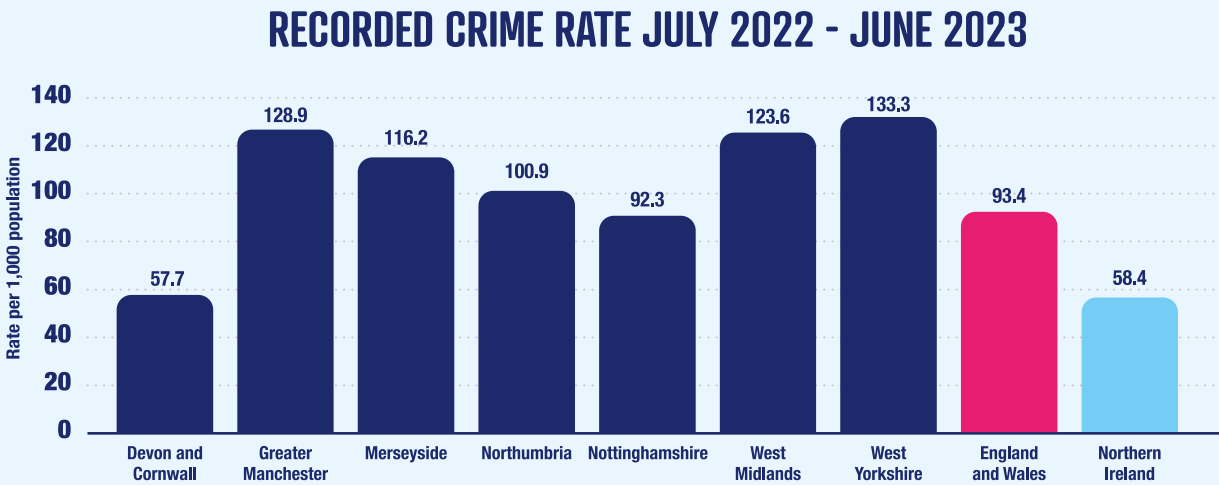


As illustrated in **Figure 13** below, ‘Recorded Crime Rate July 2022 – June 2023’ Northern Ireland has the second lowest crime rate of the MSFs at 58.4 (as of June 2023). In comparison, the crime rate for England and Wales was 93.4 crimes per 1,000 population. Both the Northern Ireland and the England and Wales rates have fallen by 0.2 since the financial year ending March 2023. When comparing against our seven MSF only Devon and Cornwall have a lower crime rate and three of the forces (West Midlands, Greater Manchester and West Yorkshire) have a crime rate of more than double what it is in Northern Ireland.

<sup>8</sup> The seven comparable Services or Most Similar Groups (MSGs) for England and Wales as were determined by the Home Office: Greater Manchester; West Yorkshire; West Midlands; Northumbria; Merseyside; Nottinghamshire; and Devon and Cornwall.

The only other force in England and Wales to have a lower crime rate per 1,000 population than Northern Ireland is Wiltshire with a rate of 58.3.

Figure 13



The table in **Figure 14 below**, shows the recorded crime rates per 1,000 population for the major crime types. Comparing the different crime types, the PSNI is generally on a par with Devon and Cornwall and below the rates per 1,000 population for England and Wales. The exceptions to this are criminal damage and drugs offences which is consistent with previous reports. This also illustrates that whilst we have increases in offences like shoplifting, we still have lower levels per 1,000 population than the England and Wales average and six out of seven of our MSFs. Recorded crime is on a downward trend in Northern Ireland, this is largely as a result of the reductions in violence against the person and criminal damage offences. There are increases in acquisitive crime, drugs and possession of weapons offences. The increases in drugs and possession of weapons offences are linked to police activity. Within acquisitive crime, the major area of increase continues to be shoplifting, there are also increases in robbery and a very slight increase in overall burglary (less than 1%). ASB continues to decrease, although the rate of decrease is slowing. The trends in Northern Ireland continue to be on a par with the trends across the forces in England and Wales as well as our MSFs. Overall recorded crime, violence against the person, sexual, shoplifting, drugs and possession of weapons offences are all above the baseline (the five-year average) although recorded crime and violence against the person are getting closer to the baseline. The remaining major crime categories and ASB continue to be below the baseline.

Figure 14

	Violence against the person	Violence with injury	Violence without injury	Stalking and harassment	Sexual offences	Robbery	Burglary	Residential burglary	Non residential burglary	Vehicle offences	Theft from the Person	Bicycle Theft	Shoplifting	All Other Theft Offences	Criminal Damage	Drug Offences	Possession of Weapons Offences
Devon & Cornwall	25.5	8.6	10.2	6.7	3.1	0.3	1.9	1.0	0.9	2.2	0.4	0.3	3.6	4.6	7.0	2.2	0.8
Greater Manchester	49.3	10.7	18.9	19.7	4.1	1.8	6.8	5.0	1.8	8.3	2.5	1.1	5.7	10.8	11.4	4.2	1.7
Merseyside	47.5	10.5	20.4	16.5	3.2	0.9	4.0	3.0	1.0	4.8	1.5	1.0	5.3	7.5	10.7	8.2	0.9
Northumbria	37.4	12.1	12.6	12.7	3.5	0.7	4.2	2.9	1.3	6.7	0.7	1.1	8.5	9.0	13.0	2.1	1.0
Nottinghamshire	31.2	9.2	12.3	9.6	3.1	0.9	4.3	3.1	1.2	5.3	0.9	1.2	11.9	7.9	10.1	3.6	1.4
West Midlands	50.7	13.3	20.7	16.7	3.5	3.0	7.1	5.3	1.8	13.4	1.6	0.8	6.6	9.0	9.9	2.7	2.5
West Yorkshire	56.5	12.3	20.7	23.5	4.0	1.3	6.4	4.6	1.8	7.4	1.4	1.0	8.4	9.5	12.0	3.7	1.1
England & Wales	35.3	9.6	13.9	11.7	3.2	1.3	4.6	3.2	1.4	6.7	2.0	1.2	6.1	8.6	8.8	3.0	1.0
Northern Ireland	25.7	7.8	11.0	6.8	2.2	0.3	1.9	1.3	0.6	1.4	0.2	0.4	4.1	5.3	9.0	4.8	0.7

## BOARD ASSESSMENT OF MEASURE 1.4.1

### IMPACT – IS THE COMMUNITY SAFER COMPARED TO (I) PREVIOUS PSNI RATES AND (II) OTHER AREAS?

The assessment of the performance of ‘Is the community safer’ in 2023-2024 incorporates the Northern Ireland Policing Plan 2020–2025 and the table below shows the trend of:

	Baseline 31/03/2021	30/09/2021	July 2021 – June 2022	July 2022 – July 2023
Recorded Crime	54.3	57.0	56.7	58.4
Violence Against the Person	19.3	26.5	26.2	25.7
Sexual Offences	1.8	2.1	2.2	2.2
Robbery	0.3	0.2	0.2	0.3
Theft Offences - Burglary	3.7	2.1	1.9	1.9
Theft Offences	12.8	16.8	6.9	5.4
Domestic Abuse	8.3	17.6	11.6	10.7
Anti-social Behaviour	31.2	34.9	25.7	24.8

Overall crime rates for similar services as identified by the Home Office at time of Report Card (per 1,000 population) for period July 2022-June 2023:

- Devon & Cornwall 57.7
- Greater Manchester 128.9
- Merseyside 116.2
- Northumbria 100.9
- Nottinghamshire 92.3
- West Midlands 123.6
- West Yorkshire 123.3
- England & Wales 93.4
- Northern Ireland 58.4



### RAG Status (31/03/2023)

#### Achieved

In terms of crime rates Northern Ireland still remains one of the lowest crime rates in the UK at 58.4 crimes per 1,000 population (as of June 2023), however as of December 2023 in the rolling 365 from 14 December 2022 – 13 December 2023, the crime rate was 56.1 crimes per 1,000 of the population, a reduction of 2.3%. This year saw a 2.2% reduction in recorded crime and a 5.6% decrease in anti-social behaviour (ASB). However, all crime rates by various categories have increased against the baseline, except victim-based crime, crime against older people and crime against men which are showing a decrease against the baseline. As the trend in recorded crime is downwards as is the recorded crime rate per 1,000 population it could be argued that the community is safer as they are less likely to be a victim of crime. The Northern Ireland community is also less likely to be a victim of crime than the population of England and Wales as we have the second lowest recorded crime rate per 1,000 population. Therefore, at this point in the Policing Plan, the Board assesses the Measure as being achieved with the PSNI making good progress towards achieving a positive impact by maintaining the low levels of crime and keeping people safe.

#### INDICATOR 1.4:

**Crime rates and trends showcase an effective police response.**

#### MEASURE 1.4.2:

**Demonstrate progress against the Violence against Women and Girls Strategy and Action Plan.**

#### IMPACTS UPDATE

- In the rolling 365 days to the 10 January 2024 there were 24,282 offences recorded which match the criteria of a VAWG<sup>9</sup> offence. This is a **reduction** of 12% on the previous 365 day period and a reduction of 25,870 (23.5%) from last reporting
- VAWG crime accounts for 22.9% of all recorded crime, a **reduction** from 23.5% since last reporting
- There are 3,266 repeat victims of VAWG offences, a slight **reduction** from 3,354 since last reporting
- The repeat victimisation rate of VAWG offences is 18.6%, a slight **reduction** from 18.7% since last reporting
- There are 432 repeat VAWG offenders, a slight **reduction** from 482 since last reporting
- There are 11.1% of repeat offenders of VAWG offences, a **reduction** from 12.2% since last reporting

<sup>9</sup> Violence against Women & Girls (VAWG) covers the offences of violence against the person (excluding death or serious injury caused by unlawful driving and corporate manslaughter) and sexual offences, where the gender of the victim is defined as female or transgender.

**2017-2018 – 2022-2023 – Five Year Average (and rolling 365 rate) for each Outcome Type for VAWG offences:-**

- Charge/Summons outcome 20% (17%)
- Out of Court 4% (4%)
- Evidential Difficulties (victim does not support) 38% (38%)
- Evidential Difficulties (victim supports) 10% (19%)
- Investigations complete – no suspect identified 8% (7%)

When compared to most similar police services the PSNI did not provide an update if the trends in VAWG offences had increased or decreased.

**Initiatives to Continuously Improve Performance**

The Tackling Violence Against Women and Girls strategy launched on 27 September 2022 and the PSNI provided an update on the 27 September 2023 that 23 of the 41 actions have been completed with significant progress made on further 18, initiatives to improve performance include:

- Domestic Abuse Civil Proceeding Act (DACP) training has commenced with first responders and investigators along with the roll out of additional training on Domestic Violence and Abuse Disclosure applications (DVADs)
- Rape Myths training is continuing, with a completion date before the end of the calendar year
- Awareness raising around spiking has been conducted through PSNI social media channels, including Op Seasons Greetings. Recent Ops Seasons Greeting communications have reached 63,000 persons across Twitter/X, Facebook and Instagram
- The Ask for Angela campaign messaging has featured heavily in the PSNI’s Summer and Op Seasons Greeting campaigns. The initial launch campaign in February 2023 reached over 250,000 people across social media. The scheme has 290 signed up locations throughout Northern Ireland. The creation of a bespoke toolkit leaflet has also assisted those keen to adopt the scheme with key messages, press release templates, further background information and links to relevant sections on the Hospitality and PSNI websites
- A Geoportal briefing application was developed to help identify VAWG locations and to guarantee relevant information in order to deploy resources. This proactive, visible, approach to VAWG prevention is challenging to manage outcomes, however by aligned resource to demand in an evidence-based way, it provides the most effective way of reducing offending and provides reassurance to those individuals who feel most vulnerable around this type of crime
- The initiative Project Vigilant used a combination of deployment methodologies in public areas during the nighttime economy to identify individuals who may be displaying signs of predatory behaviour. The learning from Project Vigilant operations has been carried forward to enable the development of protocols which will help identify and target perpetrators of VAWG, and ‘hotspots’ for future targeted patrolling, a training package of all methodologies will be rolled out in 2024

## BOARD SCRUTINY OF PERFORMANCE

### PERFORMANCE COMMITTEE:

12 October 2023 and 8 February 2024

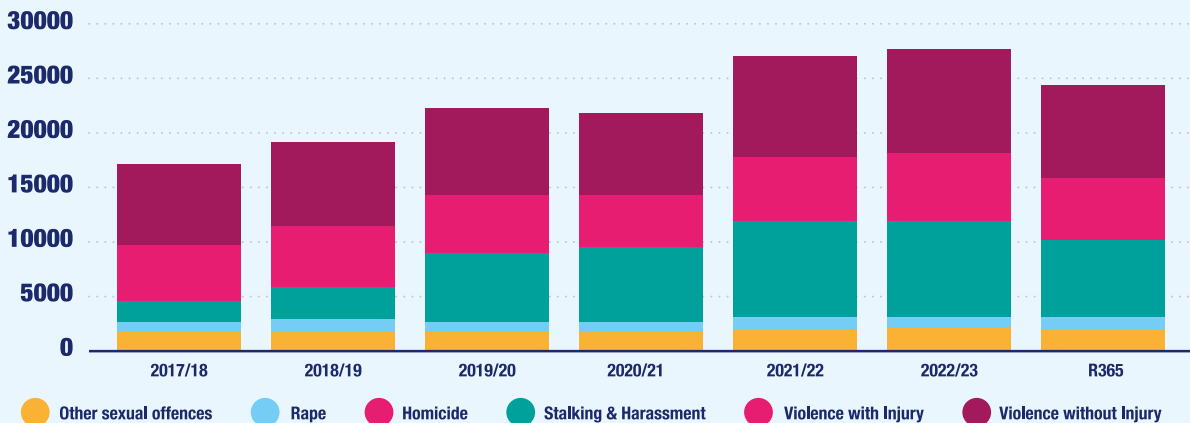
### PSNI OBA REPORT CARD:

#### M1.4.2

In relation to longer term trends and as illustrated in **Figure 15** below, the graph 'VAWG Trends' shows the trend for VAWG offences have been upward since 2017-2018. There were notable increases following the slight reduction in 2020-2021 due to COVID-19. The graph highlights whilst there have been reductions in the rolling 365 period when compared to the last two financial years, the increase when compared to 2017-2018 is significant with an 18.6% increase in sexual offences and a 46% increase in violence against the persons offences. The levels of VAWG offences are also higher than pre COVID-19 levels.

Figure 15

### VAWG TRENDS - 2017/18 TO DATE



At October 2023 reporting on this Measure the PSNI highlighted that in comparison to their England and Wales counterparts who have a budget of £60 million in place, the PSNI have no additional capital spend therefore the statistics are less favourable. The outcome rate in Northern Ireland for rape is 6.4% whereas in England it is 1.9%.

In **Figure 16** below, 'VAWG Outcomes – Five Year Baseline' the chart illustrates the outcome type for WAWG offences over a five-year period and for 2023-2024. Outcomes have been assigned to 18,434 offences, with the charge/summons rate at 16.9%. The number of offences with a domestic motivation, where the victim does not support action, the attrition rate is 37.1%. 9.9% of the outcomes relate to where the victim supports action but there are evidential difficulties and where there is no suspect identified is 6.7%. The charge/summons rate for the new offence of non-fatal strangulation is 36.5%. The charge/summons rates for the crime types included in VAWG are higher in Northern Ireland than in England and Wales.

Figure 16

### VAWG OUTCOMES - FIVE YEAR BASELINE



## BOARD ASSESSMENT OF MEASURE 1.4.2

### IMPACT – IS THE COMMUNITY SAFER IN RELATION TO VAWG?

The assessment of the performance of ‘Crime Rates and Trends showcasing an effective police response’ in 2023-2024 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

	31/08/2023	10/01/2024
<b>No and rate of VAWG offences of all crime</b>	25,870 (23.5%)	24,282 (22.9%)
<b>No and rate of repeat victims of VAWG offences</b>	3,354 (18.7%)	3,266 (18.6%)
<b>No and rate of repeat offenders of VAWG offences</b>	481 (12.2%)	432 (11.1%)
<b>2017/18 – 2022-2023 Five Year Average (and rolling 365 rate) for each Outcome Type for VAWG Outcomes:</b>		
<b>Charge/Summons</b>	21.6% (17.5%)	20% (17%)
<b>Out of Court</b>	3.9% (3.9%)	4% (4%)
<b>Evidential Difficulties (victim does not support)</b>	38.4% (35.7%)	38% (38%)
<b>Evidential Difficulties (victim supports)</b>	18.6% (10.7%)	10% (19%)
<b>Investigation complete – no suspect identified</b>	7.9% (6.3%)	8% (7%)

### RAG Status (31/03/2024)

#### Partially Achieved

The PSNI are achieving a positive impact by investing in a number of initiatives to achieve a reduction in crime rates and trends in relation to VAWG. The PSNI have provided the Board with figures that show a **decrease** in both the number and rate of VAWG offences, repeat victims of VAWG offences and repeat offenders of VAWG offences against the previous year. This points to positive evidence of showcasing that crime rates and trends and achieving an effective police response. However, whilst this is Year 4 of the Policing Plan this is the first time this Measure has been reported on and there is insufficient data to make a comparison. Therefore, at this point in the Policing Plan, the Board assess the Measure as partially achieved.

## **OUTCOME TWO – WE HAVE CONFIDENCE IN POLICING**

### **INDICATOR 2.1:**

**The level of public confidence in policing.**

### **MEASURE 2.1.1:**

**The number of people in Northern Ireland who are confident that PSNI is accessible, visible, responsive and victim focused.**

### **IMPACTS UPDATE**

#### **Is there improved confidence in policing?**

- 82% of respondents who have overall confidence in policing (NISCS 2020-2021 86%)
- 87% of respondents who believe police provide an ordinary day-to-day service (NISCS 2020-2021 91%)
- 73% of respondents who believe police do a very or fairly good job (NISCS 2020/21 80%)
- 90% of respondents who believe local police do an excellent, good or fair job. 55% excellent or good and 35% fair (NISCS 2020-2021 - 94% with 62% excellent or good and 32% fair)
- 72% of respondents who have overall confidence in their local police (NISCS 2020-2021 75%)
- 39% of respondents who agree that the local police have a visible presence in this area (NISCS 2020-2021 39%)
- 63% of respondents who agree that the local police can be relied on to be there when you need them (NISCS 2020-2021 70%)
- 63% of respondents who agree that the local police are dealing with the things that matter to this community (NISCS 2020/2021 66%)
- 62.4% of respondents felt a lot of or total confidence in the PSNI's ability to protect and serve the people of Northern Ireland. This had fallen by 4.4 percentage points from 2022 (NIPPS 2022 - 66.8%)
- 91.1% of respondents felt confident or very confident contacting the PSNI if they needed to. This has risen slightly from 2022 (NIPPS 2022 - 89.5%)
- 44.1% of respondents believe the police have a visible or very visible presence in their area. This has risen slightly from 2022 (NIPPS 2022 - 40%)

### Initiatives to Continuously Improve Performance

- The PSNI have continued with their Public Engagement Vision titled “**Here for You**” in order to improve public perceptions of the PSNI and to build trust through positive public engagement. The Strategic Community Engagement Team has held a number of Reference, Engagement and Listening (REaL) events with communities during 2023 and 2024
- Following the data breaches and the resignation of the Chief Constable, police service immediately set up the Emergency Threat Management Group to address any risk and welfare concerns resulting from the data breach
- On 15 August the police service increased Operation INSPIRE to Level 3, uplifting the high visibility policing operation and carrying out additional security and reassurance patrols across Northern Ireland. As of 12 September, officers had carried out 1,075 stop and searches, made 153 arrests and executed 50 warrants and 30 search warrants as part of Op INSPIRE

## BOARD SCRUTINY OF PERFORMANCE

### PARTNERSHIP COMMITTEE:

19 October 2023

### PSNI OBA REPORT CARD:

#### M2.1.1

The PSNI recognise several events in the past 12 months will have had an impact on confidence, namely, data breaches and the resignation of the Chief Constable. Further data and analysis in the future may reflect how much these events have affected Public Confidence in Policing.

In October 2023, the PSNI cited statistics from the NISCS 2021-2022 findings on Perceptions of Policing and Justice. The 2021-2022 findings show, *82% of respondents had overall confidence in the police, compared to the 2020/2021 figure of 86%. While this figure has dropped 4% from the previous year, it represents a 2% increase from the 2019-2020 baseline (80%).*

**Figure 17** provides data to compare the results of the NISCS 2020/21 and 2021-2022 surveys regarding *Confidence in the Local Police and Engagement*.

Figure 17

Confidence in the Local Police and Engagement

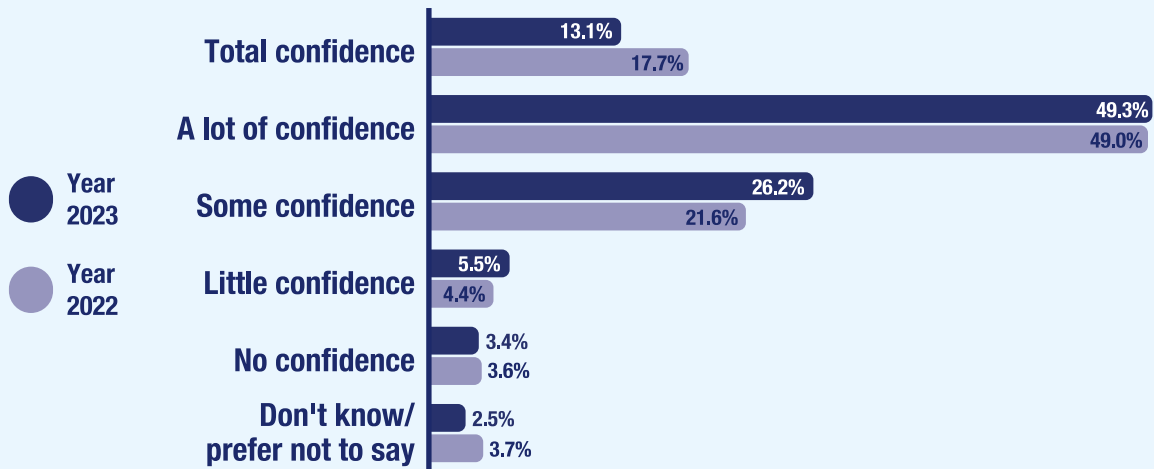
% agreeing that local police...	2020/21		2021/22
Can be relied on to be there when you need them	70%	↓	63%
Would treat you with respect if you had contact with them	92%	↓	88%
Would treat everyone fairly regardless of who they are	75%	↓	70%
Are dealing with things that matter to their community	66%	↓	63%
Help keep their area safe	77%	↓	74%
Have a visible presence in their area	39%	↔	39%
Overall confidence in the local police	75%	↓	72%

In order to address the gap in information and accurately measure Confidence in Policing, the Policing Board commissioned their own survey – the Northern Ireland Policing Plan Survey (NIPPS). This Survey has been conducted twice, in 2022 and in 2023. While the survey will not be published again in 2024, it is planned the survey will be conducted for the 3rd time in 2024 and published in 2025.

Outcome two of the NIPPS was dedicated specifically to Confidence in Policing. **Figure 18** provides a comparable break down of the Confidence in PSNI’s ability to protect and serve in 2022 and 2023.



Figure 18 Confidence in PSNI's ability to protect and serve all the people of NI – 2022 to 2023



## BOARD ASSESSMENT OF MEASURE 2.1.1

### IMPACT – IS THERE IMPROVED CONFIDENCE IN POLICING?

The assessment of the performance of 'Is there improved confidence in policing' in 2023-2024 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

NISCS	Baseline 2018/19	2019/20	2020/21	2021-2022
Respondents who have overall confidence in policing	81%	80%	86%	82%
Respondents who believe police provide an ordinary day to day service	84%	84%	91%	87%
Respondents who believe police do a very or fairly good job	72%	70%	80%	73%
Respondents who believe local police do an excellent, good or fair job	89%	87%	94%	90%
Respondents who have overall confidence in their local police	65%	62%	75%	72%
Respondents who agree that the local police have a visible presence in this area	28%	27%	39%	39%
Respondents who agree that the local police can be relied on to be there when you need them	57%	56%	70%	63%
Respondents who agree that the local police are dealing with the things that matter to this community	57%	54%	66%	63%

NISCS	Baseline 2018/19	2019/20	2020/21	2021-2022
		NIPPS 2022		NIPPS 2023
% of respondents who are very confident or completely confident in the PSNI's ability to protect the people of NI (NIPPS 2022)		66.8%		62.4%
% of respondents who are confident or very confident in contacting the PSNI if they needed to (NIPPS 2022)		89.5%		91.1%
% of respondents who believe the police have a visible or very visible presence in their area (NIPPS 2022)		40%		44.1%

**RAG Status (31/03/2024)**

**Not Achieved**

The Northern Ireland Safer Community Survey (NISCS) and the Northern Ireland Policing Plan Survey (NIPPS) are the sources of data for monitoring public trust in policing. The 2021-2022 NISCS survey highlights a decline in 7 out of 8 baselines, with one having no change, when compared to the 2020/21 survey. This reporting year, public confidence in policing has decreased from 86% to 82%, local policing decreased from 75% to 72%, and 39% of respondents agree police have a visible presence (no change).

The NIPPS (2023) states 91% of respondents would be confident with contacting the police which is a 1% increase, and 44% of respondents who believe the police have a visible or very visible presence in their area which is a 4% increase. However, 62% of respondents are very confident or completely confident in the PSNI's ability to protect the people of NI which represents a 5% decrease. Overall, the figures show a decline in the majority of baselines and Impacts. The Board, therefore, assesses this Measure at this time as not achieved.

## INDICATOR 2.1:

The level of public confidence in policing.

## MEASURE 2.1.2:

Report on the levels (numbers and outcomes) of conduct cases within the Police service.

### IMPACTS UPDATE

#### Is there improved confidence in policing?

- 151 Discipline Branch investigations (including shadowed<sup>10</sup>) compared to 95 in 2021-2022
- 32 officers have faced misconduct hearings throughout 2022-2023, compared to 27 in 2021-2022, with two officers appearing at one hearing as hearings can include multiple officers
- 1,028 breaches of the Code of Ethics have been recorded, compared to 456 in 2021-2022. For clarification, this reflects the numbers of incidents opened on NICHE during this time period. It is important to note that each incident opened could have multiple breaches and could involve two or more officers. Professional Standards Department (PSD) are currently unable to quantify the total number of breaches of the Code of Ethics due to limitations of the IT infrastructure
- There have been no investigations under the whistleblowing policy
- The number of conduct cases has **increased** since 2020, there were 100 cases in 2023 compared to 80 in 2022
- There were 151 new investigations instigated throughout 2022-2023, an increase from 95 (59%) in the previous 12 months and is also 33.5% **higher** than the previous three-year average of 113
- As of June 2023, there were 49 live Anti-Corruption investigations, this is a **reduction** from 50 in 2022
- The number of suspensions has **increased** from 2021-2022 to 2022-2023; the average for April 2021 – May 2023 was 41.7, compared to 56 on 04/06/2023;
- The number of repositioning's have **increased** between the previous two financial years, the average for April 2021 – May 2023 was 57.1, compared to 62 on 04/06/2023

10 Shadowed is where PSD conduct the misconduct investigation, but the allied criminal investigation is being undertaken by another Branch. This will most frequently occur when specialist officers are required to conduct an investigation e.g. a complex fraud, or where the investigation requires very limited investigative action e.g. drink driving. In these instances the criminal investigation may be conducted by specialist officers in the Economic Crime Unit or by the officer in Local Policing who detected the drunk driver.

### **Initiatives to Continuously Improve Performance**

- The Professional Standards Department has undergone a recent restructuring to ensure that the Department has the capacity and capability to deliver its core objectives in the face of new and emerging societal trends and increasing scrutiny of police services and misconduct
- A team of seconded police services were appointed to conduct The Sexual Misconduct Review, they are now 12 months into this review. To date the team have made 125 recommendations that are being progressed through Public Protection, Professional Standards and Service Vetting Unit
- The PSNI have established an Integrity Board which will provide scrutiny to the ethical health of the organisation
- In relation to Information Security proactive investigations Computer monitoring software is used in relation to ACU's strategic priorities and is being used to identify corrupt relationships; contact with sex workers; social media vulnerability; wrongdoing by 'at risk' officers including those who have been previously disciplined, those with inappropriate associations and those with business interests
- Random Drug Testing Random drug testing was paused for two years because of COVID-19 regulations but has now resumed and has detected a positive result for cannabinoids. PSNI have commenced a 12-month rolling schedule of random testing and hope to test 250 – officers per annum as part of the random testing programme
- A qualified solicitor has been embedded within PSD to advise on all legal issues arising from investigations
- Following a recent reform of their PSD, An Garda Síochána and PSNI have completed an exchange of ACU staff between the two organisations to facilitate networking, share best practice and improve lines of communication
- A Recruitment Vetting Panel has been appointed whose function is to decide, the suitability of any candidate for appointment as a student officer or permanent police staff member. All applicants have the right to have the decision reviewed by an Independent Assessor (appointed by the Department of Justice). The final decision lies with the Chief Constable in respect of appointment to PSNI. In practical terms, this decision rests with Head of Professional Standards Department acting on behalf of the Chief Constable
- An ongoing review of PSNI Recruitment Vetting Guidelines is going through PSNI governance

## BOARD SCRUTINY OF PERFORMANCE

### PARTNERSHIP COMMITTEE:

14 September 2023

### PSNI OBA REPORT CARD:

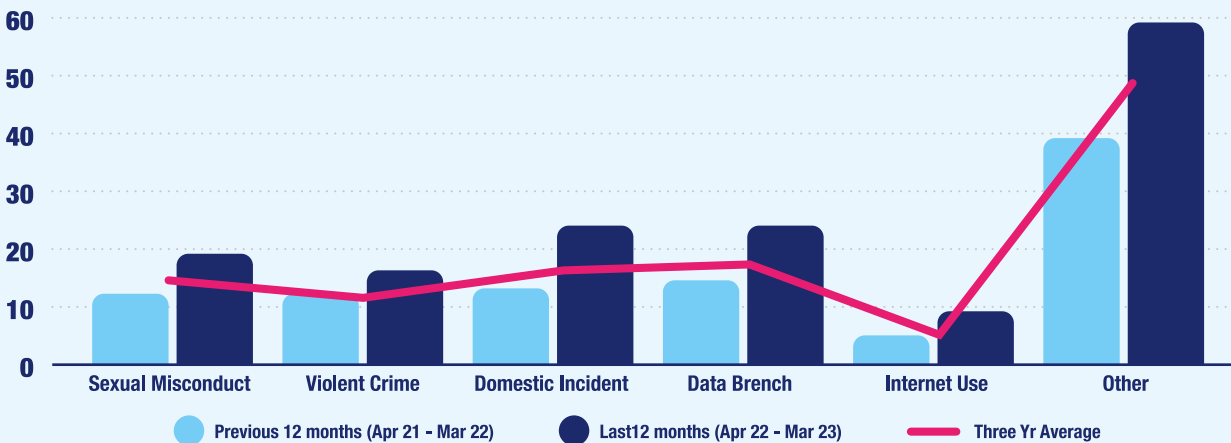
#### M2.1.2

As the table below shows, there are 151 new investigations instigated throughout 2022-2023 which is 59% higher than 95 new investigations in the previous 12 months and 33.5% higher than the 3-year average of 113 new investigations per year. All categories recorded more investigations in the last 12 months than in the previous 12 months or when compared with the three-year average. A 71% increase in data breaches in the last 12 months was observed and there were 12 data breaches in February and March of 2023 alone. Data Protection was the quarterly focus between January and March 2023 for the Professional Standards Communication and Engagement Plan. A number of educational and directional articles were run through the in-service intranet pages and magazine to raise awareness.

The findings are highlighted in **Figure 19** below: -

**Figure 19**

### TOP FIVE TRENDING CATEGORIES



The pie charts **Figure 20** and **Figure 21** below illustrates the outcome of misconduct hearings. A total of 32 officers have faced misconduct hearings throughout 2022-2023, of which 72% have resulted in an officer being dismissed from the service, either with or without notice. Seven Final Written Warnings have been issued.

One hearing resulted in charges not being proven against an officer. Of the 27 misconduct meetings held during 2022-2023, 59% have resulted in either a Written Warning or a Final Written Warning. 19% of meetings resulted in no action being taken against an officer.

Figure 20

### OUTCOMES OF MISCONDUCT HEARINGS (ROLLING 12 MONTH PERIOD - 32 OFFICERS IN TOTAL)

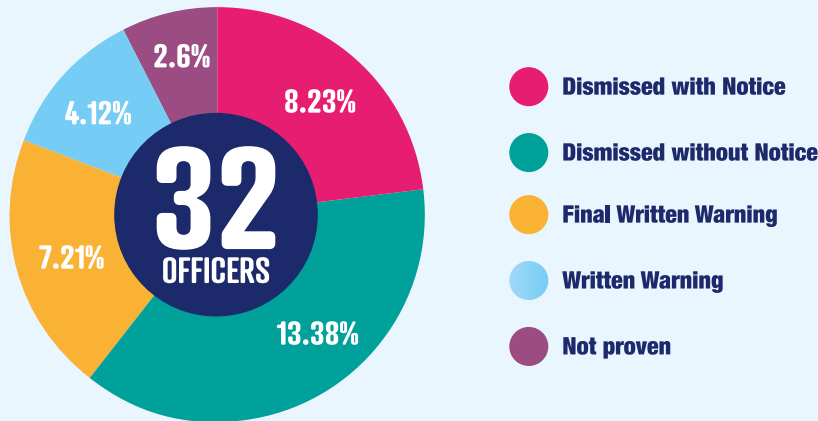


Figure 21

### OUTCOMES OF MISCONDUCT MEETINGS (ROLLING 12 MONTH PERIOD - 27 OFFICERS IN TOTAL)

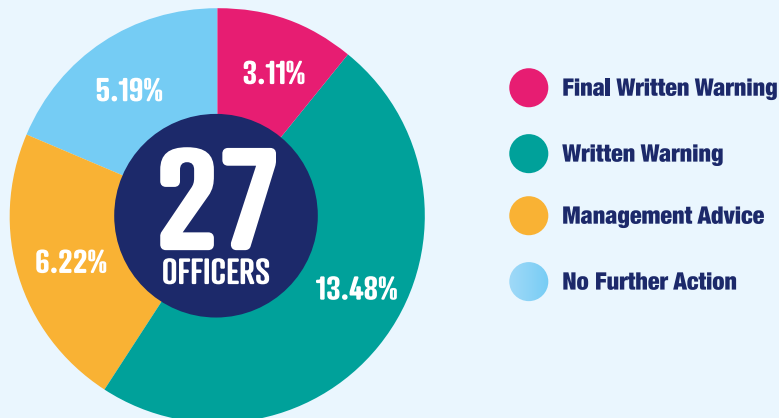
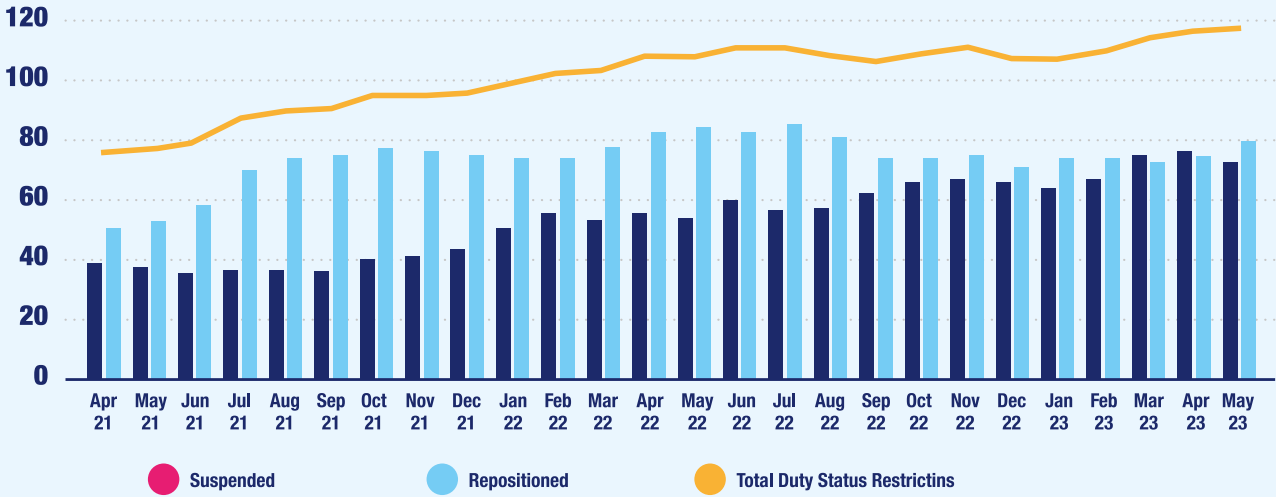


Figure 22 shows Duty status restrictions have been increasing for the last two years and the current figure of 118 is a record high. Whilst increases in repositioning have been more modest, suspensions have more than doubled since April 2021 and in both March 23 and April 23.

Figure 22

### TOTAL OFFICERS SUSPENDED OR REPOSITIONED



As detailed in **Figure 23**, there are 34 of 56 officers currently suspended with 17 of the 62 officers currently repositioned due to allegations of domestic or sexual misconduct. Nine of the suspended officers are under investigation by OPONI.

Figure 23

	Suspensions	Repositioning	Total
Currently (04.06.23)	56	62	118
Range (April 21 - May 23)	27-59	39 - 66	69 - 118
Average (April 21 - May 23)	41.7	57.1	98.8

## **BOARD ASSESSMENT OF MEASURE 2.1.2**

### **IMPACT – IS THERE IMPROVED PUBLIC CONFIDENCE IN POLICING?**

The assessment of the performance of ‘Is there improved public confidence in policing’ in 2023-2024 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

	<b>2021-2022</b>	<b>2022-2023</b>
<b>Number of Investigations</b>	95	151
<b>Number of Outcomes – Misconduct meetings and hearings</b>	32	27
<b>Number of reported breaches of the Code of Ethics</b>	456	1,028
<b>Number of investigations under the whistleblowing policy</b>	n/k	0
<b>Number of conduct cases</b>	80	100
<b>Number of investigations: -</b>		
<b>Discipline Branch investigations</b>	95	151
<b>Anti-Corruption Unit investigations</b>	50	49
<b>Number of suspensions</b>	Average for April 2021 – May 2023 41.7	04/06/2023 56
<b>Number of repositionings</b>	Average for April 2021 – May 2023 57.1	04/06/2023 62

#### **RAG Status (31/03/2024)**

##### **Partially Achieved**

The PSNI are investing in a number of initiatives to achieve an improved confidence in policing. The PSNI have provided the Board with figures that show an increase in the number of investigation and reported breaches of the Code of Ethics, however the number of outcomes for misconduct meetings and hearings has reduced. The number of conduct cases, suspensions and repositionings have increased, along with Discipline Branch investigations, although Anti-Corruption Unit investigations have decreased. Board officials are unable to report if the number of investigations in relation to whistleblowing has reduced or increased, as no data is available for 2021-2022. Whilst this is Year 4 of the Policing Plan this is the first time this Measure has been reported on and as there is a majority increase in the categories above, at this point in the Policing Plan, the Board assess the Measure as partially achieved.



## **INDICATOR 2.1:**

**The level of public confidence in policing.**

### **MEASURE 2.1.3:**

**Report on the levels of 999 (emergency) and 101 (priority) call response.**

#### **IMPACTS UPDATE**

- The median (typical) arrival times for emergency (999) calls
- The median (typical) arrival times for priority (101)

The PSNI report card provides 12 months of data from January 2023 – December 2023. During this period, on average, the PSNI, ‘responded to:

- 80.6% of emergency calls within the SLA
- 71.2% of priority calls within the SLA’

#### **Initiatives to Continuously Improve Performance**

- As part of the service’s ongoing efforts to manage demand, the Telephone Resolution Unit (TRU) is a team that resolves incidents that, do require a discussion with a police officer, but do not require that discussion to be done face-to-face; or which do require the person to speak face-to-face with a police officer, but do not require that discussion to occur immediately. Based at Castlereagh PSNI, there are two teams of police officers that operate between 8am and 8pm. Between October and December 2023 the unit resolved over 3,000 calls that would otherwise have required police attendance
- Digital Citizen Services is a project to facilitate the creation of a range of online services to both increase digital engagement with the public and efficiencies within the PSNI. The project is a key enabler of digital transformation within the organisation and directly contributes to increasing public confidence in policing. The project has delivered a more modern, interactive, and user-focused website, as well as enhanced and dedicated online reporting capabilities including Crime Reporting and Road Traffic reporting. Furthermore, several forthcoming developments are scheduled which the project plans to deliver throughout 2024. These include a PSNI Citizen Portal, the ability to pay non-endorsable fixed penalties online, and a bail kiosk

## BOARD SCRUTINY OF PERFORMANCE

### PERFORMANCE COMMITTEE:

19 October 2023 & 21 March 2024

### PSNI OBA REPORT CARD:

#### M2.1.3

The Policing Board agreed that a new Measure (2.1.3) should be added to the Policing Plan to 'report on the levels of 999 (emergency) and 101 (priority) call response'. It is envisaged that the PSNI reporting on Attendance times within Service Level Agreement (SLA)<sup>11</sup> for Emergency and Priority Calls can improve Confidence in Policing through the rapid responsiveness to emergency and priority calls. As this measure was added to the Policing Plan for 2023-2024, it has been reviewed by the Partnership Committee on two occasions.

**Figure 24** 'Attendance times within the SLA for Emergency (EM) and Priority (PR) calls' provides 12 months of data from January 2023 – December 2023.

The table below highlights that attendance times within the SLA for emergency and priority calls for the entire 2023 year were 80.6% within SLA for emergency calls and 71.2% within SLA for priority calls.

**Figure 24**

Month	Jan 23 to December 23 SLA compliance figures	
	% EM calls within SLA	% PR calls within SLA
Dec 23	81.2	75.1
Nov 23	81.7	73.3
Oct 23	80.2	72.1
Sep 23	79.8	70.9
Aug 23	81.5	69.3
Jul 23	81.3	71.5
Jun 23	81.2	68.8
May 23	79.7	69.2
Apr 23	81.3	70
Mar 23	79.9	70.4
Feb 23	79.5	71
Jan 23	80.3	73.3
<b>2023</b>	<b>80.6</b>	<b>71.2</b>

<sup>11</sup> SLA targets for PSNI for emergency calls (15 mins) and priority calls (1 hour)

- **How do 999 and 101 response times compare to other similar police services?**

The PSNI's average response time for the 12-month period of January 2023 – December 2023 highlight that they are performing favourably when compared to other UK police services. Although the data related to other UK police services is taken from a FOI response for 2022 (and cannot be replicated for the 2023 period) it nonetheless serves as a useful comparator. If the PSNI's annual figures for 2023 are compared to the 2022 data of the police services in Great Britain, the PSNI are:

- 4th out of 18 for national attendance times within the SLA for Emergency (EM) calls
- 2nd out of 16 for national attendance times within the SLA for Priority (PR) calls

**Figure 25** provides data on the National attendance times within the SLA for Emergency (EM) and Priority (PR) calls from police services in Great Britain which have the same targets as the PSNI for emergency calls and priority calls.

**Figure 25**

Police Service	Percentage in target EM		Percentage in target PR	
	2022	2021	2022	2021
Avon & Somerset	65.8%	57.3%	25%	21.2%
Bedfordshire	48.2%	34.3%	50.6%	46.1%
Cambridgeshire	35%	37.5%	-	43.1%
Cleveland	81.6%	83.7%	56%	69.3%
Derbyshire	83.57%	86.56%	52.9%	59.48%
Dorset	69.3%	73.7%	60.4%	48.1%
Gwent	35.2%	40.2%	56.7%	52.3%
Hampshire	65%	69%	62%	66%
Hertfordshire	73.96%	77.33%	69.82%	69.12%
Lancashire	73.6%	77.4%	66.1%	71.1%
Metropolitan	78.1%	82.1%	61.3%	67.9%
North Wales	67.3%	70.5%	-	-
Northamptonshire	85.9%	86.8%	88.4%	89.8%
Nottinghamshire	69.85%	75.05%	32.6%	45%
South Yorkshire	65%	73%	51%	65%
Surrey	57.7%	61.2%	35%	42.3%
West Midlands	49.5%	50.5%	52%	53.5%

As this is a new measure within the policing plan, Board Officials will be able to conduct additional analysis when further annual data is provided for future Committees.

- **Has the 999 and 101 response times increased or decreased from last year**

As this is a new measure for the 2023-2024 Policing Plan this is the first time the data provided in the PSNI report card covers a full 12-month period. Previous PSNI report cards have provided a breakdown of 3-month periods for Attendance times within the SLA for Emergency (EM) and Priority (PR) calls. On average across the three months from October - December 2023, the police services responded to 81% of emergency calls and 73.5% of priority calls within the SLA.

When the responsiveness of the police from October – December 2023 is compared to May - July 2023, it shows a small improvement of 0.3% points and 3.7% points for attendance times within SLA for emergency and priority calls respectively. There is also a slight improvement when these figures are compared with the previous years’ figures in October – December 2022. The average figures within SLA for emergency calls increased to 81% from 80.4% (+0.6%) the average figures within SLA for PR calls increased to 73.5% from 73.4% (+0.1%).

The table below gives a comparison of the available data provided:

	Oct – Dec 2022	May – July 2023	Oct – Dec 2023	2023 – Full Year
<b>Average % of EM calls answered within SLA</b>	80.4%	80.7%	81%	80.6%
<b>Average % of PR calls answered within SLA</b>	73.4%	69.8%	73.5%	71.2%

As can be seen in the data provided, the responsiveness of the police is not significantly increasing or decreasing.

**RAG Status (baseline)**

**Partially Achieved**

If the data from Oct – Dec 2022 is compared to Oct – Dec 2023, the PSNI have improved in both EM and PR response times within their SLA. However, while this is welcomed, this is the 1st year this measure has been implemented and only one full year of data is available. Therefore, these figures should act as baselines for future reporting.

The PSNI’s average response time for the 12-month period of January 2023 – December 2023 highlight that they are performing favourably when compared to other UK police services. However, this 2023 comparison is being made against the 2022 data of other services.

While these results are welcomed, it is important further analysis is conducted when further data is available. The Board therefore deem this measure partially achieved.

## INDICATOR 2.2:

The level of satisfaction with the service received.

### MEASURE 2.2.1:

Number of victims and service users who are satisfied with the service they have received.

#### IMPACTS UPDATE

##### Is there improved satisfaction in policing?

- 83.9% of victims agreed/strongly agreed that the police officers/staff treated them with fairness and respect, this has **decreased** compared to 86.8% in the last report card in May 2023
- 55.4% of victims were very satisfied/satisfied with how well they were kept informed of the progress of their case, this has **decreased** compared to 58.6% in the last report card in May 2023
- 65.2% of victims were very satisfied/satisfied with the service they received from the PSNI, this has **decreased** compared to 70.2% in the last report card in May 2023
- 76.8% of victims agreed/strongly agreed that if a family member or friend was victim of crime, they would recommend that they would report it to the PSNI, this has **decreased** compared to 79.8% in the last report card in May 2023
- PSNI are currently in the process of implementing a new online satisfaction survey. The old version was based on a system used by NI Direct which wasn't fit for purpose. The new version is more tailored to the PSNI specifically; however, budget restraints are meaning this is taking longer than expected. The PSNI hope they will be in a position to report again in next year's programme
- 55% of victims very satisfied/satisfied with the response from the PSNI (NIPPS 2023). This is a 4% decrease from NIPPS 2022 (59%)
- 68% of service users very satisfied/satisfied with the response from the PSNI (NIPPS 2023). This is a 1% decrease from NIPPS 2022 (69%)

##### Initiatives to Continuously Improve Performance

- A significant amount of work has taken place regarding attempts to improve Victims Satisfaction and implementing the Victims Charter. A body of work to help improve victim satisfaction has been completed. This includes a renewed focus on training opportunities, the Pulse performance management system and guidance documentation was instigated to ensure that victims receive updates in line with the Victim Charter. There is now revised training on the subject for Student Officers, a new District training input for LPT Officers and a greater focus on the issue of victim updates and satisfaction in the new First Line Manager Development Programme

- The internal performance monitoring system Pulse has been successfully updated at several key locations to clearly highlight and remind officers that 'Initial contact with the victim is not a victim update for the purposes of the Victim Charter. All Local Policing Commanders, Chief Inspectors and corresponding Crime Department senior leaders have received guidance relating to 10-day victim updates, utilisation of PONI complaints data and the Victim Satisfaction Survey data. Bespoke briefing material for Local Policing Officers has been produced by Justice Department and focuses on a range of issues impacting upon Victim Satisfaction. A renewed focus on victim updates and Victim Charter compliance is anticipated to help improve overall victim satisfaction
- The Strategic Community Engagement Team has held a number of Reference, Engagement and Listening (REaL) events with communities during 2023. This included an event in August 2023 with the Catholic, Nationalist, Republican (CNR) community covering the five pillars of the 'Here for You' Public Engagement Vision, during which the importance of methods through which the community can seek to hold the PSNI to account was highlighted both at a strategic level and locally, with good practice in West Belfast noted as a model for other areas. Another event was held in September 2023 with Black, Asian and Minority Ethnic communities across NI during which discussed hate crime
- Op AGNOSIA is currently running to manage the recent expressions of hostility towards migrant communities and asylum seekers in respect of housing issues

## BOARD SCRUTINY OF PERFORMANCE

### PARTNERSHIP COMMITTEE:

25 May 2023 & 18 January 2024

### PSNI OBA REPORT CARD:

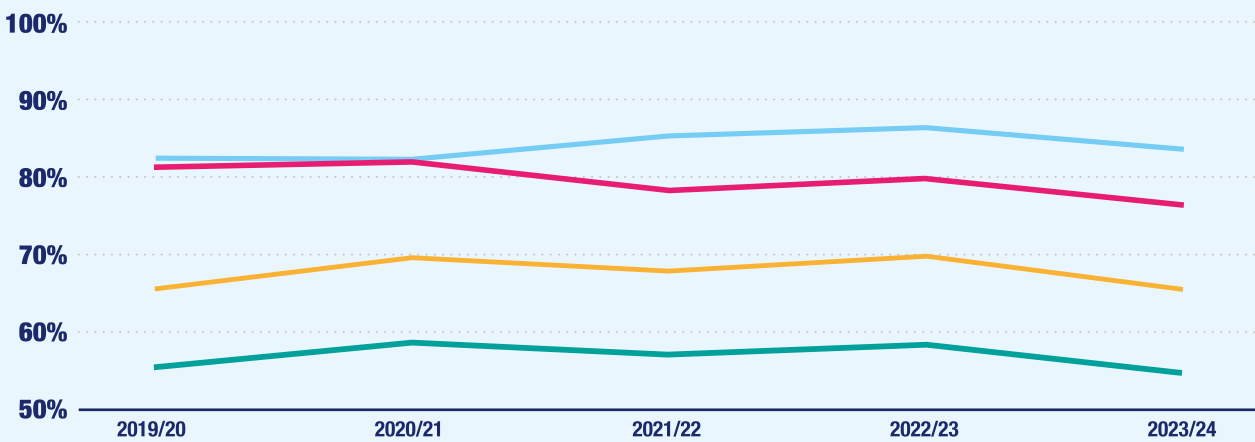
#### M2.2.1

Ensuring that the PSNI provide a high-quality service to victims of crime is essential in maintaining and building confidence in policing. The PSNI currently carry out a Victim Satisfaction Survey (VSS) via a text messaging service. It does not cover all aspects of victims' contact with PSNI, for example it does not include any sensitive or serious nature of some crimes. In June 2021, the PSNI launched its Victim Satisfaction Survey through its social media channels. Adult victims of crime receive a text message, which contains a link to the survey, which asks participants to respond to four questions. **Figure 26** shows the 5-year trend in responses:

Figure 26

- Q1** The police officers / staff treated me with fairness and respect.
- Q2** I am satisfied with how well I have been kept informed of the progress of my case.
- Q3** I am satisfied with my contact with PSNI.
- Q4** If a family member or friend were a victim of crime in the future, based on this experience, I would recommend they report it to the police.

### VICTIM SATISFACTION SURVEY: APRIL - OCTOBER 23



In the 2022-2023 financial year 23,194 victims were invited to participate in the Victim Satisfaction Survey. There were 3,554 responses equating to a 14.5% response rate, which represents a 0.4% increase compared to the 2021-2022 financial year. The PSNI note that the financial year April to December 2023 states that 18,078 victims of crime have been invited to participate in the satisfaction survey and, 2,803 victims have clicked on this link and completed the survey, which is a 15.5% response rate.

The table below (**Figure 27**) shows the satisfaction levels and percentages since 2016/17. As can be seen in the table, these levels have remained relatively static, with a modest increase noted during the years of the COVID-19 pandemic, which has since dipped again to fall more in line with pre-pandemic levels. This table again emphasises the comparatively lower level of satisfaction felt around victim contact and victim updates in comparison to the higher levels of satisfaction around how police treat victims, with over 80 - 86 % of victims consistently agreeing they were treated with fairness and respect and 78 - 82% agreeing they would recommend reporting a crime to the police to a friend or family member.

**Figure 27**

Question	% responding Strongly Agree/Agree							
	16/17	17/18	18/19	19/20	20/21	21/22	22/23	23/24
<b>Q1</b>	81.5%	80.6%	83.8%	82.5%	82.4%	85.6%	86.8%	83.9%
<b>Q2</b>	54.3%	54.3%	54.1%	56.3%	58.7%	57.5%	58.6%	55.4%
<b>Q3</b>	62.6%	62.9%	64.4%	65.3%	70.2%	67.9%	70.2%	65.2%
<b>Q4</b>	79.0%	79.3%	79.8%	81.5%	82.0%	78.5%	79.8%	76.8%

**Is there improved satisfaction in policing?**

- **Has the victim satisfaction with the service received increased or decreased?**

The PSNI notes victim satisfaction decreased 5% to 65.2% from 70.2% (2022-2023). This is the lowest figure reported since 2018/19 (64.4%). It is noted that all 4 questions have decreased compared to the previous year. The Northern Ireland Policing Plan Survey 2023 states 55% of victims very satisfied/satisfied with the response from the PSNI. This is a 4% decrease from NIPPS 2022 (59%)

- **Has user satisfaction with the service received increased or decreased?**

Regarding service user satisfaction with the PSNI response, the 2022 Policing Plan Survey states 69% of service users were very satisfied/satisfied with the response from the PSNI. The 2023 survey data states that this has decreased 1% to 68%.



**BOARD ASSESSMENT OF MEASURE 2.2.1**

**IMPACT – IS THERE IMPROVED SATISFACTION IN POLICING?**

The assessment of the performance of ‘Is there improved satisfaction in policing’ in 2023-2024 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

	Baseline 2019/2020	2020/2021 financial year	2021/2022 financial year	2022/2023 financial year	2023/2024 April – Dec 2023
<b>Q1 - % of victims agree/strongly – treated with fairness/ respect</b>	<b>82.5%</b>	<b>82.4%</b>	<b>85.6%</b>	<b>86.8%</b>	<b>83.9%</b>
<b>Q2 - % of victims very satisfied/ satisfied – progress of case</b>	<b>56.3%</b>	<b>58.7%</b>	<b>57.5%</b>	<b>58.6%</b>	<b>55.4%</b>
<b>Q3 - % of victims very satisfied/ satisfied with the service</b>	<b>65.3%</b>	<b>70.2%</b>	<b>67.9%</b>	<b>70.2%</b>	<b>65.2%</b>
<b>Q4 - % of victims agreeing/strongly agreeing – would recommend to a friend reporting to PSNI</b>	<b>81.5%</b>	<b>82.0%</b>	<b>78.5%</b>	<b>79.8%</b>	<b>76.2%</b>

**RAG Status (baseline)**

**Not Achieved**

The PSNI outline recent results from the Victim Satisfaction Survey, as well as data from the last 8 years. This is Year 4 of the Policing Plan and when a comparison is made to previous figures, all victim satisfaction rates have decreased from the previous year. Furthermore, Q1 is at its lowest level in 3 years, Q2 & Q3 are at their lowest level in 5 years and Q4 is lower than the 8 years of data provided. There is also a decrease in the satisfaction of victims and service users as per the NIPPS 2023. Therefore, at this point in the Policing Plan, the Board assesses the Measure as not achieved.

## **INDICATOR 2.3:**

**The representativeness of the police service.**

### **MEASURE 2.3.1:**

**Improve representativeness of the service across ranks, grades and departments by gender, community background, ethnic origin, disability, sexual orientation and in respect of recruitment, socioeconomic background.**

#### **IMPACTS UPDATE**

##### **Is there improved representativeness of the police service?**

- 32% of female officers by rank/grade at 30/09/2023 (31% at 31/03/2022)
- 57% of female staff by rank/grade at 30/09/2023 (57% at 31/03/2022)
- 32% of female officers by Department at 30/09/2023 (31% at 31/03/2022)
- 57% of female staff by Department at 30/09/2023 (57% at 31/03/2022)
- 33% of Catholic officers by grade at 30/09/2023 (32% at 31/03/2022)
- 19% of Catholic staff by grade at 30/09/2023 (20% at 31/03/2022)
- 33% of Catholic officers by Department at 30/09/2023 (32% at 31/03/2022)
- 19% of Catholic staff by Department at 30/09/2023 (20% at 31/03/2022)
- No new update on applicants by socioeconomic background as there has been no further student officer recruitment campaigns since 2021
- 0.6% of ethnic minorities in service as officers, and 0.8% as staff in September 2023, in comparison to 0.6% and 0.7% on 31/03/2022
- 4.9% of staff with a disability in service as officers, and 7.5% as staff in September 2023, in comparison to 4.6% and 6.9% on 31/03/2022
- 3.3% of staff from the LGBTQ+ community in service as officers, and 2% as staff in September 2023, in comparison to 3.1% and 1.8% on 31/03/2022

##### **Initiatives to Continuously Improve Performance**

- The PSNI have continued outreach, focusing on schools and further education colleges, through facilitating district work experience programmes and attending careers events
- Work is progressing on the implementation of a tailored coaching programme for staff from minority groups, which was planned to launch in January 2024
- Local Policing have commenced a comprehensive Shift Review, which may present increased flexible working opportunities for those with caring responsibilities. In addition, formal approval is now in place for a Hybrid Working policy
- The PSNI are, 'preparing to launch the Race Action Plan and are also currently reviewing their Disability Action Plan - both plans demonstrate a commitment to increasing the representation and participation of those from minority groups'

## BOARD SCRUTINY OF PERFORMANCE

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### RESOURCES COMMITTEE:

22 June 2023 and 19 December 2023

### PSNI OBA REPORT CARD:

#### M2.3.1

This Measure supports the Board's broader legislative duty under the Police (Northern Ireland) Act 2000 to monitor the representativeness of the PSNI. In terms of community background, the proportion of Catholic officers had been around 32% from 2018 – March 2023, but this has increased to 33% (rounded from 32.63%) in September 2023. It was 30.5% in 2013. In terms of gender there has been a steady increase in female officers from 27% in 2013 to 32% in 2023. In relation to police staff, female representation has remained between 57-58% since 2019, however has fallen from 64% in 2013. There is under representation of Catholic staff which has remained between 19-20% since 2013.

#### Recruitment

The ongoing impact of the current budgetary position has limited the ability to externally recruit Student Officers and police staff from under-represented groups (and thus increase the representativeness of the organisation). Furthermore, it remains to be seen if the data breach and associated press coverage will have an impact on withdrawals from under-represented groups, particularly those from a Catholic community background, at such times as offers of appointment resume.

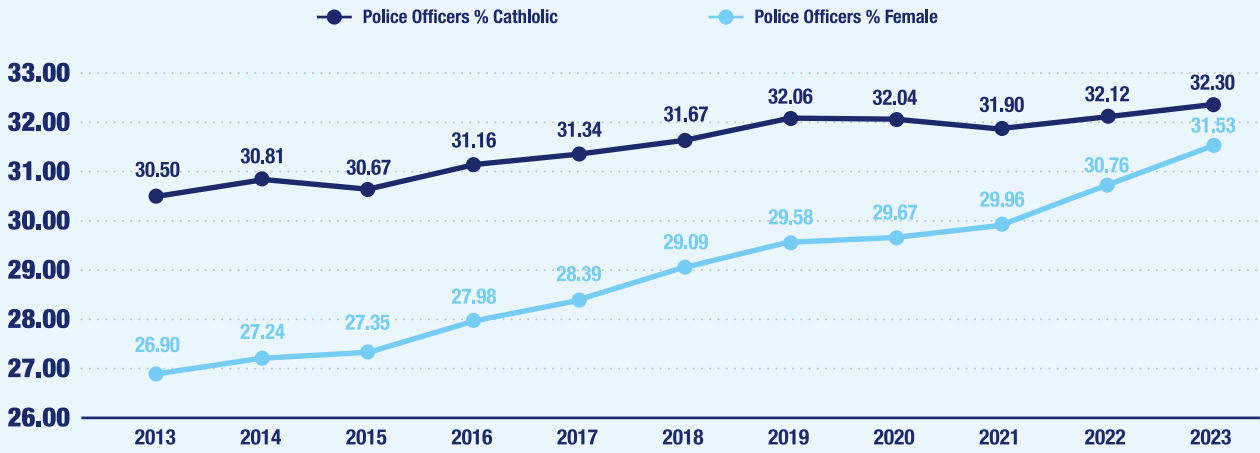
From 1st April – 30th June 2023 there were 83 Student Officers appointed, as well as 35 police staff appointments being progressed. Of the 83 Student Officer appointments: 25.3% were Catholic (above 2020 merit list figure: 24.7%), 36.1% were female (below 2020 merit list figure: 42.5%), 6% were from the LGB community (below 2020 merit list figure: 9%), 1.2% were from an ethnic minority group (above 2020 merit list figure: 0.8%) and 2.4% declared they had a disability (above 2020 merit list figure: 2.2%).

Of the 35 police staff appointments during this period; 22.9% were Catholic (above current level of police staff: 19.2%), 51.4% were female (below current level: 56.6%), 8.6% were from the LGB community (above current level: 2%), 2.9% were from an ethnic minority group (above current level: 0.8%) and 0% declared they had a disability (current level 7.5%).

There has been improvement in the numbers of female and Catholic police officers within the PSNI, as illustrated in **Figure 28**. Since 2013, there has been a gradual rise in the proportion of Catholic personnel and female representation among police officers.

Figure 28

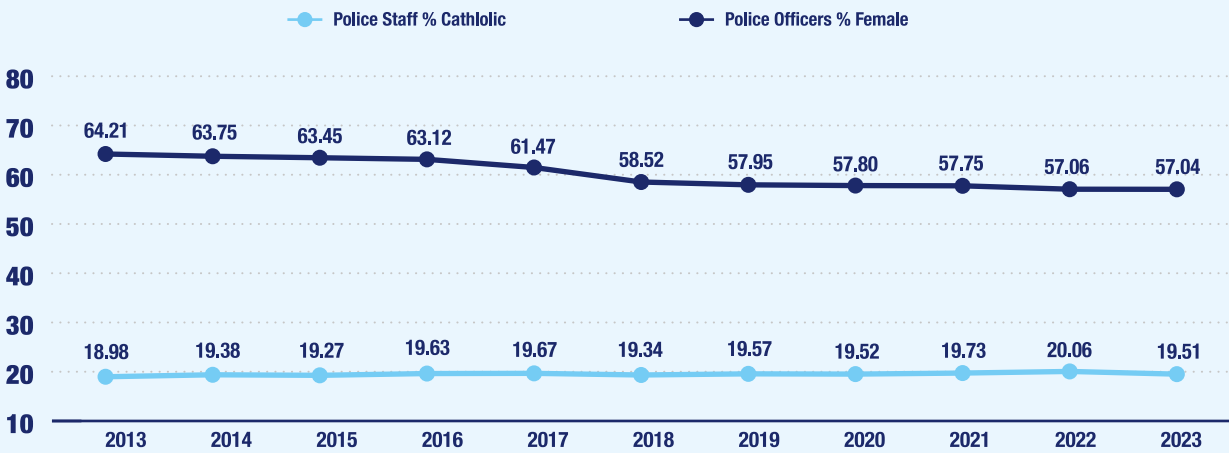
### 2013 TO 2023 POLICE OFFICER COMMUNITY BACKGROUND AND GENDER



There has been a steady decrease in the numbers of female police staff within the PSNI since 2013, as illustrated in **Figure 29**. The percentage of Catholic police staff has remained between 19-20% for the period between 2013 – 2023.

Figure 29

### 2013 TO 2023 POLICE STAFF COMMUNITY BACKGROUND AND GENDER



**Progression**

The PSNI advised that due to the current budgetary pressures, there have only been 4 internal police officer and 2 police staff internal selection competitions launched and 30 internal specialist appointments progressed from 1st April – 30th September 2023. From a promotion perspective the EOII and the Sergeant process were concluded in this period. This included:

- 86 Sergeant promotions, 41.9% were Catholic and 25.6% were Female. This process has resulted in a positive increase in the representation at this rank with 37.5% of the overall merit pool being from a Catholic community background (↑ when compared to 32.6% Catholic police officer headline) and 33.6% being Female (↑ when compared to 31.9% female police officer headline)
- The police staff EOII promotion process notes that 21.4% of those successful in the merit pool were from a Catholic community background (↑ when compared to 19.2% Catholic police staff headline) and 78.6% were female (↑ when compared to 56.6% female police staff headline)

With respect to internal representation at different grades, the PSNI provided the Committee with **Figure 30 & Figure 31** below, which include the composition of female and Catholic officers and staff at each level.

**Figure 30**

<b>Police Officer Breakdown as at 30th September 2023</b>				
<b>Dept</b>	<b>% Female</b>	<b>% Male</b>	<b>% Roman Catholic</b>	<b>% Non RC</b>
<b>COMMAND</b>	55.38%	44.62%	36.92%	63.08%
<b>CRIME OPS</b>	39.22%	60.78%	33.67%	66.33%
<b>JUSTICE DEPT</b>	43.69%	56.31%	37.20%	62.80%
<b>OP SUPPORT</b>	10.92%	89.08%	35.63%	64.37%
<b>PEOPLE &amp; OD</b>	31.12%	68.88%	35.71%	64.29%
<b>LOCAL POLICING</b>	31.02%	68.98%	30.84%	69.16%
<b>SERVICE O/HD inc CORP SERVS &amp; S PLAN TRAN</b>	35.35%	64.65%	28.28%	71.72%
<b>Total</b>	<b>31.85%</b>	<b>68.15%</b>	<b>32.63%</b>	<b>67.37%</b>

Figure 31

Police Staff Breakdown as at 30th September 2023				
Dept	% Female	% Male	% Roman Catholic	% Non RC
COMMAND	76.14%	23.86%	21.59%	78.41%
CORP SERVS	32.13%	67.87%	19.79%	80.21%
CRIME OPS	70.12%	29.88%	13.11%	86.89%
JUSTICE DEPT	62.46%	37.54%	22.20%	77.80%
OP SUPPORT	57.24%	42.76%	21.21%	78.79%
S PLAN TRAN	52.56%	47.44%	29.49%	70.51%
PEOPLE & OD	64.14%	35.86%	16.55%	83.45%
LOCAL POLICING	54.52%	45.48%	16.03%	83.97%
SERVICE O/HD	70.00%	30.00%	20.00%	80.00%
<b>Total</b>	<b>56.63%</b>	<b>43.37%</b>	<b>19.18%</b>	<b>80.82%</b>

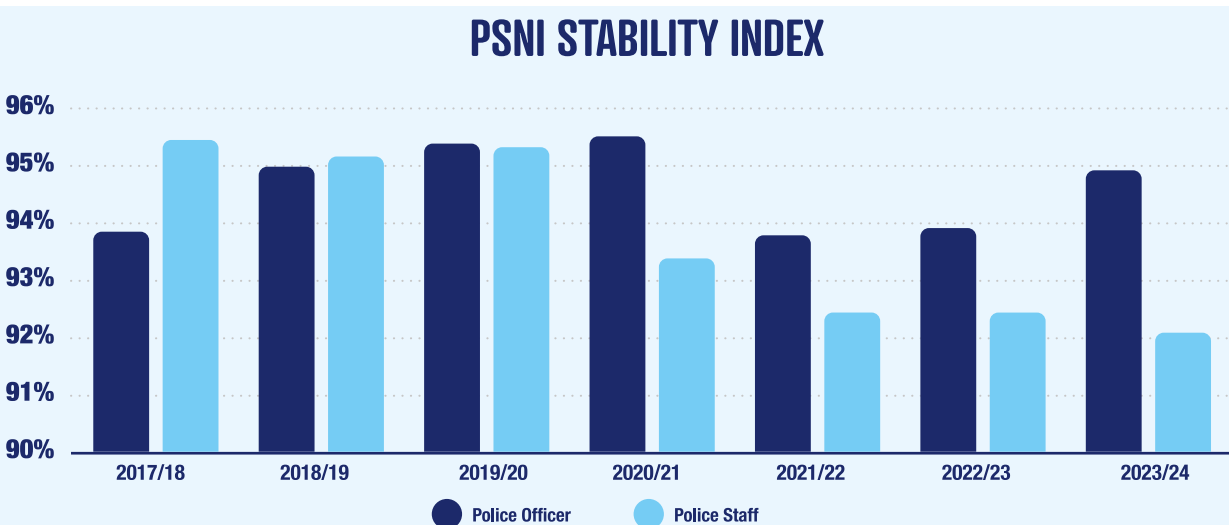
Prepared by Workforce Planning, HR, People & Organisational Development, PSNI

The PSNI additionally supplied statistical data on the representation of police officers and police staff from ethnic minorities, with disabilities, and/or from LGBTQ+ communities. The PSNI have acknowledged that community background, ethnicity and gender representation is not reflective of the 2021 Northern Ireland Census<sup>12</sup> and will need to take additional steps to address this issue in the future.

### Retention

The retention rate of police officers has increased to 95% (+1%) in the reporting period 1st April – 30th September 2023. Police staff retention has dropped slightly to 92.2% in comparison to the previous year’s figure (92.5%). While these figures are similar to 2022-2023, equivalent information on the retention rates from the previous year (2020/21) show police officer and police staff stability rating was higher at 95.7% and 93.5% respectively. Further detail can be found on **Figure 32**.

Figure 32



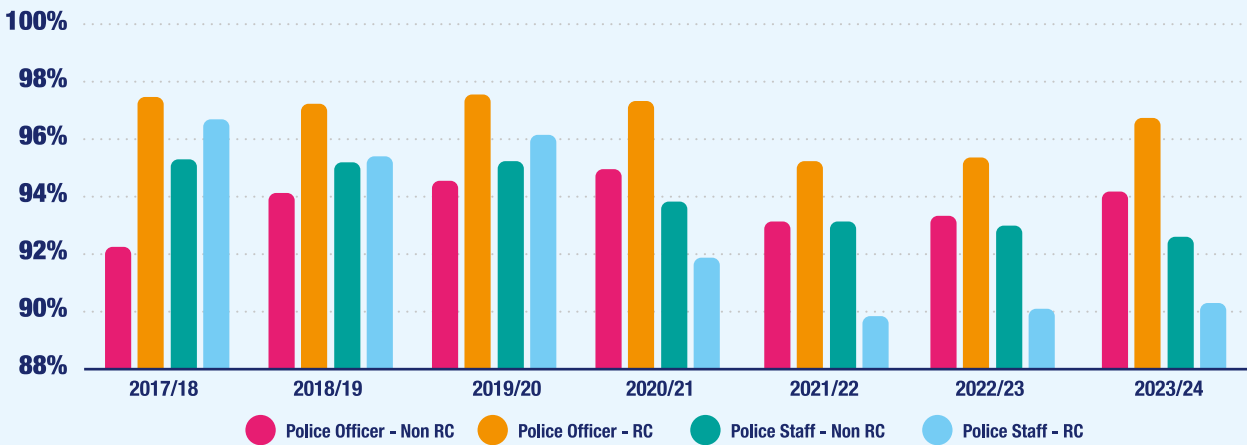
12 Northern Ireland Statistics and Research Agency [https://www.nisra.gov.uk/statistics/Census\\_2021\\_main\\_statistics\\_for\\_Northern\\_Ireland\\_\(phase\\_1\)\\_Northern\\_Ireland\\_Statistics\\_and\\_Research\\_Agency\\_\(nisra.gov.uk\)](https://www.nisra.gov.uk/statistics/Census_2021_main_statistics_for_Northern_Ireland_(phase_1)_Northern_Ireland_Statistics_and_Research_Agency_(nisra.gov.uk))

Catholic and Female police officers continue to have a higher stability index rate (96.7% Catholic compared to 94.3% Non-Catholic and 96.2% Female compared to 94.5% Male). This has been a continuing trend each year from 2017/18.

In terms of Catholic police staff there has been a change in trend in recent years. From 2017 – 2020, the retention of Catholic Police staff had been higher than non-Catholic police staff, but this trend has been reversed over the past 4 years. From having a retention rate of 96.2% in 2019/20 this has been 91.9%, 89.8%, 90.1% and 90.2% over the past 4 years. Further detail can be found on **Figure 33**.

**Figure 33**

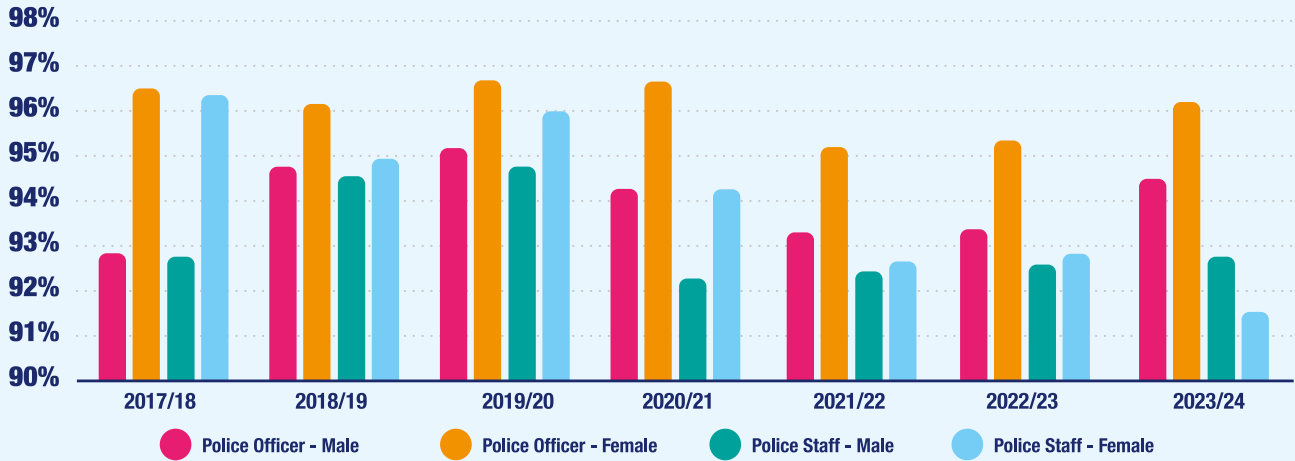
### COMMUNITY BACKGROUND STABILITY INDEX



Female police staff stability has also decreased to 91.7%. This figure represents the lowest recorded in the 7 years of data provided, and the first occasion in this time-period it has dropped lower than their male counterparts (92.8% Male). Further detail can be found on **Figure 34**.

Figure 34

### GENDER STABILITY INDEX

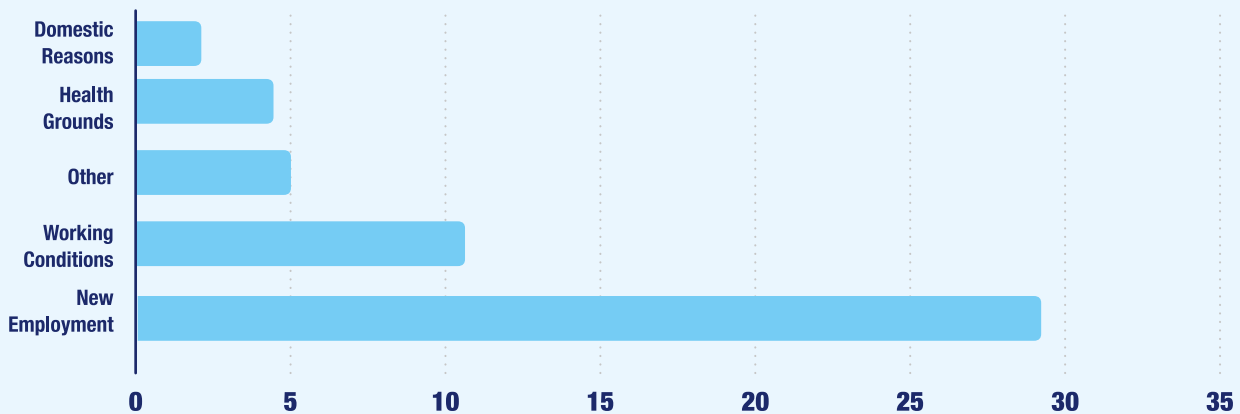


The retention of police officers with less than three years’ service has increased from 93.8% to 95.6%. This is a welcome increase as this figure had dropped to 92.6% in 2021-2022 but this has improved over the last 2 years.

Recent PSNI report cards have detailed exit interview results, with 47 interviews taking place covering the period 1 October 2021 to 30 September 2022, and 51 interviews taking place from 1 October 2022 – 31 March 2023. These results provided detail regarding reasons for leaving PSNI employment, including “new employment”, “working conditions”, “domestic reasons”, “health grounds” and “other”.

September 2023 report card provides **Figure 35:**

### REASONS CITED FOR LEAVING (1ST OCTOBER 2022 TO 31ST MARCH 2023)





As of 4th April 2024, **Figure 36** shows the PSNI workforce composition figures were:

**Figure 36**

	% Perceived Protestant	% Perceived Roman Catholic	% Not Determined	% Female	% Male	% Ethnic Minority	Total No.
<b>Police Officers</b>	65.93	32.78	1.29	32.02	67.98	0.60	6452
<b>Police Staff</b>	78.69	18.90	2.41	56.73	43.27	0.73	2450

### **BOARD ASSESSMENT OF MEASURE 2.3.1**

#### **IMPACT – IS THERE IMPROVED REPRESENTATIVENESS OF THE POLICE SERVICE?**

The assessment of the performance of ‘Is there improved representativeness of the Police Service’ in 2022-2023 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

	Baseline 31/03/2021	30/09/2021	30/09/2022	30/09/2023
<b>Police officers - Catholic</b>	31.8%	32%	32%	32.6%
<b>Police staff - Catholic</b>	19.4%	20%	20%	19.2%
<b>Police officers - Female</b>	29.8%	30%	31%	31.9%
<b>Police staff - Female</b>	58.4%	57%	57%	56.6%

	Police Officers Sept 2023	Police Officers March 2022	Police Staff Sept 2023	Police Staff March 2022
<b>LGBTQ+</b>	3.3% (+0.2%)	3.1%	2% (+0.2%)	1.8%
<b>Ethnic Minority</b>	0.6% (same)	0.6%	0.8% (+0.1%)	0.7%
<b>Disability</b>	4.9% (+0.3%)	4.6%	7.5% (+0.6%)	6.9%

## BOARD ASSESSMENT OF MEASURE 2.3.1

### IMPACT – IS THERE IMPROVED REPRESENTATIVENESS OF THE POLICE SERVICE?

#### RAG Status (31/03/2024)

#### Partially Achieved

There have been some slight improvements in terms of representativeness of minority groups when the figures from September 2023 are compared to the baseline of March 2022. This includes Catholic Officers increasing to 32.6% and Female Officers to 31.9%. These figures represent the highest recorded in both categories in the last 10 years. Some progress has also been made regarding ethnicity, the LGBTQ+ community and people with a disability. There has also been some progress regarding internal promotions of both Catholics and Females within the service. However, this is very small numbers due to the lack of internal competitions due to budgetary pressures. While this is welcomed, it is important to further note these marginal improvements are in the absence of mass recruitment, and therefore are likely partly attributed to retirements in the PSNI from majority groups, coinciding with a shrinking number of PSNI employees.

The PSNI have acknowledged that representativeness is lacking in certain areas when compared to the NI Census 2021, particularly with respect to the community background of police staff. Currently, further progress is required to achieve a police service that is reflective of the 2021 Northern Ireland census, not only with regards to community background and gender, but also with regards to ethnicity, the LGBTQ+ community and from people with a disability. However, the Board recognises that such progress will be severely hampered by the suspension of external recruitment due to budgetary pressures. The Board also welcomes the PSNI's commitment to take internal action to improve representativeness including the transfer of officers and staff between departments. The Board, therefore, assesses this Measure at this time as partially achieved.

#### INDICATOR 2.4:

**Delivery of effective crime outcomes.**

#### MEASURE 2.4.1:

**Levels of crime outcomes, with a particular focus on Domestic Abuse, to identify areas of concern.**

## IMPACTS UPDATE

### Is there improved delivery of effective crime outcomes?

- The crime outcome rate for Charges/Summons is 18.6% which is a 0.7% **increase** compared to the previous 365 day period and a 1.1% point **increase** compared to the 5-year average
- The Out of Court outcome rate for all recorded crime is 7.9% which is a 0.1% **increase** compared to the previous financial year to date (PFYTD) and a 0.9% **increase** compared to the 5-year average
- The crime outcome rate for Domestic Abuse for Charge/Summons has **increased** from 22.6% to 23.2% from the previous year and has **increased** from the 5-year average of 21.6%
- The crime outcome rate for Domestic Abuse for Out of Court has **decreased** from 3.3% to 3.2% from the previous year and has **increased** from the 5-year average of 2.9%
- The attrition rate across all crime types has **increased** from 21.7% to 23.7% and has **increased** from the 5-year average of 19.8%
- The attrition rate across Domestic Abuse has **increased** from 32.8% to 40.2%, an increase of 7.4% on the previous year and has **increased** from the five-year average of 36%
- In the Charge/Summons/Out of Court categories Northern Ireland has a significantly higher percentage (18.4% & 7.9%) when compared to the other Most Similar Forces (MSFs) (England & Wales 5.9% & 3.6%). However, there are some variations in how outcomes are categorised in England and Wales

### Initiatives to Continuously Improve Performance

- In October 2023, the PSNI launched their hate crime awareness week campaign, which was titled 'In Their Shoes.' The objective of the campaign is to educate the public about hate crime and seek empathy on how being a victim of hate crime would make one feel
- Following a rise in racially motivated hate crime in South Belfast, a joint PCSP and PSNI event was held in South Belfast in October 2023 which has seen an increase in hate crime reports across the race and religious categories. The Strategic Community Engagement Team are engaging regularly with groups at a local and national level to ensure a consistent policing response'
- The development of the 'HelpinHand' application for assisting and encouraging Hate Crime Reporting. The app is in the final stage of development with a launch anticipated early next year
- Reduce Offending Unit continue to target a small proportion of offenders, who are assessed as presenting the highest risk of re-offending

- Funding has been secured for a Domestic Abuse campaign specifically aimed at male victims, following the Public Protection Branch highlighting a need for more bespoke training to target male victims, the creative aspect is currently being designed and training will focus on the subtle signs of engaging with male victims, they myths around male victim domestic abuse and pathways to support
- There has been a relaunch of the Domestic and Abuse Disclosure Scheme (DVADs), with the aim to see an increase in the number of DVAD applications from victims of crime which will assist in reducing repeat victimisation
- New Justice Act Offences when live on 27 November 2023 to fill a number of legislative gaps including voyeurism offences and cyber – flashing with training being delivered across the organisation

## BOARD SCRUTINY OF PERFORMANCE

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### PERFORMANCE COMMITTEE:

8 September 2023

### PSNI OBA REPORT CARD:

#### M2.4.1

The outcome rate is the rate at which recorded crimes achieve a successful police outcome. The purpose of this Measure is to provide a comprehensive overview of PSNI delivery of effective crime outcomes. Monitoring and scrutiny of this area enables key trends to be identified and allows the PSNI to respond to areas of concern. It is important that the PSNI provide a victim-focused service where they can aim to play their part in securing appropriate and effective criminal justice outcomes in order to maintain and enhance confidence in policing.

As illustrated in **Figure 37** below, it can be concluded that the charge/summons rate for all crime types and domestic abuse offences have increased since the previous year and are above the 5-year average. The out of court rate has increased for overall crime but has decreased for domestic motivated offences by 0.1%, however both remain above the five-year average. Unfortunately, the attrition rate has increased for both overall crime and domestic abuse offences and is well above the five-year average. Overall offences have increased from 21.7% to 23.7% and the domestic abuse rate has increased from 32.8% to 40.2%. There has also been a decrease in the rate for when the victim supports for both overall crime and domestic offences and both remain below the five-year average.

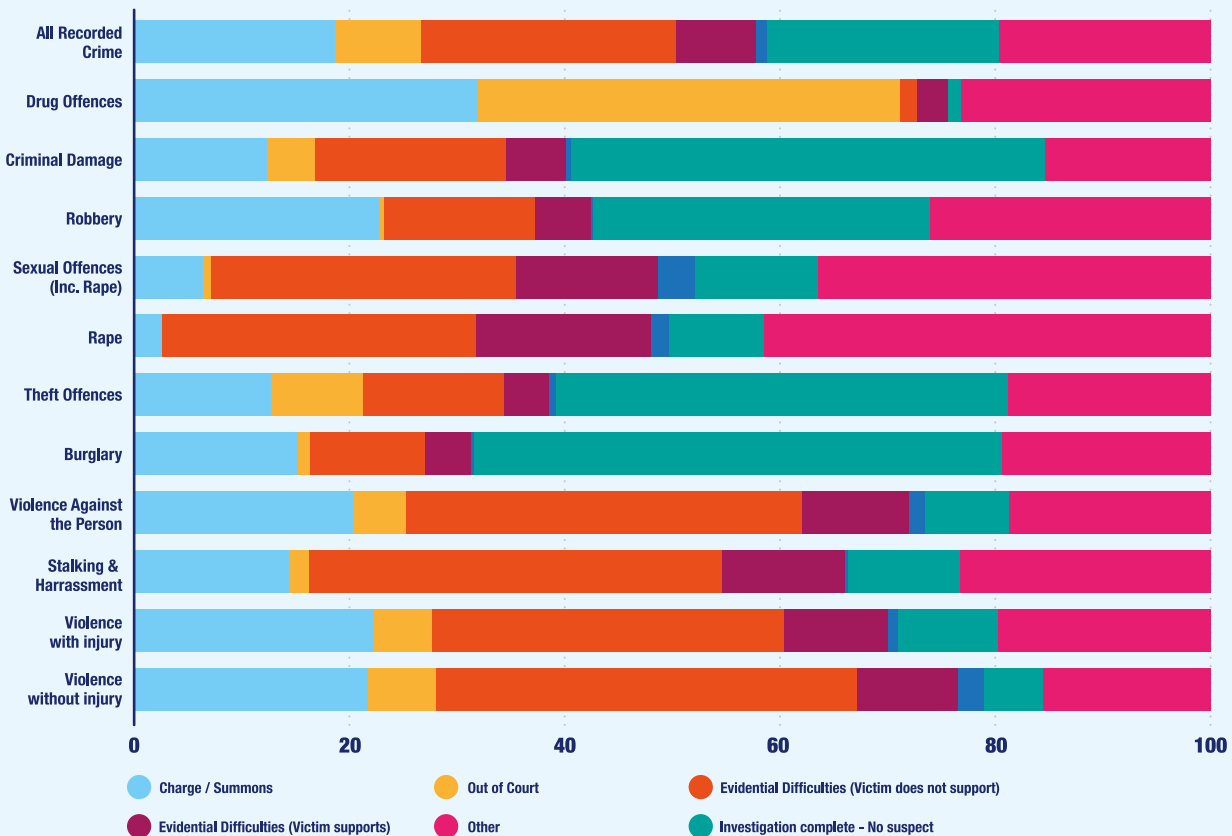
Figure 37

Outcomes	5 yr avg	Previous R365	Rolling 365	5 yr avg	Previous R365	Rolling 365
	All Crime %			Domestically Motivated %		
Charge/Summons	17.5	17.9	18.6	21.6	22.6	23.2
Out of Court	7.0	7.8	7.9	2.9	3.3	3.2
Evidential difficulties (victim NOT support)	19.8	21.7	23.7	36.0	32.8	40.2
Evidential difficulties (victim supports)	9.0	8.5	7.4	14.3	13.0	12.8
Other	1.3	1.1	1.1	2.8	2.1	2.1
Investigation complete - no suspect	25.7	20.9	21.4	1.0	0.6	0.7

As the graph **Figure 38** below highlights the attrition rate for violence against the person and sexual offences is higher than for acquisitive crime. Since the specific offence of non-fatal strangulation came into effect on the 23 June 2023, there have been 349 recorded offences.

Figure 38

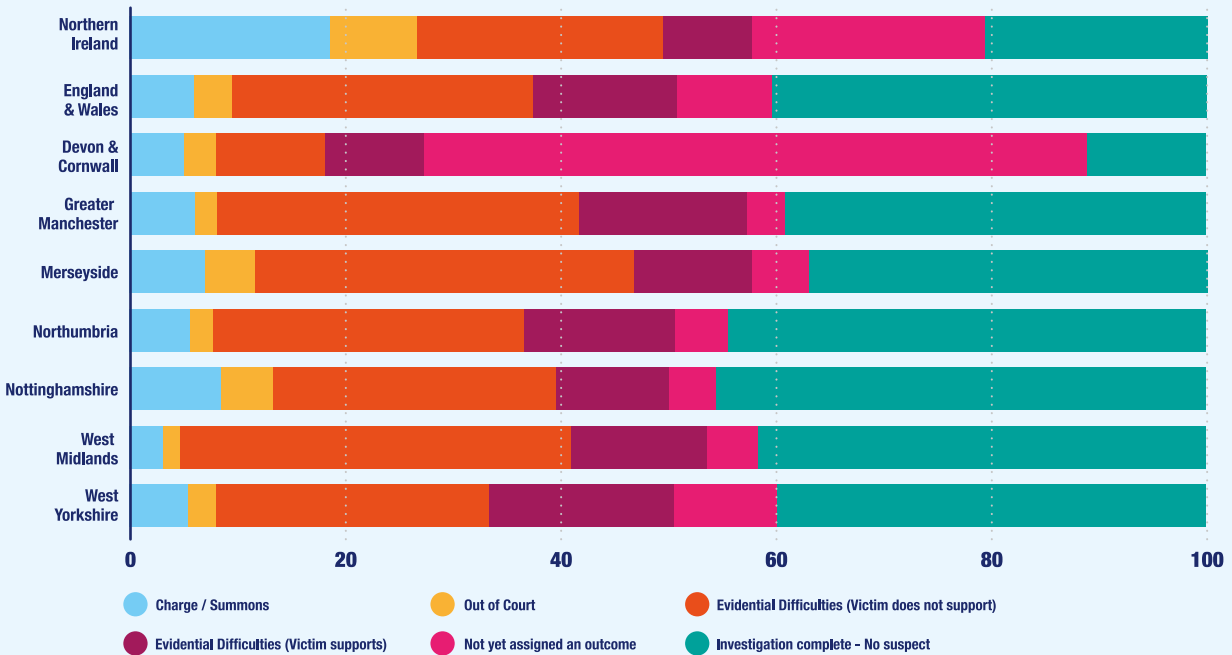
DECEMBER 22 - NOVEMBER 23 OUTCOMES BY CRIME TYPE



Outcome data for England & Wales is published by the Home Office on an annual basis. As illustrated in **Figure 39** the sanctioned outcome rate (which is obtained by adding together the charge/summons rate with the out of court) in Northern Ireland is currently 26.3% which is higher than England & Wales (9.5%).

**Figure 39**

**2022/23 OUTCOME TYPES COMPARED TO MOST SIMILAR FORCES**



When comparing against the other seven forces in the PSNI’s most similar group it can be concluded that the outcome rate is substantially higher in Northern Ireland. The 2021-2022 outcome rate was noted in the most recent PEEL report carried out by HMICFRS. It stated ‘Of the total number of crimes recorded by the PSNI in the year ending 31 March 2022, 19.8% were assigned to the charge/summons outcome, which is impressive when compared to 6.4% in England & Wales. Although the comparison appears favourable, charging conditions in Northern Ireland are different to those in England & Wales. In Northern Ireland, Police can charge a suspect at a much earlier stage without the approval of a prosecutor.’

## BOARD ASSESSMENT OF MEASURE 2.4.1

### IMPACT – IS THERE IMPROVED DELIVERY OF EFFECTIVE CRIME OUTCOMES?

The assessment of the performance of ‘Is there improved delivery of effective crime outcomes’ in 2023-2024 incorporates the Northern Ireland Policing Plan 2020 – 2025 and the table below shows the trend of:

2015/16 -2019/20 Five Year Average for each Outcome Type – All Crime %				
Crime Outcome	Baseline Value varies	2021/2022 Financial Year	2022/2023 Financial Year	December 2022 – November 2023
Charge/Summons	17.2% (16.8% - 17.5%)	14.9%	15.9%	18.6%
Out of Court	6.6% (6.3% - 6.9%)	6.8%	7.0%	7.9%
Evidential Difficulties (victim does not support)	17.8% (15.9% - 19.8%)	18.5%	20.8%	23.7%
Evidential Difficulties (victim supports)	7.8% (5.2% -10.4%)	9.0%	6.8%	7.4%
Other	1.4% (1.3% - 1.6%)	1.1%	1.1%	1.1%
Investigation complete – no suspect identified	31.9% (26.6% - 37.2%)	20.3%	20.0%	21.4%

2015/16 -2019/20 Five Year Average for each Outcome Type – Domestically Motivated %				
Crime Outcome	Baseline Value Varies	2021/2022 Financial Year	2022/2023 Financial Year	December 2022 – November 2023
Charge/Summons	21.9% (20.3% - 23.5%)	18.8%	21.2%	23.2%
Out of Court	2.9% (2.4% - 3.4%)	3.4%	2.8%	3.2%
Evidential Difficulties (victim does not support)	37.3% (35.5% - 39%)	29.6%	30.6%	40.2%
Evidential Difficulties (victim supports)	13.6% (10.4% - 16.8%)	11.8%	9.9%	12.8%
Other	3.3% (2.8% - 3.9%)	2.3%	2.0%	2.1%
Investigation complete – no suspect identified	1.4% (1.1% - 1.8%)	0.7%	0.5%	0.7%

### RAG Status (31/3/2024)

#### Partially Achieved

Effective crime outcomes are considered those crimes which result in either a charge/summons or out of court, with the aim of **increasing** this rate. In the rolling 365 days to 31 December 2023 the outcome rate for Charge/Summons/Out of Court for all crime has **increased** when compared to both the 2021/2022 and 2022/2023 financial years and the baseline. The outcome rate for domestically motivated crimes has **increased** in the rolling 365 days to 31 December 2023 when compared to the baseline and the 2022/2023 financial year. Another example of an effective crime outcome is achieving a **lower** attrition rate, i.e. where there are Evidential difficulties (victim NOT support). For all crime this rate has **increased** when compared to the previous FYTD and remains **above** the five-year average. For domestically motivated crimes the attrition rate has **increased** from the previous FYTD and remains **above** the five-year average. It is also desirable to achieve a **higher** rate of Evidential difficulties (victim supports). This has **increased** when compared to the previous FYTD and remains **below** the baseline. This is also the case for domestically motivated crimes. The above examples show a mixture of positive and negative evidence in achieving improved delivery of effective crime outcomes. Therefore, at this point in the Policing Plan, the Board assesses this Measure as being partially achieved.



## OUTCOME 3: WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES

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### INDICATOR 3.1:

**Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems.**

### MEASURE 3.1.1:

**Demonstrate progress against the “Here for You” Public Engagement Strategy and the associated Hallmarks of Neighbourhood Policing.**

### IMPACTS UPDATE

#### Here for You Public Engagement

As noted in the ‘Here for You Public Engagement Vision’ document, a core element of all police activity is service wide strategic community engagement. The PSNI have held several Reference, Engagement and Listening (REaL) events with stakeholders and communities from across NI, including Minority Ethnic communities, Youth groups, LGBTQ+ and Faith communities. These shape broader policing themes and feed into Gold, Silver and Bronze strategies where relevant and it is envisaged that these events will continue.

#### Hallmarks of Neighbourhood Policing

The PSNI have provided updates on the 8 hallmarks of neighbourhood policing. This includes updates on the Neighbourhood Faculty that has been established at the Police Training College which has developed a Leaders in Neighbourhood Policing course and a Neighbourhood Officer Development Programme which relate directly to Hallmark 7 – Developing Officers and Staff and Hallmark 8 – Developing and Sharing Learning.

#### Initiatives to Continuously Improve Performance

- As noted in the Here for You Public Engagement Vision update the PSNI have held a number of Reference, Engagement and Listening (REaL) events with stakeholders and communities from across NI
- Agile work continues in supporting the Service’s response to Op TARLAC (conflict between Israel and Hamas) and also Op AGNOSIA (anti-immigration hate incidents), cascading information through Strategic Community Impact Assessments and assisting Officers and staff through creation of ‘Practical Peelers’
- NPTs have engaged in service-wide seasonal campaigns including Hate Crime Awareness Week in October, the 16 Days of Action against Gender Based Violence in November/December and Operation Seasons Greetings during the Christmas and New Year period
- PSNI and the Northern Ireland Policing Board (NIPB) hosted the Problem Solving in Partnership Awards on Thursday 22nd February 2024. These awards shine a light on the ongoing good work delivering for communities across Northern Ireland through a problem orientated policing response

## **BOARD SCRUTINY OF PERFORMANCE**

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### **PARTNERSHIP COMMITTEE:**

**21 September 2023 & 15 February 2024**

### **PSNI OBA REPORT CARD:**

**M3.1.1, 3.1.2 & 3.1.3**

Measure 3.1.1: *‘Demonstrate progress against the “Here for You” Public Engagement Strategy and the associated Hallmarks of Neighbourhood Policing’* is a new Measure introduced in 2023-2024. This replaced the previous Measure 3.1.1: *‘In collaboration with the community deliver on the commitments outlined in the Local Policing Review’*, which was successfully achieved last year.

The Policing Plan Review Working Group 2023-2024 discussed Outcome 3 in detail as part of the process of reviewing each Measure prior to drafting the new Annual Performance Plan for 2024-2025. Through these discussions for Measure 3.1.1, members agreed that it is difficult to provide a baseline metric, and/or quantitative data for the impacts noted. However, there was acknowledgement that the data and information could be improved as there is a lot of activity in this area. Furthermore, the group agreed the PSNI would work on developing baselines with descriptions and values for this measure.

The PSNI launched the new ‘Here for You Public Engagement Vision’ in June 2022 which commits to working with stakeholders across 5 key pillars which are, *‘attraction and recruitment; engagement; procedural fairness; effective neighbourhood policing; and local accountability.’* The pillar ‘effective neighbourhood policing’ is underpinned by the 8 Hallmarks of Neighbourhood Policing<sup>13</sup>.

As noted in the *‘Here for You Public Engagement Vision’* document, a core element of all police activity is service wide strategic community engagement. The PSNI have held a number of Reference, Engagement and Listening (REaL) events with stakeholders and communities from across NI, including Minority Ethnic communities, Youth groups, LGBTQ+ and Faith communities. These shape broader policing themes and feed into Gold, Silver and Bronze strategies where relevant and it is envisaged that these events will continue. This engagement provides information and understanding in relation to local communities, and links to planned operations and the use of resources in local areas. While these updates are welcomed, the PSNI have not provided updates which are measurable.

The PSNI have provided partial updates on the 8 hallmarks of neighbourhood policing. This includes updates on the Neighbourhood Faculty had been established at the Police Training College which has developed a Leaders in Neighbourhood Policing course and

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<sup>13</sup> Embedding the right culture; Engaging neighbourhoods, Building analytical capability; Solving problems; Targeting Activity; Accountability; Developing officers and staff; and Developing and sharing learning.

a Neighbourhood Officer Development Programme which relate directly to Hallmark 7 – **Developing Officers and Staff** and Hallmark 8 – **Developing and Sharing Learning**. Further updates from the PSNI include:

**Embedding The Right Culture:** The results of the Your Service, Your Voice Cultural Audit showed that the concept phrase ‘partnership working is essential for the successful delivery of a police service’ was one of the highest scoring, demonstrating that a community policing ethos and culture has been firmly embedded within PSNI.

**Engaging Neighbourhoods:** NPTs have recently been engaged in service-wide seasonal campaigns including Hate Crime Awareness Week in October, the 16 Days of Action against Gender Based Violence in November/December and Operation Seasons Greetings during the Christmas and New Year period. In addition, specific local engagement has been invaluable to provide reassurance and receive community feedback in relation to the on-going Israeli/Gaza conflict (Op Tarlac) and increased community tensions linked to housing of asylum seekers in local communities (Op Agnosia).

**Building Analytical Capabilities:** Neighbourhood Policing Teams can now access and interrogate a number of rich sources of data to enable them to utilise an evidence-based and targeted approach to prioritising local issues. These sources include the Geo Portal, PULSE and the supervisor briefing app.

**Solving Problems:** The service approach to the Problem Solving process encourages the active involvement of one of the trained Problem Solving Champions/Advocates, Crime Prevention Officers and local analysts to support it. While not a process which is unique to Neighbourhood Policing, it is a useful tool to support the delivery of partnership solutions and management of local repeat locations and issues often being managed by Neighbourhood Policing Teams.

**Targeting Activity:** This has involved the use of specific Targeted Patrolling Areas (TPAs) during Operation Seasons Greetings to ensure activity relating to safer shopping, safer socialising and any local transport hubs was maximised.

**Accountability:** The monthly Neighbourhood Policing Forum continues to provide strategic support, guidance, learning and challenge to local delivery by Neighbourhood Officers. The recent CJINI inspection report on Community Safety and Local Policing Arrangements has been received for factual accuracy. Once this report is formally received, this Forum will consider and oversee any recommendations arising from it.

Effective use of social media platforms with messages around good work undertaken by NPTs also remains essential to demonstrating ownership and action on behalf of communities.

## **BOARD ASSESSMENT OF MEASURE 3.1.1**

### **RAG Status (31/3/2024)**

#### **Partially Achieved**

The PSNI have provided updates regarding the “Here for You” Public Engagement Strategy and the associated Hallmarks of Neighbourhood Policing’. However, this is the first year this measure has been implemented and baseline descriptions have not been developed. While the updates provided are useful, these relate mostly to strategies and case studies which do not provide quantitative data. Therefore, it is not possible to provide a quantitative answer to the impacts - *Has the level of engaged communities improved or deteriorated? Or has the level of supportive communities improved or deteriorated?* Baselines need to be developed and further analysis on this measure is required over a longer period in order to gauge impact. The Board, therefore, considers this measure to be partially achieved.

### **INDICATOR 3.1:**

**Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems.**

### **MEASURE 3.1.2:**

**Identify and report on the Neighbourhood Policing Team initiatives to address local problems and tackle local issues, including co-designed solutions, in line with Neighbourhood Policing Guidelines.**

### **IMPACTS UPDATE**

#### **Is the community more engaged and is there more support from communities?**

- 70% (52) of the NPTs felt they were effective or highly effective at engaging communities and partners, this is a slight increase from year 1. (74% (57) year 2)
- 72 and 68 NPTs identified ASB and drugs misuse respectively as the top 2 local issues (compared to 75 and 73 in year 2)
- 43% of NPTs felt their current approach to problem solving was effective or highly effective (compared to 61% in year 2)
- 42% of NPTs felt their teams were effective or highly effective in adopting a prevention first approach (compared to 66%)
- 58% of NPTs felt their teams were effective or highly effective at understanding and monitoring the effectiveness/impact of problem solving (compared to 61% in year 1)

### **Initiatives to Continuously Improve Performance**

- Neighbourhood Faculty had been established at the Police Training College which has developed a Leaders in Neighbourhood Policing course and a Neighbourhood Officer Development Programme
- The PSNI have continued with their Public Engagement Vision titled “**Here for You**” to improve public perceptions of the PSNI and to build trust through positive public engagement. The Strategic Community Engagement Team has held a number of Reference, Engagement and Listening (REaL) events with communities during 2023
- A number of initiatives have been developed address local problems and tackle local issues, including co-designed solutions. This has included the Banbridge Auto Project Police regarding some young people were disengaging from the education system and were becoming involved in ASB, criminal damage, underage drinking and drug abuse in the Banbridge area. A group of young people were invited to participate in a 10-week programme held in the Education Authority / Banbridge Youth Resource Centre. Feedback from the schools involved was very positive with reports of increased attendance and less disruption in class proving the programme had an effective impact
- In partnership with a number of statutory partners and local groups including NI Housing Executive (NIHE), Clanmil Housing Association, Core Community Group in New Mossley and 18th Newtownabbey Football Club in Monkstown, Newtownabbey NPT worked with the local community on re-imaging projects to remove paramilitary murals and reflection of the local community

## **BOARD SCRUTINY OF PERFORMANCE**

### **PARTNERSHIP COMMITTEE:**

**21 September 2023 & 15 February 2024**

### **PSNI OBA REPORT CARD:**

**M3.1.1, 3.1.2 & 3.1.3**

In the calendar year 2023 the crime rate (number of crimes per thousand population) was 56. The crime rate for the same period in 2022 was 57.6, therefore a decrease of 1.6. This is a small increase of 0.3 against the five-year baseline. In the same reporting period, there were 45,910 recorded antisocial behaviour (ASB) incidents giving an ASB rate per thousand population of 24.0. Compared to the 2022 calendar year there was a reduction of incidents of 4.6% or 2,193 (from 48,103 to 45,910) or 1.3 incidents per thousand population. The ASB rate was also lower than the baseline by 5.3 incidents, the five-year baseline being 29.3.

The NPT Self-Assessment Survey has now been conducted three times. Firstly, in the 2021/2022 reporting period which was reported at the March 2022 Partnership Committee.

The second Self-Assessment Survey was completed in January 2023 and the findings were reported at the February 2023 Partnership Committee. The 3rd Survey for 2023-2024 was conducted between September – October 2023 and its findings were provided at the February 2024 Partnership Committee. The PSNI provided a number of case studies to serve as examples of co-designed solution to address local problems.

The idea of the survey is to promote continuous improvement within the NPTs and help to identify, develop, and understand best practice in neighbourhood policing. The individual team discussion and reflection in the survey aimed to measure the effectiveness of current approaches and team strengths and weaknesses, exploring how they can be improved, and a baseline set of figures was established in the Year 1 (2021) survey findings. Progress can be measured by comparing the Year 3 (2022) findings against the Year 2 and Year 1. The Year 3 survey found that 70% (52) of the NPTs felt they were effective or highly effective at engaging communities and partners, a slight decrease from 74% (57) in Year 2, and 73% (52) in Year 1.

In common with years one and two of the survey, antisocial behaviour (ASB) and drug misuse were most commonly identified by NPTs as issues tackled in collaboration with partners and communities. Regarding Drug Misuse, out of the 68 NPTs who identified this as an issue, 31 (46%) noted that as a result of their team's work with communities/community groups the issue has improved, 32 (47%) noted there was no difference from before and 5 noted it was prevented. In Year 2, 73 NPTs identified the issue, 37 (51%) said it had improved, 33 (45%) said there was no difference) and 3 said it was prevented.

Regarding ASB, of the 72 NPTs who identified this as an issue, 63 (88%) noted as result of their team's work with communities/community groups the issue was improved, 6 (8%) noted it was prevented / resolved and 3 (4%) noted there was no difference from before. In Year 2, 75 NPTs identified the issue, 63 (84%) noted it had improved, 12 (16%) noted there was no difference to before.

## **BOARD ASSESSMENT OF MEASURE 3.1.2**

### **IMPACT – IS THE COMMUNITY MORE ENGAGED AND IS THERE MORE SUPPORT FROM COMMUNITIES?**

#### **RAG Status (31/3/2024)**

##### **Not Achieved**

Measure 3.1.2 was introduced into the Policing Plan by the Board in April 2021. The PSNI have now completed the third Neighbourhood Policing Team (NPT) Self-assessment Survey, providing opportunity to compare the results.

Overall, most of the survey results show a decrease in comparison to the previous year. In particular, Section 3 of the NPT Self-Assessment Survey, which focuses on the area Targeted Activity Against Local Issues and Community Concerns, highlights that all of the 13 questions asked show a decrease in comparison to the previous year. Further analysis on this measure is required over a longer period of time in order to gauge impact. However, due to the significant number of decreases in this year's data, the Board, therefore, assesses this Measure at this time as not achieved.

#### **INDICATOR 3.1:**

**Police in partnership with local communities, including PCSPs, identify and deliver local solutions to local problems.**

#### **MEASURE 3.1.3:**

**Assess and evaluate the impact of partnership working with local communities, including but not exclusively, in areas of high deprivation and areas that have been repeatedly victimised.**

#### **IMPACTS UPDATE**

##### **Is the community more engaged and is there more support from communities?**

- The NI Policing Plan Survey (NIPPS) 2022 and 2023 focus on three main areas namely, engagement with local communities, support for communities and improving community engagement and support
- The NIPPS 2023 states 67.9% of respondents thought that the PSNI were 'engaged' or 'very engaged' in their communities, compared to 63.7% in 2022. One quarter (25.3%) did not believe they are engaged, which is a similar figure to 2022 (25.5%)
- The NIPPS 2023 states 74.6% thought the PSNI were supportive or very supportive of communities in the local area. This has increased by 6.2 percentage points from 2022 (68.4%). Those who thought PSNI were not very supportive or not at all supportive had fallen slightly between 2022 (20.5%) and 2023 (19.5%)
- The 2023 Community Policing Survey (CPS) has been developed to assist in informing the Policing Plan, with specific regard to delivery of measure 3.1.3

- The CPS 2023 states the majority (78%) were either involved, very involved, or slightly involved with PSNI in seeking solutions to local issues according to the 2023 survey
- The CPS 2023 states just over half (52%) thought there had been a mutually satisfactory solution to local issues (strongly agree, agree or slightly agree)

### **Initiatives to Continuously Improve Performance**

- Initiative to address ASB / Criminal Damage: Three housing estates were identified in the Antrim area to benefit from collaborative work to improve the environment for the local residents. The NPT in the area liaised with statutory partners including NIHE, PCSP, Department for Infrastructure, the Council and local MLAs to carry out site visits and links were made with the local community to identify a focal points which could act as a community hub for all three estates. A local boxing club was identified and funding was obtained to provide a training course for young people who had come to police attention. As part of the training relevant agencies including PSNI provided citizenship talks focussing on the impact and cost of ASB on the local community. The Housing Executive provided funding which was used to engage with a local artist, assisted by the young people, the paint a new mural on the gable wall of the boxing club. As a result, the young people involved in this project felt a sense of ownership and pride in their area, this led to a reduction in ASB and also a subsequent reduction in calls reporting criminal damage. The area has been revitalised and made much more attractive, and with the wider community feeling safer attending, it is used as a centre for other activities
- Following ongoing ASB in the Ballymena area a Go Karting Project was developed. The main aim of this project was to reduce this ASB, develop partnership working, establish closer working relationships particularly with the young persons in the area, and ultimately build on and develop community relationships. Initially the programme, named “Blue Light Saturday Nights”, involved 13 youths from across the Ballyclare area. The cost for three sessions at Need 4 Speed Go-Karting, and pizza afterwards, was met by the PCSP. As well as providing PSNI officers to attend, PSNI also provided additional in-kind funding through use of a PSNI minibus. The project has promoted the hallmarks of neighbourhood policing with a significant reduction in ASB calls in the area. It has gained favourable feedback from community representatives, the PCSP, parents and members of the public. This in turn has reduced offending behaviour and enhanced public confidence



## BOARD SCRUTINY OF PERFORMANCE

### PARTNERSHIP COMMITTEE:

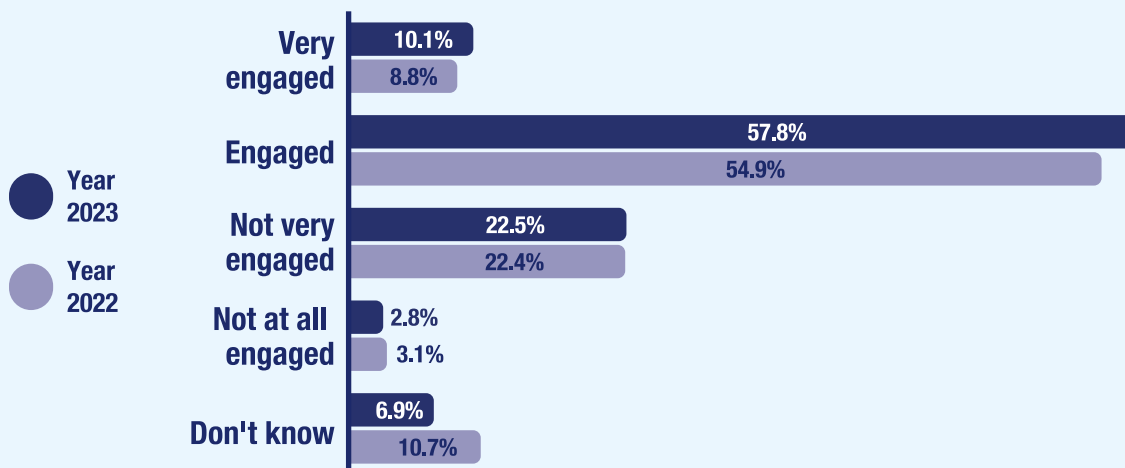
21 September 2023 & 15 February 2024

### PSNI OBA REPORT CARD:

M3.1.1, 3.1.2 & 3.1.3

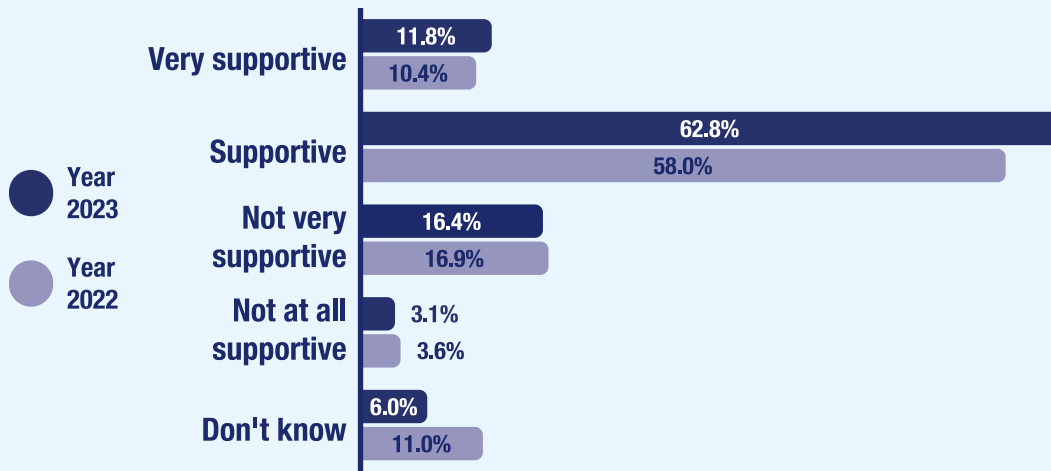
The Policing Plan Survey 2023 provides statistical data specifically on Outcome 3. The Survey focussed on three main areas; Engagement with Local Communities in Northern Ireland; Support for Communities in NI and Improving Community Engagement and Support. The Survey enquires on “how engaged the PSNI are with their local communities”. 67.9% of respondents thought that the PSNI were ‘engaged’ or ‘very engaged’ in their communities, compared to 63.7% in 2022. One quarter (25.3%) did not believe they are engaged, which is a similar figure to 2022 (25.5%). Further detail can be seen in **Figure 40** below.

**Figure 40 PSNI engagement with local communities – 2022 to 2023**



The survey also states, ‘74.6% thought the PSNI were supportive or very supportive of communities in the local area. This has increased by 6.2 percentage points from 2022 (68.4%). Those who thought PSNI were not very supportive or not at all supportive had fallen slightly between 2022 (20.5%) and 2023 (19.5%). The survey also states that ‘almost one quarter of respondents living in social housing (23.1%) thought PSNI was not very supportive or not at all supportive of local communities. Further detail can be seen in **Figure 41** below.

Figure 41 PSNI supportive of local communities – 2022 to 2023

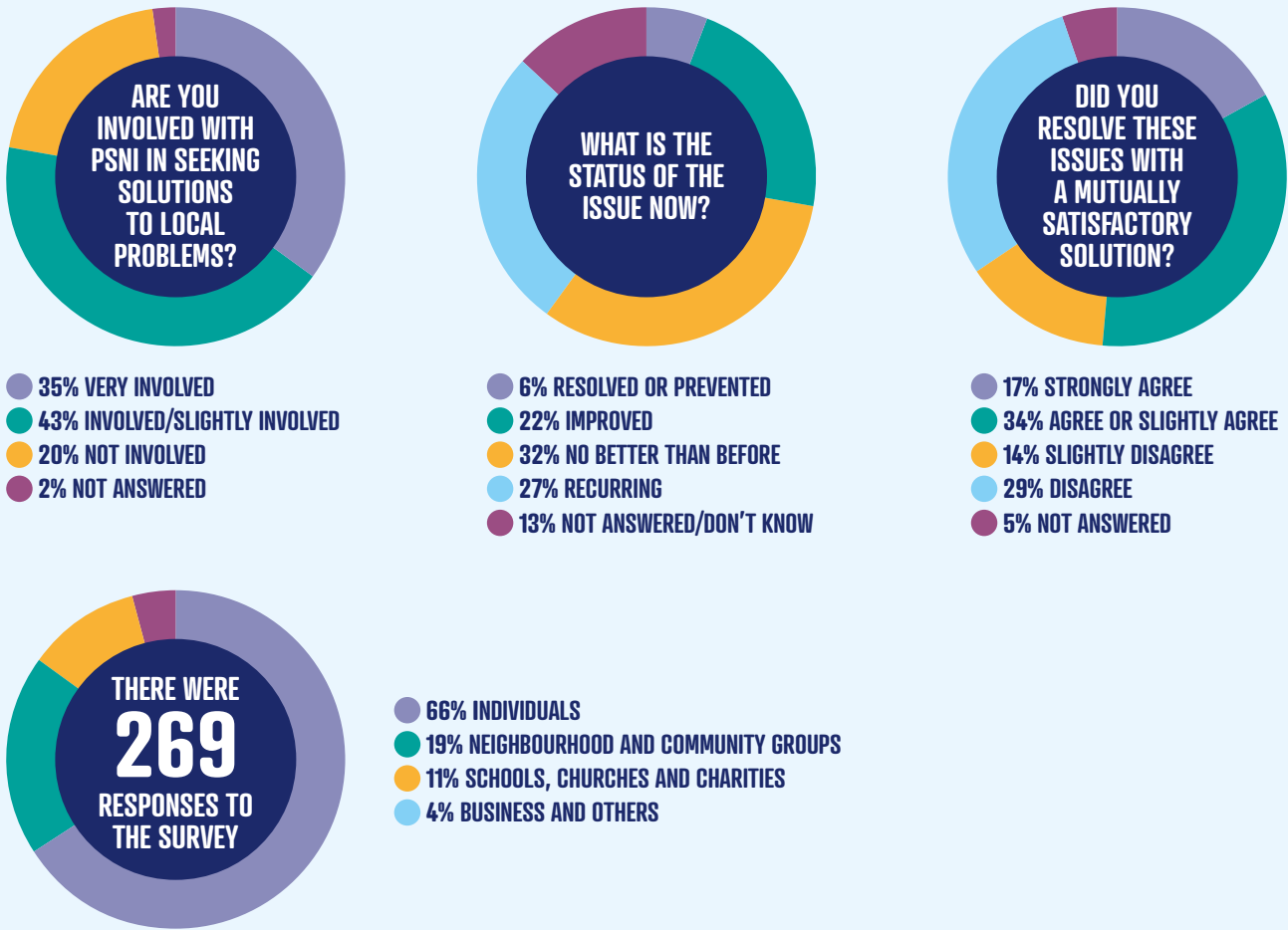


Respondents were also asked if there was anything the PSNI could do to improve their engagement in and support for local communities in NI. The results from this question were similar to 2022 in that, the most common improvement suggested was increased visibility of police, followed by more engagement with local communities and addressing local problems. This Survey has been conducted twice, in 2022 and in 2023. While the survey will not be published again in 2024, it is planned the survey will be conducted for the 3rd time in 2024 and published in 2025.

The Community Policing Survey 2023 ran from 3rd April–30th June and was commissioned by the Policing Board with the aim ‘to assist in informing the Policing Plan, with specific regard to delivery of measure 3.1.3 (assess and evaluate the impact of partnership working with local communities).’ The survey covers detail including, groups who responded, council areas, police areas, and key issues. The 2023 Survey was an expanded version of the pilot 2022 Community Survey. The pilot survey had focused on specific / selected areas (with 82 responses), whereas the 2023 Community Survey is NI-wide (with 269 responses). Due to the difference in remit and implementation of the 2022 focused survey and the 2023 NI wide survey, we are unable to draw comparisons between the two. Therefore, some of the data presented in the below infographics from the 2023 Community Survey can be used as baseline information for parts of the impacts in Measure 3.1.3 and can be analysed further when the survey is re-run in 2024. Overall, the majority (78%) were either involved, very involved, or slightly involved with PSNI in seeking solutions to local issues according to the 2023 survey. Further data from the 2023 Community Survey is presented in the below

**Figure 42.**

Figure 42



### BOARD ASSESSMENT OF MEASURE 3.1.3

#### IMPACT – IS THE COMMUNITY MORE ENGAGED AND IS THERE MORE SUPPORT FROM COMMUNITIES?

##### RAG Status (31/3/2024)

##### Partially Achieved

Measure 3.1.3 was introduced into the Policing Plan by the Board in April 2021. Baseline data has been established for 2022 and the results of the 2023 Policing Plan Survey which show there has been improvements regarding respondents who thought that the PSNI were ‘engaged’ or ‘very engaged’ and respondents who thought the PSNI were ‘supportive’ or ‘very supportive’ of communities in the local area.

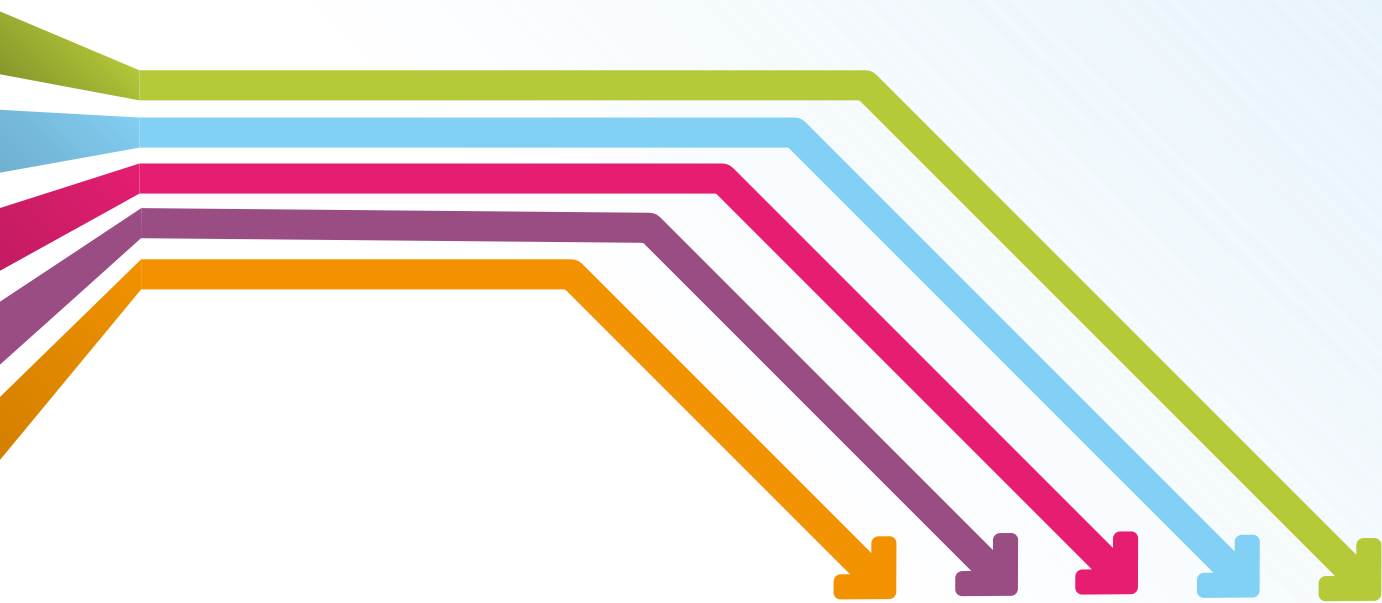
Due to the difference in remit and implementation of the 2022 and 2023 Community Survey, Board officials are unable to draw comparisons between the two. The 2023 Community Survey will provide a basis for a comparison to enable a more detailed assessment and evaluation of partnership working to take place during 2024. The Board, therefore, considers this measure to be partially achieved.

## LIST OF ABBREVIATIONS

<b>ACC</b>	Assistant Chief Constable
<b>ACU</b>	Anti-Corruption Unit
<b>APMIS</b>	Agency and Partner Management Information System
<b>ASB</b>	Anti-Social Behaviour
<b>CAWN</b>	Child Abduction Warning Notice
<b>CDF</b>	Childrens Diversion Forum
<b>CEOP</b>	Child Exploitation Online Protection
<b>CIPT</b>	Child Internet Protection Team
<b>CJINI</b>	Criminal Justice Inspection Northern Ireland
<b>CNR</b>	Catholic Nationalist Republican
<b>CPD</b>	Continued Professional Development
<b>CPS</b>	Community Policing Survey
<b>CSAE</b>	Child Sexual Abuse and Exploitation
<b>CSE</b>	Child Sexual Exploitation
<b>DACP</b>	Domestic Abuse Civil Proceeding Act
<b>DEW</b>	Drug Expert Witness
<b>DOH</b>	Department of Health
<b>DOJ</b>	Department of Justice
<b>DVADs</b>	Domestic Violence and Abuse Disclosure Applications
<b>DV/A</b>	Domestic Violence and Abuse
<b>EM</b>	Emergency
<b>FOI</b>	Freedom of Information
<b>FYTD</b>	Financial Year to Date
<b>GAA</b>	Gaelic Athletic Association
<b>HCAS</b>	Hate Crime Advocacy Service
<b>HMICFRS</b>	His Majesty's Inspectorate of Constabulary, Fire and Rescue Services
<b>HMRC</b>	His Majesty's Revenue and Customs
<b>LGBTQ+</b>	Lesbian, Gay, Bisexual, Transgender, Queer (and Questioning)
<b>LPR</b>	Local Policing Review
<b>LPT</b>	Local Policing Team
<b>MARAC</b>	Multi Agency Risk Assessment Conference

<b>MASH</b>	Multi-Agency Support Hub
<b>MSF</b>	Most Similar Force
<b>MSG</b>	Most Similar Group
<b>NCA</b>	National Crime Agency
<b>NI</b>	Northern Ireland
<b>NIAO</b>	Northern Ireland Audit Office
<b>NIHE</b>	Northern Ireland Housing Executive
<b>NIPB</b>	Northern Ireland Policing Board
<b>NIPPS</b>	Northern Ireland Policing Plan Survey
<b>NISCS</b>	Northern Ireland Safe Community Survey
<b>NPCC</b>	National Police Chief's Council
<b>NPCC/IAG</b>	National Police Chief's Council/Independent Advisory Group
<b>NPT</b>	Neighbourhood Policing Team
<b>OBA</b>	Outcomes Based Accountability
<b>OCG</b>	Organised Crime Group
<b>OPONI</b>	Office of Police Ombudsman Northern Ireland
<b>PBNI</b>	Probation Board for Northern Ireland
<b>PCSP</b>	Policing and Community Safety Partnerships
<b>PFYTD</b>	Previous Financial Year To Date
<b>POC</b>	Person of Concern
<b>PPB</b>	Public Protection Branch
<b>PPRWG</b>	Police Plan Review Working Group
<b>PPS</b>	Public Prosecution Service
<b>PR</b>	Priority
<b>PSD</b>	Professional Standards Department
<b>PSNI</b>	Police Service of Northern Ireland
<b>RAG</b>	Red, Amber, Green
<b>REaL</b>	Reference, Engagement and Listening
<b>ROSHO</b>	Risk of Sexual Harm Order
<b>ROU</b>	Reduce Offender Unit
<b>SBNI</b>	Safeguarding Board for Northern Ireland
<b>SLA</b>	Service Level Agreement
<b>SOC</b>	Serious Organised Crime

<b>SOPO</b>	Sexual Offences Prevention Order
<b>SOTV</b>	Sexual Offences Trafficking Victim
<b>TOMU</b>	Terrorist Offender Management Unit
<b>TPAs</b>	Targeted Patrolling Areas
<b>TRU</b>	Telephone Resolution Unit
<b>VAWG</b>	Violence Against Woman and Girls
<b>VSS</b>	Victim Satisfaction Survey
<b>YDO</b>	Youth Diversion Officer
<b>YJA</b>	Youth Justice Agency



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## DOCUMENT TITLE

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The Northern Ireland Policing Plan 2020-2025  
& Annual Performance Plan 2023/24  
Annual Assessment

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