



**Police Service**  
of Northern Ireland

# Chief Constable's Accountability Report

to Northern Ireland  
Policing Board

Report Date:

Covering Period of 24 February to 30  
March 2023

Presented at Policing Board Meeting:

6 April 2023



**we care**  
**we listen**  
**we act**

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Unless otherwise stated the statistics in this report are unvalidated management information sourced from administrative systems and are subject to change.

# Foreword



*President Joe Biden addresses guests including Chief Constable Simon Byrne*

A month has passed since the terrorist attack on our colleague DCI John Caldwell, who continues to receive top class medical treatment and remains in a poorly condition in hospital.

Our investigation continues at pace, staffed with detectives and specialist officers from across the organisation. To date 15 arrests have been made 3 of which are connected to the claim of responsibility made following the attack. There have been 22 searches conducted of premises and land. A bespoke CCTV viewing hub has been created, staffed by 30 detectives who are working through upwards of 100 000 hours of CCTV footage obtained through our enquiries. Thus far over 300 witnesses have been spoken with. I have had the privilege of visiting the investigative team and have been inspired by their professionalism and dedication towards bringing those involved to justice.

The attack on John has touched many people with messages of support having been received from across the world including from His Majesty King Charles III, the Prince of Wales, the Prime Minister and many other politicians both locally and from further afield.

In light of the attack I was persuaded, at short notice, to join the Northern Ireland delegation visiting Washington DC to mark 25 years of the Belfast Good Friday Agreement and St Patrick's Day.

Over the period of the three day visit, time and time again, policing received praise from across the political spectrum in recognition of the work done to deliver the promise of the Belfast Good Friday Agreement – namely to deliver a professional, impartial, efficient and effective service for all. The condemnation of the attack on John was unequivocal.

As was widely reported last week, the Secretary of State announced that the threat level from terrorist attack in Northern Ireland has been increased from substantial to severe meaning an attack is highly likely. This is a concerning but not unexpected change given the attack on John and other terrorist activity targeting police over recent months. We and our security partners will continue to bring significant resource to bear on disrupting, dismantling and

bringing to justice those intent on doing harm to police officers.

In North Down we are currently dealing with the impact of a violent feud between criminal drug gangs previously linked to the UDA, which has seen attacks on homes and property. We have carried out a number of targeted search operations and arrested 10 men at the time of writing, two of whom have been charged, appeared in court and are now remanded in custody. The policing operation, Operation Ludibrious, includes colleagues from the Neighbourhood Policing Team, Paramilitary Crime Task Force, Tactical Support Group and Armed Response Units and will continue to work to stop these reckless attacks which put our Community at risk and have no place in society.

Set against the backdrop of this demanding operational context, I remain gravely concerned about the stark budget challenge we face as an organisation and the drastic impact it has had, and will continue to have, upon police numbers. I shall continue to press the case for the appropriate level of resource to respond to the prevailing threat from terrorists to society whilst providing the visible, responsive and accessible police service deserved by the people of Northern Ireland.

In order to help us better understand our organisational culture and behaviours, on 27 March 2023, we launched the 'Your Service, Your Voice' cultural audit. This work will give employees a voice to reflect back what it is like to work for the Police



*(l-r) Joe Kennedy US Special Envoy to Northern Ireland for Economic Affairs, Chief Constable, US Consul General to Northern Ireland Paul Narain*

Service of Northern Ireland. This important study will allow us to establish a baseline from which we can celebrate and build on workforce strengths, as well as highlighting areas for improvement. We are partnering with an independent company to help us capture and analyse these insights and will use the 'Your Service, Your Voice' findings to develop a route map to achieve our ambition to have a highly engaged workforce.

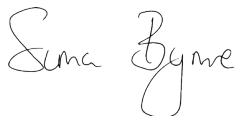
Finally, I want to highlight two examples of enduring public service. Firstly, I would like to extend my congratulations to Chief Superintendent Davy



Beck who has been made a member of the Royal Victorian Order. He will receive the accolade for his role in leading the preparation, planning and strategic oversight of the operation following the death of Her Majesty Queen Elizabeth II in September 2022. Davy is one of only a few police officers from across the UK to receive

this prestigious award which recognises distinguished personal service to the British monarch.

Secondly, Harry Kisson, ICS Service Delivery Manager, reaches a significant milestone on 31 March 2023 as he celebrates his 70<sup>th</sup> birthday. For over 50 years Harry has played a significant role in the provision of public services, with the last 33 in the Royal Ulster Constabulary GC & Police Service of Northern Ireland. Indeed it is testament to his commitment that in his 70th year he still participates in a 24/7 on-call rota. I am sure you will join me in congratulating Davy and Harry on their significant achievements.



**Simon Byrne**  
Chief Constable  
Police Service of Northern Ireland

# Finance and Resources Update

## Finance

Although the final financial outturn for 2022-23 is not yet known, we are anticipating a break even position – but only just. The budget position was extremely challenging from the outset and this has continued to be the case throughout the financial year. In the last month alone, we have had to operationally resource a number of unplanned and significant investigations as well as incur costs in preparation for some major events, without any additional funding.

The financial outlook for 2023-24 remains really daunting, although a budget is yet to be set. At the Resources Committee last month, members considered our draft resource requirement for the year which estimated a shortfall or funding gap of some £57m against a flat opening baseline and **after** a range of reductions to both recruitment and support costs. Without a working budget, it is impossible to be confident about the scale of the challenge and there is also a growing risk that the challenge will simply get bigger as decisions are deferred pending greater clarity.

The NI Fiscal Council's recently published report highlights that the Department of Justice settlement over recent years sits comparatively 23.9% less than its Whitehall counterpart.

Unfortunately, the current impasse means that we cannot be as clear as we would like

to be about the potential impact of any financial settlement on our people and particularly on the services we deliver to communities.

## Fleet

Despite constrained budgets, we have continued to drive forward our modernisation agenda. The Fleet Strategy set out an ambitious programme of work across three key themes (modernisation, technology & sustainability) and good progress has been made this year, including:

- Reduction of fleet by 120 vehicles
- Increased number of liveried vehicles, from 39% to 69%
- 100 new Electric Vehicles on order to issue this Spring with all staff trained in advance
- Over 50 new motorcycles to refresh the fleet
- 50 new e-bikes in service (some funded in partnership with Belfast Police Community Safety Partnership)



*New e-bikes*

# Our Performance

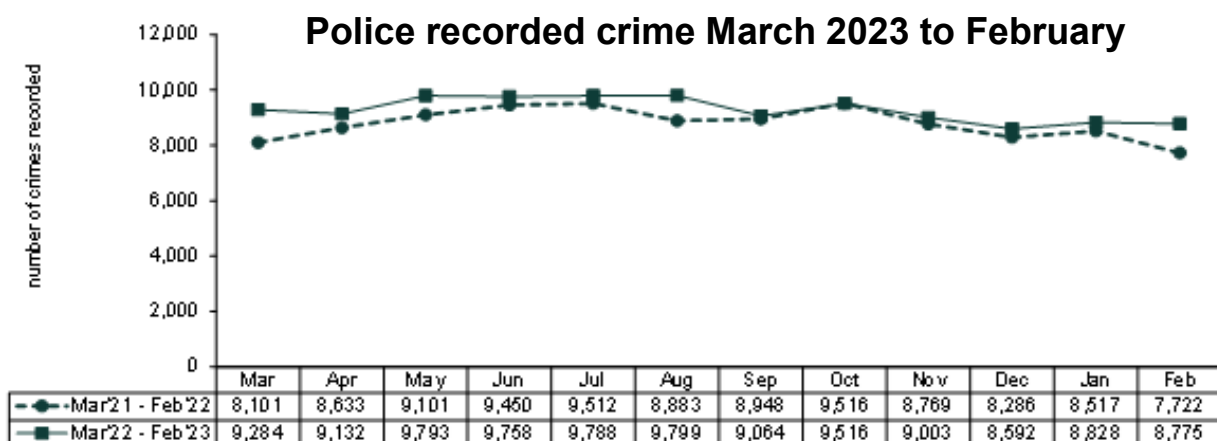
The information in this section is extracted from our Official Statistics published reports. The full reports can all be accessed from the following link. [www.psnl.police.uk/about-us/our-publications-and-reports/official-statistics](http://www.psnl.police.uk/about-us/our-publications-and-reports/official-statistics).

These are in-year provisional figures and may be subject to change.

## Recorded Crime

In the 12 months from 1 March 2022 to 28 February 2023:

- There were 111,332 crimes recorded in Northern Ireland, an increase of 5,894 (5.6 per cent) on the previous 12 months.
- There were 58 police recorded crimes per 1,000 population<sup>1</sup> compared with 55 crimes in the previous 12 month period.
- Lockdown measures in relation to Covid-19 were first introduced on 23 March 2020 resulting in lower levels of crime. When compared with the previous year the level of crime was higher in each month from March 2022 to February 2023, with the exception of October 2022, when the level was the same. When comparing each month, the largest increase was March 2022 with 1,183 (14.6 per cent) more offences than March 2021. Looking at the latest month, there were 1,053 (13.6 per cent) more offences recorded in February 2023 when compared with February 2022.
- Higher crime levels were seen in violence against the person, sexual offences, theft offences, robbery, drugs and possession of weapons offences.
- Lower crime levels were seen in burglary, criminal damage and public order offences.



<sup>1</sup>Crime per 1,000 population based on mid-year population estimate of 1,904,563 for 2021, the latest mid-year estimate available at time of compilation. [Mid-year population estimates are available from the NISRA website \(opens in a new window\)](#). 7



## Police recorded crime by crime type

Crime type	Recorded crime Mar'21-Feb'22	Recorded crime Mar'22-Feb'23	change	% change
<b>VICTIM-BASED CRIME</b>				
VIOLENCE AGAINST THE PERSON	48,719	50,087	1,368	2.8
<i>Homicide</i>	23	27	4	-
<i>Death or serious injury caused by unlawful driving</i>	143	124	-19	-13.3
<i>Violence with injury</i>	14,266	15,033	767	5.4
<i>Violence without injury</i>	20,139	20,955	816	4.1
<i>Stalking &amp; Harassment</i>	14,148	13,948	-200	-1.4
SEXUAL OFFENCES	4,028	4,142	114	2.8
<i>Rape</i>	1,242	1,258	16	1.3
<i>Other sexual offences</i>	2,786	2,884	98	3.5
ROBBERY	485	518	33	6.8
<i>Robbery of personal property</i>	412	437	25	6.1
<i>Robbery of business property</i>	73	81	8	11.0
THEFT OFFENCES	21,280	24,535	3,255	15.3
<i>Burglary</i>	3,788	3,658	-130	-3.4
<i>Theft from the person</i>	239	304	65	27.2
<i>Vehicle offences</i>	2,564	2,646	82	3.2
<i>Bicycle theft</i>	703	763	60	8.5
<i>Shoplifting</i>	5,141	7,269	2,128	41.4
<i>All other theft offences</i>	8,845	9,895	1,050	11.9
CRIMINAL DAMAGE	17,315	17,304	-11	-0.1
<b>OTHER CRIMES AGAINST SOCIETY</b>				
DRUG OFFENCES	8,452	8,944	492	5.8
<i>Trafficking of drugs</i>	1,059	1,094	35	3.3
<i>Possession of drugs</i>	7,393	7,850	457	6.2
POSSESSION OF WEAPONS OFFENCES	1,033	1,221	188	18.2
PUBLIC ORDER OFFENCES	1,177	1,075	-102	-8.7
MISCELLANEOUS CRIMES AGAINST SOCIETY	2,949	3,416	467	15.8
<b>TOTAL POLICE RECORDED CRIME</b>	<b>105,438</b>	<b>111,332</b>	<b>5,894</b>	<b>5.6</b>

## Anti-Social Behaviour

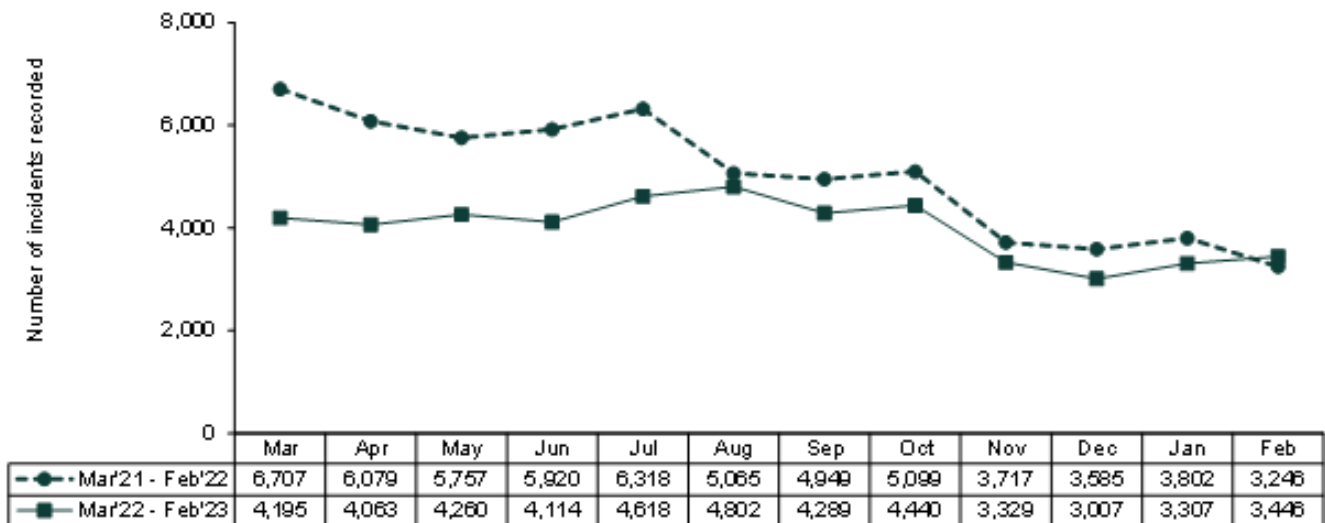
In the 12 months from 1 March 2022 to 28 February 2023:

- There were 47,870 anti-social behaviour incidents in Northern Ireland, a decrease of 12,374 (-20.5 per cent) on the previous 12 months. This is the second lowest 12 month figure since the data series began in 2006/07.
- Lockdown measures in relation to Covid-19 were first introduced on 23 March 2020. Restrictions were eased during the summer months of 2020, before further measures were reintroduced on 16 October and 26 December 2020. The second half of March 2021 saw the start of a gradual relaxation of restrictions, however enhanced restrictions including vaccine passes were introduced in November 2021. As of 15 February 2022, all Covid-19 legal restrictions have been replaced by guidance.
- The initial introduction of lockdown measures resulted in substantially higher levels of anti-social behaviour incidents when compared with the same months in the previous year.
- Between March 2022 and January 2023, each month has recorded lower levels of anti-social behaviour when compared with the same month in the previous year. February 2023 is the first month since March 2021 to record a higher level of anti-social behaviour when compared with the same month in the previous year.



- Each month March 2022 through to February 2023 recorded the lowest levels of anti-social behaviour for those months since the start of the data series in April 2006, with the exception of August 2022 which recorded the second lowest August level in the data series, and February 2023 which recorded the second lowest February level in the data series.
- The latest month (February 2023) was 139 incidents higher than January 2023. Levels during February had been lower than those in January in each year since 2020.

### Anti-social behaviour incidents recorded by the Police March 2021 to February 2023



### Service Management Statement (SMS)

The SMS is a self-assessment exercise that the Police Service of Northern Ireland has undertaken internally to identify and assess demand, capacity and capability. Adapted from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Force Management Statement (FMS) process, the SMS reflects the unique characteristics and requirements of the Police Service of Northern Ireland.

The insight that this is providing will be used to inform Service Executive Team (SET) discussions on the scope and scale of the transformational change that is required over the coming-years in order to secure an

effective Service response to the challenges currently being faced.

Striking the balance of progressing medium to longer-term strategic ambition with parallel operational response with reduced resource is a significant challenge. SMS methodology aligns with the strategic planning processes endorsed by HMICFRS and has been adopted to reflect the organisational context of the Police Service of Northern Ireland.

Outputs from this foundation year include the completion of a Service-wide data collection and validation exercise to identify issues of demand, capacity, and capability,

resulting in a greater understanding of these issues across the entire Service.

There will also be a revised plan to identify the skills we need to match our people in an evidence based way to the new challenges and priorities we face.

# Outcome 1

## We Have a Safe Community

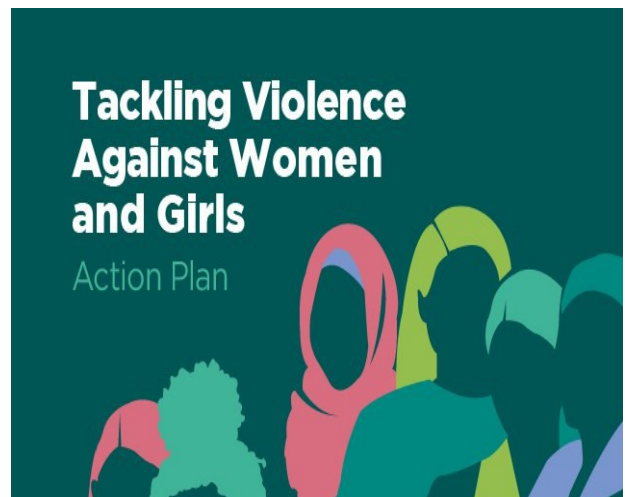
### Guidance for Election Candidates

As a Police Service we have an important role in supporting democracy and democratic processes. Political debate and discussion underpin democracy, however, sometimes we know that this can go too far and lead to harassment and intimidation, which can become criminal. We reinforce our commitment to investigating and supporting the victims of such incidents. To help provide reassurance and advice to potential electoral candidates we have recently published jointly with the Electoral Commission, the Electoral Office of Northern Ireland and the Public Prosecution Service, guidance for candidates which is intended to give a helpful user friendly resource. The publication is available on the Police Service of Northern Ireland, Electoral Commission, Electoral Office, and Public Prosecution Service websites.



### Public Protection Branch (PPB) Update

#### Tackling Violence Against Women & Girls (VAWG)



- NEXUS NI (northern Ireland Rape Crisis Association) has been contracted to deliver training to police officers and staff in relation to the investigation of rape. The training is currently under development and funding was secured via the Department of Justice (DOJ) seven year strategy into Domestic and Sexual Abuse. This focuses on two distinct areas – organisational culture and investigations (first responders and specialist investigators). This training will be delivered throughout 2023 face to face and online to over 3000 police officers and staff members.
- We are working with White Ribbon Northern Ireland, a leading charity

engaging men and boys to end violence against women and girls, to develop an online version of the “Listen Learn Lead” programme, following a number of successful in person sessions in 2022. This work is likely to be launched late Spring 2023.

- A VAWG app has been developed and tested since the launch in September 2022 and this is available for officers and staff members to use on their work computer and mobile phone. This is a searchable app that holds information in respect of legislative provisions, ancillary orders, events planning and other key areas of policing that impact VAWG.



VAWG APP

- There has been considerable work in respect of the development of the police performance application PULSE for VAWG. This now contains information on the baseline of offences, repeat victims, crime types, geographical breakdown of offences and incidents and information on repeat perpetrators. This information is now all baselined against year one.
- Work remains ongoing with key partners in Criminal Justice organisations and Department of Justice (DOJ) to introduce Stalking Protection Orders (SPO) and Domestic Abuse Protection Notices/Orders (DAPN/O). It is likely that SPOs will be

introduced in late September 2023 with training for the introduction of the orders taking the form of instructional videos and practical guides.

- A new Night Time Economy (NTE) Working Group is being established with key sector partners to review the NTE response to VAWG including approach to Child Sexual Exploitation (CSE), ‘Ask for Angela’, spiking, and other non-VAWG related matters such as one punch assaults.



- **VAWG Street Safe Tool**– There are a number of ongoing projects across England and Wales that are in an operating Pilot, which we continue to research and collaborate on. One such project is the VAWG Street Safe Tool, an online mapping resource to aid identification of VAWG ‘hotspots’ which will challenge our thinking about the factors that might drive victimisation. This will have a number of benefits including allowing Police to shape and target initiatives to reduce Violence Against Women and Girls.

- Market research has been conducted by Ipsos Mori throughout late 2022, this is now moving into the next stage of development. This will focus on a number of campaigns including a revamp of the 'no grey zone'. A plan has been developed in respect of a wider 'upstander/bystander' campaign and there are ongoing discussions in being able to secure funding.
- A number of listening events are in planning or have been undertaken. An active listening event was held on 24 February 2023 with local students which focused on their knowledge of the action plan, their ability in their roles to support disclosures made and how Universities supported the same. This was also an opportunity to discuss the findings of the research into unwanted sexual behaviours.

### Communications Update

Our VAWG communications strategy ensures that each awareness campaign is targeted to provide particular focus and key messaging on various platforms. Since the launch of the VAWG strategy our Strategic Engagement and Communication Department have achieved:

#### Traditional media:

- 10 entries including Irish news, Daily Mirror Northern Ireland, Newsletter, Ulster Herald. Total reach: **401.2k**

#### Online:

- 25 entries, including ITV, Belfast Telegraph, RTE, Irish News, BBC, Belfast Live.
- Total reach: **16.7M**

#### TV:

- 11 entries including ITV News and BBC Newsline. Total reach: **729K**

#### Radio:

- 33 entries across Cool FM, Downtown Radio, Q Radio, u105, BBC Radio Ulster, BBC Radio Foyle. Total reach: **1.6M**



*Armagh Roma Travellers event with a focus on equity of equality around communities – event on International Women's Day D/ Supt Lindsay Fisher with the organiser Pete Wilkinson.*

### Operation Turnstone

Investigation into abuse of vulnerable adults within the Muckamore hospital facility

- A trial date has now been set for the first defendants in Operation Turnstone and a further round of voluntary suspect interviews were conducted January/February 2023. There are continued discussions between Senior

Investigating Officer and Public Prosecution Service (PPS) on remaining files that have been submitted but have not yet been directed on.

## Custody

### Waterside Custody Suite

We are on track for completion and handover by the end of May 2023. This new facility will have a 21 cell capacity with dedicated vulnerable person observation cells, interview rooms, Crime Scene Investigator (CSI) suite and vehicle dock. Human Resources continue to manage Civilian Detention Officer (CDO) recruitment and liaison with Local Policing around staffing requirements for the new suite.

### Transformation of Custody Healthcare

Belfast Health and Social Care Trust (BHSCT) has developed a draft staffing model, following review by the Assistant Director Public Health Agency (PHA), costing an agreed model which can go to scrutiny and begin recruitment of nursing staff for Waterside Custody Suite.

Our Justice Healthcare Branch are continuing to work collaboratively with BHSCT and PHA towards the delivery of a regional nurse-led custody healthcare service. Once goals and parameters are agreed and a costing has been produced, a new business case will be developed.

The nurse-led custody healthcare model has produced a number of positive health outcomes for vulnerable people detained in police custody, including

- Detainees being referred into mental health services in their home Health and Social Care Trusts
- Opioid users being referred into substitution prescribing pathways in their home Health and Social Care Trusts
- Screening for Blood Borne Viruses
- Provision of clean needle packs for injecting drug users

A stakeholder working group meets monthly and a number of sub-groups will be established. A Direct Award Contract (DAC) will be required to retain the services of Forensic Medical Officers (FMOs) for the provision of custody healthcare beyond the current nurse led service in Musgrave and Antrim custody suites.

## Roads Policing

Between November 2022 and March 2023 the Police Service of Northern Ireland Roads Policing Unit has been reviewed and the operating model transformed in order to maximise efficiency, increase our tactical coverage and enable service delivery against a backdrop of financial challenges.

Various models for a new approach to Roads Policing have been researched and examined in consultation with Staff Associations and internal/external stakeholders.

April 2023 will see our motorway teams become known as **Road Policing Strategic** (to reflect their coverage of the Strategic Road Network) and they will be based at Steeple and Mahon Road. These teams will also move to a new shift pattern which will maximise resource availability at peak traffic times and improve efficiency.

Proactive teams and the existing ANPR Interceptor team will merge to form the **Road Policing Interceptors**. Three new teams will be based in Sprucefield, Enniskillen/Omagh and Maydown. They will perform both interceptor and proactive road safety duties and operations. This will increase the daily availability of the interceptor tactical option from five days to seven days per week and the number of hours from 40 to 120 hours with geographic coverage more evenly balanced across the province.



*Roads Policing Interceptors*

## St Patrick's Day

St Patrick's Day parades took place on Friday 17 March 2023. Commanders and Operational Planners worked closely with parade organisers and our partners to ensure that we played our part in **Keeping People Safe**.



*Officers on duty at St Patrick's Day event at Guild Hall*

The parades took place largely without incident.

On St Patrick's Day itself there were some minor instances of disorderly behaviour/rowdy conduct and these were dealt with proactively by officers on the ground. As in previous years the Holylands Area of South Belfast was subject to a specific policing operation, which commenced on 12 March 2023 to measure the build-up, monitor any rise in anti-social behaviour and deal with this effectively through the multi-agency approach established for this operation.

This year built on the successful operation from last year, taking good practice and incorporating and enhancing these elements that were seen to be effective in dealing with anti-social behaviour.

The aim of the operation was to maintain a 'business as usual' service provision whilst managing events through effective planning and execution of tactics, to minimise disruption to the wider community, local residents and businesses.

This year we developed 'Holyland Immediate Impact Teams' (HIIT). These were formed following engagement meetings, feedback

and learning from the previous year. Teams consisted of the Police Service of Northern Ireland, Belfast City Council, Queen's University and Ulster University representatives. Landlords, Holylands/Houses of Multiple Occupations (HMOs) Office and Safer Neighbourhood Officers (SNOs) were also available. Due to the composition and skill set of the Teams, we were able to deal with a range of anti-social behaviour responses such as noise complaints, alcohol complaints, provide direct contact to landlords and early engagement with local residents to immediately resolve local issues.

Engagement with local residents and local businesses, including bars and off licenses resulted in a 65% reduction of complaints to the Council and Police interventions in the week preceding St Patrick's Day. This success continued on the day with complaints to SNOs down 57% and complaints to the Council down 44% (in comparison to the same period in 2022).

In the period 20:00hrs 16/3/23 to 04:00hrs 18/3/23 Police made a total of 146 arrests across Northern Ireland. Of these only a very small proportion are believed to be directly related to St Patrick's Day and as stated above, none were directly related to parading. In the same period last year there were also 146 arrests.



# Outcome 2

## We have confidence in Policing

### The Baroness Casey Review

The issue of police conduct has been brought into the spotlight once more with the publication of Baroness Casey's report into standards and culture within the Metropolitan Police Service. The report exposes shameful behaviours and makes concerning reading for anyone who has a stake in policing. Whilst the report is specific to the Metropolitan Police Service, all of those in police leadership will be studying the report in detail to assure themselves that everything is being done within their Services to remove those who undermine standards, integrity and police legitimacy. As an Executive Team we will likewise take time to examine this important report to understand any implications for the Police Service of Northern Ireland.



### Firearms and Explosives Branch

The Police Service of Northern Ireland's Firearms and Explosives Branch (FEB) will carefully consider the findings of the Jury in the inquest into the Plymouth shootings by Jake Davison in August 2021. The Jury considered that contributing factors included serious failures by Devon and Cornwall Police Firearms and Explosives Licensing Unit in granting and later failing to revoke the perpetrator's shotgun certificate.

The Police Service of Northern Ireland has a strong record of **Keeping People Safe** in licensing firearms in the community. Much of this is owed to the FEB's consistent and continuing focus on **public safety and a satisfactory service** across all processes. We also acknowledge the development of new licensing guidance by the Home Office for English and Welsh Forces, which will be considered upon its release.

Every month, on average, the Branch receives 1,400 mainstream applications online, over 300 one-on/one-off applications, and addresses over 4,000 other transactions, such as changes to address, EU visitors and travel passes. The mainstream application backlog of 3,700 (November 2022) has been reduced to the

2,400 (30 March 2023) and continues to reduce.

In the long term, the aim for system change will include increased automation across most processes as well as granting applicants' access to view and edit their data for a more rapid and smooth application process. FEB has also requested legislative change, which is now being undertaken by the Department of Justice. A 'Gold' governance structure within our Operational Support Department is in place to manage progression of this plan.

### Criminal Justice Outcomes

The Police Service of Northern Ireland continue to work with colleagues across the Criminal Justice System to speed up justice and reduce delay. A current review of strategic working arrangements, led by Assistant Chief Constable Justice, is underway with colleagues in the Public Prosecution Service (PPS).

Initiatives such as police decision making in appropriate cases and broadening the remit of Community Resolution Notices (CRNs) are being assessed with key partners and will be progressed under the governance of the Criminal Justice Board. In respect of speeding up justice, remote evidence centres are now live in 22 locations. These centres allow, in cases agreed with the Public Prosecution Service (PPS), police officers to give oral evidence remotely, the benefit of which, removes the necessity to travel potentially long

distances to Court. We have also now taken 2087 remote digital statements.

### Body Worn Video (BWV)



The Police Service of Northern Ireland has engaged with contractor Motorola in a refresh of our 3000 existing Body Worn Video cameras. With upgrades to batteries and plastics this will ensure that BWV will be readily available and functional across the Service for a further 3 years. This Process will be completed (99%) by 1 April 2023.

There are current increasing challenges internally and externally relating to usage requests for Police Service Body Worn Video. These requests seek to use Body Worn Video without due consideration to the data collected under General Data Protection Regulation (GDPR) and the Human Rights impact or recording without consent. Therefore, Criminal Justice Branch are in process of developing a training package containing considerations for the use of BWV equipment and footage which will be delivered internally and to external partners.

The current Motorola BWV contract ends in 2026 and we have already begun to review the market. There are three main suppliers of BWV in the UK who all offer the same service. Official requests for tender will be released later in 2023 but the Police Service of Northern Ireland has already met two of the three competitors and we look forward to seeing their products at the National Body Worn Video conference later this year.

We are tracking new developments including the potential use of live streaming through the 5G network. The technology itself has reached a proof of concept stage, but current 5G infrastructure is lacking nationwide and more so within Northern Ireland. When the technology is available this will be considered as part of the tendering process.

In the period 29 September 2022 to 29 March 2023 there were 43,040\* items of footage downloaded and exhibited onto the Police Service of Northern Ireland system.

*\*It should be noted that there may be multiple Police Officers at an incident who all record BWV footage and they may subsequently make several exhibits from one recording.*

# Outcome 3:

## We Have Engaged and Supportive Communities

### Community/Stakeholder – Reference, Engagement and Listening (REaL)

The Strategic Community Engagement Team (SCET) recently developed a new approach to Community/Stakeholder reference, engagement and listening (REaL) events to be utilised at Strategic, District and Neighbourhood level to establish community sentiment and feedback on thematic issues for the Service, including policy matters, significant incidents and police procedures.

The team developed a virtual REaL event for the Chief Constable on 24 February 2023 with Faith and Civic leaders on the attempted murder of DCI John Caldwell during which support was expressed for police working across Northern Ireland. The Chief Constable highlighted the need for Police to continue engagement with a focus on delivering a visible and accessible service for the public. The SCET also provided those in attendance with an overview of the budgetary situation facing the Service covering key information around the possible impact on communities.

The team is currently planning a series of structured REaL events with a number of communities around the five 'Here for You' Engagement Vision pillars of attraction and recruitment, engagement, effective

Neighbourhood Policing, procedural fairness and local accountability.

The first event took place on 28 February 2023 with the LGBTQ+ community, with representatives in attendance from a range of organisations including the Rainbow Project, HereNI, Cara-Friend, Belfast Pride and Mid-Ulster Pride. Feedback indicated that the five pillars are of particular relevance to the community with discussion focusing on practical ways to improve engagement which could help to increase the number of LGBTQ+ people within the Police Service. This included a focus on the internal culture, police engagement during Pride and ways to improve the confidence of officers around interacting with the community. In terms of effective Neighbourhood Policing, a number of suggestions were made in which Neighbourhood Policing Teams could be more proactive, including linking in with the Rainbow Project's new drop-in centre which will be opening in Union Street, Belfast in the coming months. The procedural fairness and local accountability discussions centred around the impact of hate crime on the community and the role of Policing and Community Safety

Partnerships (PCSPs). Attendees articulated the importance of seeing delivery against the five pillars based on the discussion at the event and a post-event survey has also been shared with further follow up work to be done by the team.

An event with the Protestant, Unionist and Loyalist (PUL) community took place on 24 March 2023. Representatives from a range of organisations were in attendance, including the Apprentice Boys of Derry, Grand Orange Lodge of Ireland, Northern Ireland Alternatives, Let's Talk Loyalism, the Presbyterian Church in Ireland and the Methodist Church in Ireland. A number of issues were raised by those in attendance around attraction and recruitment with a particular focus during discussions on concerns around Police Officers being required to inform the organisation of any notifiable memberships under the Police (Northern Ireland) Act 2000. In addition, there were points raised around using the REaL model to address gaps in engagement at a local level to allow for more productive relationships to be built for the longer term.

Events will also be organised with the Catholic, Nationalist and Republican (CNR) and Black, Asian and other ethnically diverse communities in the second quarter of 2023 before further consideration is given to broadening out to other stakeholders.

The feedback from these REaL events is already being used to inform a regular monthly 'Strategic Community Impact

Assessment' designed to ensure that police commanders have a broader understanding of community sentiment when planning operational deployments and taking key decisions. The team now also plan to develop an implementation plan and set of resources to assist other teams across the Service in developing their own REaL events.

## KEY CAMPAIGNS

### International Women's Day 8 March 2023

#### Inspire Awards



As part of the programme of events to celebrate International Women's Day on Wednesday 8 March, the Women in Policing Association (WPA) organised an event to recognise, acknowledge and thank women within the Police Service of Northern Ireland.

The theme for International Women's Day was 'Embrace Equity' and the awards ceremony was held to celebrate female colleagues who have inspired us or who have worked to promote equity in the organisation.

There were a total of 81 entries and nominations spanned all ranks and grades. 13 women were selected to receive an Inspire Award.

Speaking at the awards, Chief Constable Simon Byrne congratulated the many inspirational women we have in the Police Service who are a shining example of the talent and strength we have in our organisation and who are role models that others clearly look up to and are inspired by.

"I am proud of everyone in the Service who work so hard every day to keep people safe and I congratulate every one of you, not just those who won Inspire Awards."



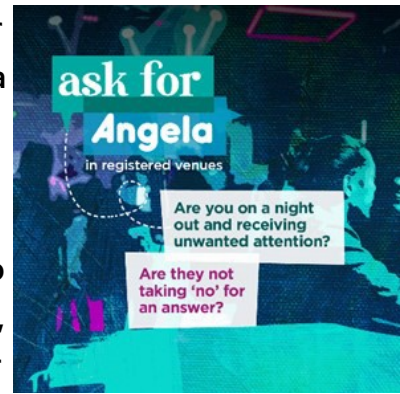
(l-r) COO Pamela McCreedy; Chief Executive of NIPB, Sinead Simpson; Chair of NIPB, Deirdre Toner; Carol Mounce; Director of Diversity Mark NI, Nuala Murphy; with Chief Constable Simon Byrne

## Public Protection Branch Event

On International Women's Day, Lough Erne Resort was the location for the Women's Aid Conference '#Breaking The Bias'. Some of the key note speakers included Karen Ingala Smith, who shared with the Conference a recording of the very poignant moment the Reader in House of Commons, Jess Phillips, read out the names of all 109 women killed in the UK over the past year where a man has been convicted or charged.

## Ask for Angela

Ask For Angela is a safety initiative where people who feel unsafe, vulnerable or



threatened can discreetly seek help by approaching venue staff and asking them for 'Angela'. This code phrase will indicate to staff that the person requires help, and a trained member of staff will then provide support and assistance.

To grow public awareness of the initiative and educate the audience on the ease of use, a multi-media campaign ran from December 2022 to March 2023. Campaign activity included a press release, media launch, dedicated webpage [www.psnl.police.uk/AskForAngela](http://www.psnl.police.uk/AskForAngela) organic social media messaging and advertising on Cool FM, YouTube, Facebook and Instagram. Many partner organisations as well as Hospitality Ulster and participating venues have also carried out their own promotional activity to raise awareness of the scheme.

The campaign is still running at time of report and initial results show that it is performing well. The YouTube ad has been viewed over **54,000** times with an overall reach of **643,713** and **1.5m** impressions on Facebook and Instagram. The dedicated webpage has had a total of **16,838** views

# Our People, Your Service

## Your Service, Your Voice

On Monday 27 March 2023 we launched 'Your Service, Your Voice', an organisation-wide survey to find out what police officers and staff believe it is like to work in the police service in 2023.

The Police Service of Northern Ireland last undertook a review of culture in 2011 and a lot has changed since then. To deliver our Service Modernisation Plan (Horizon 2025) we need to clearly understand what it is like to work here, where our strengths lie and where we face challenges that we need to address.

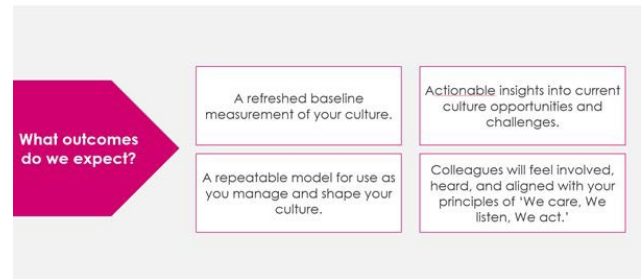
This is an opportunity for police officers and staff to tell us what they think anonymously and confidentially. The survey was developed by an independent external consultancy Inspiring Change.



Once complete, we will be running a series of focus groups and workshops inviting police officers and staff to attend. After that we will produce a report, the results from which we anticipate will share before the summer.

## 2023 Culture Audit Approach

inspiring change.



We want to build on our strengths and continue to make the Police Service of Northern Ireland a great place to work. As with all large, complex organisations, this change will take time, it will happen incrementally over a period of probably three to five years, but having a clear understanding where we are today is a first and positive step on that journey.

## Police Leadership Programme (Executive Leaders)

The Police Leadership Programme – stage 5 (executive leaders) is a development course for senior leaders in policing. It is designed to equip our future Chief Officers to lead policing operations and organisations locally, regionally and nationally. This course replaces the Strategic Command Course (SCC) from 2023.

The course includes elements of personal, organisational and operational leadership at the executive level. It focuses on developing:

- ethical and inclusive leadership

- business skills
- political acumen
- leadership of major policing issues, such as counter terrorism, child protection and nationally significant events

The course will be delivered in phases over 12 months. This includes a blended mix of face-to-face, online and experiential learning in role, and work with an executive coach.

The course is designed to enable individuals to identify, understand and improve their personal development areas to support their progression into a Chief Officer role.



# Forward Look

## Easter

Planning for Parades and events at Easter is underway across all Districts and Areas with some 64 Parades taking place from Good Friday to Easter Monday (as recorded by the Parades Commission). Assistant Chief Constable Singleton is the Gold Commander for Easter Parades and events this year and these will be managed separately from any of the potential visits associated with the 25<sup>th</sup> Anniversary of the Belfast Good Friday Agreement.

Engagement is ongoing and while we have no expectation of disorder, there is the potential for some un-notified events taking place over the Easter period. Our planning, resourcing and tactics will reflect this possibility.

As well as Parades issues we can expect the annual build-up of visitors to seaside resorts such as Portrush, Portstewart, Helen's Bay and Newcastle. Planning will prioritise public safety and the need to prevent anti-social behaviour and ensure traffic management.

## Op Rondeletto

Op Rondeletto is the over-arching policing operation in respect of protection and security required for events planned to commemorate the 25<sup>th</sup> Anniversary of the Belfast Good Friday Agreement. At present, the main known events are planned with police resources in place

during the key operational period in April. With the additional demand for police resources, in particular specialist resources, we will receive additional officers from across the rest of the United Kingdom through Mutual Aid provision. It is envisaged this will be in the region of 331 officers.

## Campaign Activity

The Strategic Communications Department will be promoting a range of campaigns across April:

- Throughout April – World Autism Awareness Month
- 2 April – World Autism Awareness Day
- 7 April – Good Friday (Engagement Day)
- 9 April – Easter Sunday (Engagement Day)
- 5–10 April – Easter Campaign – Crime Prevention
- 21 April – Ramadan ends (Engagement Day)
- 25–29 April – Stalking Awareness Week

[psni.police.uk](https://psni.police.uk)

