



Police Service
of Northern Ireland

Chief Constable's Accountability Report

to Northern Ireland
Policing Board

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to 25 September 2022

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Meeting:

06 October 2022



we care
we listen
we act

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Foreword



As I present my September report, I am cognisant of wider societal issues that have, over recent weeks, culminated in a state of turbulence for policing, other public services and wider society. However, my initial reflections on recent weeks begin with the sad passing of Her Majesty Queen Elizabeth II and our response to this historic event. I want to place on record my thanks to officers and staff who led, policed or supported events in Northern Ireland and London. I have heard first-hand, the overwhelming positive senior circle commentary at a local and national level, about our professional response, all of which has once again, made me immensely

proud to lead the Police Service of Northern Ireland.

The mourning period, alongside more recent political developments within UK central government and the appointment of a new Secretary of State for Northern Ireland, Chris Heaton-Harris, to whom I have extended a welcome, and the continued absence of a functioning Executive, all highlight the need for policing to continually adapt to an ever changing operating environment. Additionally, we are faced with a cost of living crisis, soaring fuel costs and the potential for public sector strike action, as we move into the busy Autumn and Winter months.

However, perhaps the most unpalatable aspect of recent weeks and months is the ongoing and current financial situation faced by policing that is, in my view, without immediate intervention, no longer sustainable. Despite the actions I have taken alongside my Service Executive Team,



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and the call for action to the Department of Justice, the Northern Ireland Policing Board and wider political parties, as accounting officer, I remain deeply worried about the ability to maintain policing service provision in a way that the people of Northern Ireland deserve.

The Board will be aware our budget gap for the year is now over £90m, or £40m after savings, and we are running out of short term realistic options to cut costs yet further. It is still my intention at present, to hold our line about staffing levels that support a swift 999 response and visible Neighbourhood Policing, but even that may start to look different in the coming months. Although we have also continued to make efforts to reduce bureaucracy and exploit recent investments in IT, there will be difficult decisions about where we sustain numbers in uniform operational support roles, intelligence collection and investigations.

The financial outlook is also affecting the recruitment position for the organisation, where we have regrettably taken the decision that there will be no further appointments to the student officer campaign in 2022/23 beyond those offers already made to

candidates to commence training in October 2022. This may also affect promotions and broader development opportunities within the organisation as well as the crucial issue of the representation of our workforce.

By the end of the financial year our police officer headcount will have shrunk in real terms by over 300 police officers. Police staff roles are reducing too. What is not changing is the volume of our work. We must all consider whether this is a continued defensible position and the Senior Team and I, alongside the Policing Board, have work to do to shape public expectations going forward.

Despite these profound challenges, I do not want to lose sight of what we continue to achieve and build upon. We have emerged from a largely peaceful summer, which reflects significant work at an operational and strategic level across a range of partners. The continued settled threat picture, the launch and embedding of our Neighbourhood Policing Hallmarks and our continued disruption of serious and organised crime and terrorist groupings, are all examples of our drive

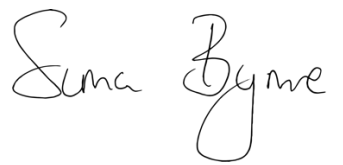


and focus to keep the people of Northern Ireland safe.

Other notable achievements since my last report, have been the launch of our new Police Service website, something you will read about in more detail in this monthly report, making us more accessible to individuals, communities and partners. In addition, our crime rates and call handling figures have been amongst the best in the UK and last week, we launched our bespoke Violence Against Women and Girls Action Plan to support wider societal efforts to confront this hugely impactful and harmful issue.

We have also recently held an event commemorating 100 years of Policing in Northern Ireland where I announced the plans for delivery, subject to final planning permission approval, of a new Police Museum at our Headquarters site. The funding for the Museum comes from a long standing and separate available budget. Last weekend we also hosted the National Police Memorial Day in Belfast. This provided us with the opportunity to reflect and take stock of the developments and contributions to policing and the loss of lives in the line

of duty and public service over the last century.



Simon Byrne
Chief Constable
Police Service of Northern Ireland



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Finance and Resource Update

Last month, I highlighted my concern about the increasing pressures on the police budget this financial year and the potential for the Police Service to incur costs in excess of our allocated 'Contingency Planning Envelope (CPE)'.

As you will be aware, we already entered this year facing significant financial pressures, with an estimated funding shortfall of some £59m. In agreeing our Resource Plan for 2022-23, it was therefore necessary to set out an aggressive programme of planned reductions, making assumptions some likely funding streams would be met.

As the year has progressed, a number of new and additional pressures have emerged, including the likelihood of an average 5% pay award and ever increasing utility/fuel costs. As a result, the estimated shortfall in funding has grown to some £90m.

With the previously planned reductions largely on track, the residual full year

pressure to be addressed is now estimated as £40m.

In my role as Accounting Officer, I am concerned about the increasing size of the financial gap, the rising cost base, the lack of clarity on budgets and the shortening timeframe to take what limited mitigating actions may be available to me.

I have already written to the Department of Justice to highlight my concern and seek direction. The response from the Department only noted the pressures, confirmed no further funding from HM Treasury for NI Protocol and provided no further certainty, highlighting tough decisions will be required.

As a direct result, I have already asked for the planned recruitment of police officers and staff to be scaled back this year and have commissioned work internally to assess what further reductions can be made.



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However, given the programme of reductions currently underway, the limited time available (6 months) and the scale of the £40m pressure (equivalent to a further 10% budget cut), I am not confident that despite our best prudent efforts, costs can be contained within the existing CPE.

Without doubt, all of this will directly impact on our resource levels and ability to deliver the policing service that our communities deserve and the breadth of ambitions outlined in the Policing Plan.

To be clear, although our plan was to end the year with 6,768 police officers, the funding position means that the last student intake this year will be in October, meaning that we are now likely to reach March 2023 with the lowest level of police officers since the Police Service was formed. Police staff recruitment will also be more limited, with the filling of priority posts only.

This is a regrettable position, particularly for candidates awaiting appointment from the student officer merit list and we have already communicated with those directly impacted.



Our Performance

Key performance data¹

Recorded Crime and Antisocial Behaviour

In the current rolling 365 day period (16/09/21 – 15/09/22)

- There has been a 7.9% increase in recorded crime compared to the previous rolling 365 day period. In the same period there has been a 26.7% decrease in Anti-Social Behaviour (ASB).
- Above average increases have been seen in violence against the person (13%, +5,722 offences) and sexual offences (11.7%, +444 offences) compared to the 5 year average.
- Acquisitive crime continues to trend generally downward compared to the five-year

- baseline. Previous research has shown that an economic downturn does not automatically translate to increased acquisitive crime. There have, however been recent increases in theft offences, particularly shoplifting.
- Ten of the eleven policing Districts have recorded increases in crime. All have reductions in ASB.

Repeat Victims

- As of 16/09/2022: 17.6% of victims were linked to more than one crime. These victims experienced 38% of all crimes and 39.4% of all offences.
- 20.6% of repeat victims experienced a further crime within a week of the last crime.

¹ Data is provisional until they are published by Statistics Branch after the end of the financial year.



On average, repeat victims experienced 2.9 crimes during the 365 day period, however, 36.3% of repeat victims were linked to three or more crimes.

Repeat Offenders

- As of 16/09/2022: 20.5% of offenders were linked to more than one crime.
- These offenders were responsible for 44.2% of all occurrences and 45.7% of all offences.

Violence against Women and Girls

- Recorded crime against both male and females is on the increase. Recorded crime against females is increasing above the average at a higher rate.
- Recorded crime over the last year has shown that women and girls are more likely to be victims of some crime types than others with violence with and without injury increasing above the baseline higher than males.

- In the last 365 days, half of all violent offences against females had a domestic motivation in comparison to a quarter for males.

Domestic Abuse

- There has been a 9.3% increase in domestic motivated crime compared to the previous rolling 365 day period.
- During the same time period domestic motivated incidents have recorded a 4.9% increase.
- Overall levels of domestic motivated crime continue to be significantly above the five year average.

Repeat Victimisation

- Women are more likely to be repeat victims than men. The repeat victimisation rate for women is 19.4% and is 16% for men.
- Almost three quarters of female repeat victims (4,144) have been the victim of a domestic motivated crime in the past 365 days.



- The repeat victimisation rate for female domestic abuse victims is 33.3%.

Hate Abuse

- Compared to the same period last year, both hate incidents and hate crimes have increased.
- Homophobic abuse is currently showing the highest rate of increase and this continues a similar pattern to that of 2021/22.
- Sectarian hate abuse had peaks in April 2022 (linked to the Assembly elections in May) and in July 2022 (traditional peak linked to the marching season), however, reduced again following these.



Cost of living crisis

Rapidly rising inflation and interest rates coupled with static wages are further deepening the cost of living crisis, with increases in fuel, energy and general living costs continuing to rise at an unprecedented rate.

Operational assessment has shown that an economic downturn does not automatically translate to increased crime. However, the Police Service recognises that there is no room for complacency and we continue to monitor areas of:

Acquisitive crime

As previously stated, acquisitive crime continues to trend generally downward compared to the five-year baseline and there has been no immediate change to this. However, there have been recent increases in theft offences, particularly shoplifting.

Increased fuel theft

Diesel and petrol thefts have been increasing since late 2021 with the

potential to rise further as prices continue to fluctuate.

Scams and frauds

To date, there have been a small number of reports of charity scams directly linked to the conflict in Ukraine including doorstep collections and online scams. Energy scams are another potential emerging trend and one that may feature more with price rises continuing into the winter months when energy costs tend to be higher due to increased usage.

Number of Ukrainian nationals with leave to remain

It is estimated that around 1650 Ukrainian nationals have arrived in Northern Ireland since mid-March. Accommodation is becoming problematic and the recent announcement from the UK Government in relation to Ukrainian nationals being given three years leave to remain with full entitlement to work and access public services may have an impact on numbers in NI. With the initial six-month term for hosts under the Homes for Ukraine scheme due to end soon, there is also potential for increased homelessness.



Potential for Modern Slavery & Human Trafficking (MSHT)

A number of reports of concerns regarding Ukrainian female workers who had arrived into Northern Ireland being sponsored to work in the agricultural sector have been received. To date the Police Service of Northern Ireland screening assessments have not identified any signs of trafficking and none of the females have reported being potential victims of trafficking. Awareness raising training has been delivered to staff at Welcome Centres on the signs of and how to report potential trafficking.

Increased potential for public disorder

There is the potential for increased public disorder including strikes and protests. This may escalate as energy costs, inflation and interest rates continue to rise in the coming months.

Risk to road safety

With motorists spending more on fuel in the past six months as the cost of living bites, rising insurance premiums will be another burden for already stretched

households. With these rise in costs, along with hikes in the cost of labour and parts, this may lead to an increase in unroadworthy vehicles, road traffic offences and heightened risk to road safety.



Outcome 1

We Have a Safe Community

Violence Against Women and Girls



On Tuesday 27th September, the Police Service of Northern Ireland formally launched its Tackling Violence against Women and Girls (VAWG) Action Plan.

An event was held at the Lyric Theatre and in attendance were the National Police Coordinator for Violence against Women and Girls, Deputy Chief Constable Maggie Blythe, and 130 partners from across the wider criminal justice, voluntary and private sectors.

With two brave survivors of Violence Against Women and Girls speaking out, alongside some stark statistics shared by the Police Service, the public really

got a sense of why this Action Plan is so necessary.



In developing our Action Plan the Police Service have taken national strategies and the voices of numerous local partners, women and girls support groups, survivor networks and education into account.

The Action Plan includes a specific focus on the safety of women and girls in all spaces, putting even more robust measures in place to disrupt and deter male offenders who seek to harm women and girls in our society.

The plan focuses on partnership working, prevention, early intervention and enhanced support for victims.



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There are three thematic areas to assist with delivering two Strategic outcomes:

Theme
1. Build Trust and confidence
2. Relentless pursuit of perpetrators and supporting victims
3. Safer spaces
Outcome
1. Contribute to having a society in which violence and abuse against women and girls in any form, anywhere, is not acceptable and will not be tolerated
2. Build trust and confidence in women and girls in policing

Key deliverables already undertaken include:

- A domestic abuse training package, co-designed with key partners including Women's Aid, The Rainbow Project and Men's Advisory Project and Public Prosecution Service, has been developed and delivered to over 6000 Police Officers and Staff.
- To support the introduction of new legislation "Protection From Stalking (NI) Act 2022" a training package has been developed and

delivered to over 3000 officers and staff.

- The Police Service are working with leading experts in the field of non-fatal strangulation to build bespoke training in advance of new legislative provisions in early 2023.
- The Police Service continues to work with key Criminal Justice Partners to introduce Domestic Abuse Protection Notices and Orders and Stalking Protection Orders following the provisions within new legislation.



Serious Crime

Key highlights for September include:

1. The investigation of the murder of a woman in West Belfast on 11th of September. A 31 year old man was charged with murder.
2. The Police Service's Terrorism Investigation Unit (TIU) arrested four men in Belfast on 24th August as part of Operation Arbacia which targets the activities of the New IRA.

Two men were subsequently charged with belonging to, or professing to belong to, a proscribed organisation, directing a terrorist organisation and preparation of terrorist acts and remanded into custody. Two others have been reported to the Public Prosecution Service.

This is another significant blow to the New IRA and demonstrates the commitment of the Police Service to work with partners to tackle those seeking to undertake terrorism.

Organised Crime and Operation Dealbreaker

Officers from the Police Service's Organised Crime Branch have continued to tackle the supply and misuse of controlled Drugs across Northern Ireland. Notable successes since the last update to the Board include:

- The recovery of over £70,000 suspected Class A and £80,000 Class B controlled drugs, along with a small quantity of ammunition, cash and high end watches following searches in the Dunmurry area. Follow up searches led to the recovery of a suspected firearm. Three men have been charged to Court for drugs and firearm related offences.
- Two kilograms of suspected herbal Cannabis with an estimated street value of approximately £30,000 were recovered during a search in the Belfast area. One male has been charged to Court for a number of drugs offences, including possession of a Class B controlled drug with intent to supply.



- A large quantity of Class A, B and C controlled drugs with an estimated street value of £330,000, were recovered following searches in the Dungannon area. A vehicle and approximately £40,000 in cash were also seized by police.



The investigation into this criminal activity also involved collaboration with partners in UK Border Force who intercepted three parcels containing herbal cannabis with an estimated combined street value of £225,000. Two women have been charged to Dungannon Court for a number of drug related offences.

Drug disposal

In September, officers from Organised Crime Branch destroyed drugs with a combined weight of **547 kilograms** – including heroin, cocaine and prescription drugs. The seized drugs (pictured) were recovered from streets and communities right across Northern Ireland.



Outcome 2:

We Have confidence in Policing

Operation Shamrock



Following the death of Her Majesty Queen Elizabeth II on Thursday 8 September, the Police Service initiated “Operation Shamrock”.

The policing operation was led by ACC Alan Todd as Gold Commander assisted by Silver Commander Chief Superintendent David Beck. Within hours a multi-agency control room was established at Police Headquarters. A range of partners made use of the facilities throughout the operation in order to safely deliver a number of high profile events including, the reading of the Regional Proclamation on Sunday

11 September and the first visit to Northern Ireland by His Majesty King Charles III on Tuesday 13 September.

Royal Hillsborough became the focal point for many people wishing to express their condolences with estimated numbers of 8,000, 10,000 and 16,000 people attending the village on Friday 16, Saturday 17 and Sunday 18 September respectively.

A significant number of Police Officers and Staff were deployed during this operation, which was an unprecedented event that had a wide impact across the UK, with approximately 500 officers deployed for the visit of His Majesty King Charles III on 13 September.

To the immense credit of policing and all communities across Northern Ireland, the operation passed without significant issue.

In addition to the local response, the Police Service also provided officers as



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part of the National Policing Operation to assist policing of events in London. These officers undertook a range of duties including search activity and general police duties across a range of sites. They received extremely positive feedback from wider partners and the public they encountered.

Contact Management Centre



The Contact Management Centre (CMC) is often the first point of contact the public have with the Police Service.

In addition to making use of traditional means of contact i.e. the emergency 999 or non-emergency 101 systems, the Police Service continues to explore and develop systems and processes that expand the capability of communities to access our services, for

example, through the introduction of online digital reporting.

The Police Service of Northern Ireland is one of the highest performing services in the UK when it comes to answering 999 emergency calls with approximately 94% of calls being answered within 10 seconds.

However, it must be noted that CMC is currently operating with a significant reduction in staffing levels when compared to previous years. A consequence of this is that there has been an increase in waiting times for those members of the public contacting the Police Service on the non-emergency 101 system. Currently waiting times sit at an average of 4 minutes 20 seconds. A further intake of staff will begin training this month.

CMC is also launching a contact page on the new Police Service website. The aim is to promote greater accessibility for the public and to continue to build upon the upward trend of reporting non-emergency matters.





Making the service more accessible

Social Media

CMC continues to embrace the Horizon 2025 strategy, striving to harness technology to make it easier and quicker for the public to contact us. 24/7 social media coverage has recently been introduced. This enables trained staff to share important messages with the public via social media platforms such as Twitter, Facebook, Nextdoor and Instagram.

Video Relay – 999 BSL

This new service went live on 17 June 2022. It enables deaf British Sign Language users to communicate with BT via webcam with voice translations

passed into our Contact Centre. This is in addition to the emergency text relay and SMS systems which continue to remain in place.

Good Sam

This is a pilot project under development, the purpose of which is to allow the public to communicate directly with CMC staff by video call. The benefits anticipated include the ability to assess incidents, identify threat and harm, prioritise the police response and secure evidential opportunities. The pilot finished in mid-September and is now undergoing a review.

Digital Desk

CMC are currently exploring the feasibility of deploying a dedicated Digital Desk to enable the public to engage directly with staff and report incidents via a range of Social Media platforms.



Criminal Justice Processes

Delay in the system

The quality and, notably, timeliness of case file submission has fallen during the last year, particularly in respect of indictable report case files i.e. those cases heard by a Judge in the Crown Court.

Current timeliness performance is represented in the following table:

		Submission within Target	% within Target	% Target	Previous Financial Year	No. of files submitted	Target timeframe (days)
Charge Cases	Charge Case Overnight	3,664	96%	87%	95%	<u>3,812</u>	2
	Charge Case Indictable	217	77%	87%	80%	<u>282</u>	18
	Charge Case Summary (both Adult/Youth)	4,496	68%	87%	69%	<u>6,578</u>	14
Reported Cases	Indictable Reported Case	348	58%	87%	65%	<u>598</u>	60
	Adult Summary Reported	12,314	71%	87%	72%	<u>17,282</u>	35
	Youth Summary Reported	370	64%	87%	63%	<u>579</u>	35
	Non Court Disposal	2,117	76%	87%	77%	<u>2,791</u>	35
	No Pros report	5,883	67%	87%	70%	<u>8,786</u>	35
Totals		29,409	72%	87%	73%	<u>40,708</u>	

There are a number of reasons for delay, which include, the impact of Covid-19 absences, increasing resource and demand pressures across Occurrence and Case Management Teams, and with the corrective action taken by a team of file quality “Gatekeepers” from the Police Services’ Criminal Justice and Public Protection Branches, who review certain file types and quality control prior to submission to the Public Prosecuting Service (PPS).



Criminal Justice Branch (CJB) has undertaken a programme of work to tackle this issue. Action taken includes:

1. Working with the Public Prosecution Service to improve file quality by reviewing PPS/PSNI Evidential Standards guidance for the different file build specifications.
2. Implementing a targeted training programme across the organisation, ranging from student officers through to officers in specialist investigative roles.
3. Developing enhanced guidance for supervisors.
4. Progressing initiatives to speed up justice, including a feasibility scoping exercise aimed at returning decision making to the Police Service for those investigations with a 'no-prosecution' recommendation.
5. Piloting "talk to text" technology to assist with transcription of evidence and engaging with criminal justice partners to

explore more innovative use of technology to share information.

Other innovations that have been introduced to support a more efficient criminal justice process include:

1. Remote Evidence Centres:

Introduced on 31 May 2021 in response to the COVID health pandemic and now number 21 centres. To date 118 police witnesses have provided evidence in summary contested hearings from a remote evidence centre. This equates to a saving of approximately 472 hours police time, or in the region of £18,880.

2. Remote Digital Statements:

A pilot process ran from May 2020 to August 2021 and following evaluation has been implemented in full since March 2022. This process enables the Police Service to maximise advancements in technology to record evidential statements remotely and improve accessibility of our services and that of the criminal justice system. To date approximately



1,100 statements have been recorded remotely.

3. **Digital Police Notebook:** The Police Service has piloted a digital version of the police notebook and a roll out has commenced across the organisation.

Key benefits identified include:

- Notebook entries can be exported to NICHE, avoiding the traditional copying and posting process.
- It cannot be lost as all data is stored remotely, and syncs with your desktop version and vice versa.
- It has a word search functionality so entries can be found quickly.
- It is compatible with other apps and allows relevant information to be linked providing easier access when required.
- It can be reviewed/audited remotely, as it allows access to notebook entries even when officers/staff are on leave or absent.
- It is secure as access is protected with passwords/fingerprints
- It provides increased efficiency in building case files, with less time taken in capturing notebook entries.



Summons

The Police Service chairs the Summons Working Group, members of whom include representatives from the Department of Justice, Public Prosecution Service and the Northern Ireland Courts and Tribunal Service.

The group's creation was borne out of the findings of the post-COVID 19 Criminal Justice Recovery Group which had identified that there were potentially 9,000 summons's within the criminal justice system.

The Summons Working Group undertook a body of work that involved establishing the volume and status of all summons's and developed a plan to manage the throughput of these into the Justice System without inadvertently impacting on other processes.

As a result of these efforts, summons for service are now at pre-COVID levels. Unserved summons have reduced by almost 50% and the Police Service has now less than 1,200 summons to be served.



Outcome 3:

We Have Engaged and Supportive Communities

Key Events and Campaigns

Website Launch



The Police Service of Northern Ireland 'Digital Strategy 2021 and Beyond' set the direction of travel for the Police Service's plan for accelerating digitisation across the organisation and prioritising investments in technology to deliver initiatives aligned to corporate priorities. A core element of this strategy was the development of a new website which was launched on 26 September.

The new website will help to provide a more innovative way to engage with the public, making information more easily available and improving how to report and access essential prevention and protection information.

The design of the website has been shaped by analysis of users' needs which has defined and prioritised the information and services provided through the website. The information has been categorised in a manner that is more intuitive to the user, making it easier and quicker for the user to find information. To enhance this function, a search facility is available to users across the site.

The online reporting function has been carefully considered to make it as easy as possible for online users to complete. The design of the website will allow for more effective campaigns to improve the Service's communication strategy.



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To continually improve the digital service offered, regular analysis of online traffic, webpage engagement and content interaction will be analysed and optimised to ensure the best user experience is maintained analysed and optimised to ensure the best user experience is maintained.

The Opening of Foyle Family Justice Centre

The first of its type in Northern Ireland, the Foyle Family Justice Centre opened on Friday 2 September 2022.



The Centre is ground breaking for Northern Ireland, hosting partner agencies under one roof, working in collaboration and providing wraparound support for victims in recognition of the fact that victim attrition is higher in the area of domestic abuse and sexual crime than in other crime types.

To break down barriers and address the needs of those victims of crime who find travelling to a police station an additional challenge, the Police Service has availed of working space within the Centre.

The Herbert Protocol



The Herbert Protocol, launched by the Police Service of Northern Ireland in partnership with Dementia NI, the Health and Social Care Trust and local Policing and Community Safety Partnerships (PCSPs), enables officers to work quicker to find those with dementia who go missing.

The Herbert Protocol is a public document that can be populated with vital information, such as a recent photograph, contact details, medication required and significant locations relating to the individual. This can then be provided to officers and used to save

vital time in a missing person investigation.

Having this information to hand will alleviate some pressure for families and carers and help begin a search for a missing vulnerable adult almost immediately.

Local Health and Social Care Boards, along with Dementia NI, will be working with people with dementia or those who know or look after someone who might be vulnerable to encourage them to complete the form. Information is also being shared on social media to raise awareness of the regional rollout of the protocol.

Student safety



The Student Safety campaign was launched at the beginning of September to welcome students to the start of the academic year. The

campaign was created to complement operational policing plans with the messaging having three aims:

- To encourage safe and respectful behaviour among students;
- So we have a student population informed about crime prevention measures, how to contact police and the part they can play in building safe communities;
- To raise awareness of police proactivity in building safer communities in areas with large student populations.

Using social media, presentations, posters, bespoke leaflets and message boards, the core safety messages of the campaign were based on *being a good neighbour, protect your property, personal safety as well sexual consent and sextortion.*

The communications plan was rolled out in partnership with communication teams from Belfast City Council, Queen's University Belfast, Ulster University, Belfast Metropolitan College and Belfast Harbour Police. The intention was to ensure that messaging

was aligned and that our reach and use of shared messages was maximised.

Regular, locally led social media posting across all policing Districts took place throughout the operation, highlighting student events attended by neighbourhood policing teams. This has demonstrated our visibility and accessibility in the local area as we responded to issues of local concern under the Hallmarks of Neighbourhood Policing #HereforYou.

100 years of Policing



On Saturday 24 September members of the Police Service, the extended police family and other partners gathered at an event in Belfast, to celebrate 100 Years of Policing in Northern Ireland.

The event was part of a series of events held throughout 2022 to mark this extraordinary policing milestone and to recognise the contribution of Police Officers and Staff, past and present, in keeping communities across Northern Ireland safer. Around 250 guests including former Chief Constable Sir Ronnie Flanagan and Sir George Hamilton, as well as representatives from many of the organisations who work with and support the Police Service attended. This included representatives of the wider extended police family, past and present.

As well as celebrating Police Officers and Staff of the past and present for the contribution they have made, and continue to make, in their local communities, the event was also about honouring and remembering those who lost their lives or were seriously injured.

In advance of the event the Chief Constable was joined by the Policing Board Chair, RUCGC Foundation Chair, National Police Memorial Day coordinator and Staff Association representatives as flowers were laid in the Royal Ulster Constabulary GC and Police Service of Northern Ireland



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Memorial Gardens to remember those who had lost their lives.

National Police Memorial Day



On Sunday 25 September 2022 Police Chiefs from across the United Kingdom, and family members, joined a congregation of almost 2,000 at Belfast's Waterfront Hall to mark National Police Memorial Day. The event is held annually to honour the commitment, courage, and sacrifice of fallen police officers.

During the service, candles were lit by relatives in remembrance of officers throughout the country who have lost

their lives, one from each of the four nations of the United Kingdom.

Police Museum



The existing Police Museum is located at the Police Service of Northern Ireland Headquarter site. It currently displays a small portion of its wide and varied historical artefacts within its possession.

In 2001 the then Secretary of State John Reid, announced Government funding with the intention to construct a new Garden of Remembrance and Museum and aligned with the recommendations contained in the Patten Report.

Design proposals have now been developed for a new modern purpose built Museum facility, adjacent to the existing Police Gardens located at the



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Headquarters site, as had been envisaged.

The Museum will house and exhibit material, that relates to over three centuries of policing on the Island of Ireland. This will include temporary exhibition space, audio video facilities and educational resources, as well as improved archive storage.

Subject to the approval of final planning permission, it is envisaged that construction could commence in 2024.

Chartered Institute of Personnel and Development - People Management Awards 2022

The CIPD People Management Awards are the most prestigious and highly regarded awards for the human resources (HR) profession and celebrate the contribution of HR and People Management in business.

Last month we reported that the Police Service had been shortlisted for the “Best Resourcing Initiative” award for our 2021 Student Officer Recruitment campaign.

We are delighted to announce that we were winners of this category.

Northern Ireland Social Media Awards 2022

The Police Service is delighted to have been shortlisted in the following categories:

1. Best overall use of Social Media.
2. Best Social Media campaign in public sector (sextortion campaign).
3. Most innovative use of Social Media.
4. Social Media in-house team of the year.



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Our People, Your Service

Equality, Diversity and Inclusion

A national Race Action plan was launched in May 2022. The plan was developed for police services in England and Wales and sets out changes across policing to improve outcomes for Black people who work within or interact with policing.

The four pillars of the proposed Action Plan will encompass:

1. Internal Culture
2. Powers and Policies
3. Community Engagement
4. Protection

The Police Service held a workshop during September to develop our own bespoke Race Action Plan. Representation at the workshop was made up of representatives from the Ethnic Minority Police Association and other key personnel from across the Police Service.

The workshop attendees agreed to a three phased approach to the development and delivery of the Race Action Plan by March 2023. There was agreement that outcomes would align with those in England and Wales, namely:

- Zero tolerance of racism in policing.
- Adopt an 'explain or reform' approach to the use of police powers.
- Ensure officers and staff understand the history of policing with ethnic minority communities and the impact and trauma of disproportionality.
- Develop a representative workforce.
- Increase the involvement of ethnic minority communities in our work and support victims of crime.



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Other key pieces of work that have been progressed recently include the operational review and subsequent approval of our current Equality Scheme. A proposal to conduct an audit of inequalities is being progressed. This work will inform future revisions to the Police Service of Northern Ireland Equality Scheme 2023-2038 and its corresponding Equality and Disability Action plans.



Forward Look

Budgetary position

In the coming weeks, the Police Service will continue to engage with the Board and the Department for Justice on the precarious funding landscape facing policing. The upcoming deadline for the restoration of the Executive and news that an in-year monitoring round will not take place prior to the Minister ceasing to hold office at the end of October, compounds our budgetary concerns.

Implementation of Violence Against Women and Girls Action Plan

Having recently launched our Tackling Violence Against Women and Girls Action Plan, our attention will turn to implementation. Over the coming months, we will launch a new Domestic Abuse in the Workplace Policy and a new joint Serious Sexual Offences Strategy with the Public Prosecution Service.

Our Public Protection Branch will work closely with Local Policing to deliver an extensive programme of engagement Across Northern Ireland to communicate the contents of the Action Plan to women and girls and the organisations that work with them at a local level.

Northern Ireland Affairs Committee

We note the Northern Ireland Affairs Committee Inquiry on Tackling Paramilitary Activity will recommence in the coming weeks. The Police Service, having previously submitted written evidence, will appear before the Committee in November to provide oral evidence.



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The Strategic Communications & Engagement

The Strategic Communications & Engagement Department has a range of impactful campaign activity in place for October. Subject matter includes:

- Domestic Violence Awareness Month
- Black History Month
- Road Safety
- Violence Against Women and Girls
- Hate Crime Awareness Week
- Anti-Slavery Week
- Halloween will be a focus throughout October

Engagement Days include:

- Diwali
- World Mental Health Day
- Dyslexia Awareness Week

Road safety

As the dark nights draw in and we move into Autumn we continue to work in partnership with other agencies to tackle road safety problems and improve road safety.

Over recent weeks there have been a number of cross border drink driving operations with policing colleagues in An Garda Síochána (AGS). We are also developing some cross border 'Close Pass' operations with Cycling Ireland / AGS in the near future.

A week of action associated with Project Edward (Every Day without a Road Death) will begin on 17 October.

National Speed day is on the 19 October.



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