Northern Ireland Policing Board

Equality Impact Assessment (EQIA)
on the Policing Plan 2015-16

EQIA Final Report

1st September 2015

Contents

1. Introduction

The Northern Ireland Policing Board (the Board) was established in November 2001 to independently oversee policing in Northern Ireland and hold the Chief Constable of the Police Service of Northern Ireland (PSNI) to account for day to day service delivery.

Under the Police (Northern Ireland) Act 2000, the Board is required to publish a Policing Plan before the beginning of each financial year. Section 26 (pg. 12) states:

"*The Board shall, before the beginning of each financial year, issue a plan ("the policing plan") setting out the proposed arrangements for the policing of Northern Ireland*".

In March 2014, the Board issued a three year Policing Plan for the period 2014-17. The Policing Plan has now been refreshed and updated for 2015-16 and it is this version which is the focus of this EQIA. The Board has already decided that a new four year Policing Plan will be issued in March 2016 covering the period 2016-20[1]. Although the current Policing Plan cannot be changed, it provides a platform for exploring the actual and potential impacts on equality of opportunity and good relations of the priorities which it establishes. All the findings from the EQIA and the associated consultation/engagement process, including any recommendations for measures which might mitigate any adverse impact and alternative policies which might better achieve the promotion of equality of opportunity, will be taken into account in the development of the new four year Policing Plan.

Further information about the Board can be accessed on the website at www.nipolicingboard.org.uk.

A draft EQIA Consultation Report was prepared in April 2015 and published for consultation over a thirteen week period ending 31st July 2015 (although a short extension was granted to two consultees at their request). This Final EQIA Report includes:

- a summary of the evidence presented in the Consultation Report on the potential equality of opportunity and good relations impacts of the Policing Plan 2015-16;
- the findings of the consultation process;
- recommendations resulting from the EQIA, including potential mitigating measures in relation to the Policing Plan 2015-16 and actions in relation to the development of the Policing Plan 2016-20.

---

[1] It should be noted that the EQIA Consultation Report indicated that a decision had been made to develop a new three year Policing Plan covering the period 2016-19; subsequently the Board decided to develop a four year Policing Plan for the period 2016-20 and this report reflects this decision.

Following consideration by the Board, this report will be published on the Board's website and consultees will be made aware of its availability.

1.1 The EQIA process

The Board is committed to implementing the statutory duties under Section 75 of the Northern Ireland Act 1998, which require that any public authority, in carrying out its functions in Northern Ireland, must have due regard to the need to promote equality of opportunity:

- between persons of different -
  o religious belief;
  o political opinion;
  o racial group;
  o age;
  o marital status;
  o sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to this obligation, the Board is also required, in carrying out its functions, to have regard to the desirability of promoting good relations between people of different religious belief, political opinion or racial group.

Schedule 9 of the Act sets out the detailed procedure for implementing these duties including the carrying out of screening exercises and EQIAs. When undertaking an EQIA, the Board closely follows the guidance published by the Equality Commission for Northern Ireland (ECNI) which recommends that there should be seven stages in the process:

Stage 1 : Definition of the aims of the policy
Stage 2 : Consideration of available data and research
Stage 3 : Assessment of impacts
Stage 4 : Consideration of:
- measures which might mitigate any adverse impact; and
- alternative policies which might better achieve the promotion of equality of opportunity
Stage 5 : Consultation
Stage 6 : Decision by public authority and publication of report on results of the EQIA
Stage 7 : Monitoring for adverse impact in the future and publication of the results of such monitoring.

1.2   The Policing Plan

The 2015-16 Policing Plan sets targets and measures for the PSNI to achieve in the coming year. The development of the Policing Plan involves:

- a public consultation exercise to ascertain the community's views on priorities for policing;
- environmental scanning and strategic assessments by both the Board and the PSNI;
- a review of the PSNI's performance (including comparisons with similar police forces in Great Britain);
- robust negotiations with the Chief Constable and the PSNI Service Executive Team; and
- ensuring consistency with wider objectives and strategies such as the Comprehensive Spending Review, the Minister of Justice's Long Term Objectives for Policing and the Programme for Government**.**

The current one year Policing Plan for 2015-16 was also developed to take account of recommendations by the Northern Ireland Audit Office (NIAO). The Board has a duty to make arrangements to secure continuous improvement in the way in which its functions, and those of the Chief Constable, are exercised and to publish a performance plan each year. The Board also prepares a performance summary in respect of the previous year and the NIAO has a duty to audit both of these documents. The NIAO recommendations related to improving the clarity of performance measures (targets) and ensuring greater continuity of target areas so that overall performance over a number of years can be better assessed.

The Board is responsible for developing the Policing Plan and monitoring performance against it. However, actions to achieve the desired outcomes are developed and implemented by the PSNI. The outcome of the Board's work is to identify agreed priorities on which the PSNI will focus in the coming year. To achieve the priorities, the PSNI determines how it will allocate available resources to give appropriate levels of attention to certain types of crime and take initiatives to improve the safety of vulnerable groups. The Policing Plan therefore has a direct impact on all citizens and, in particular, those sections of the population who have differing needs.

However, it should be borne in mind that the demands on the police service are dynamic and often unpredictable and the PSNI must therefore retain the flexibility to divert resources towards priorities that may not be envisaged at this time in the Policing Plan.

1.3   Definition of aims

The overall objective of the PSNI, as expressed through the Policing Plan, is:

> 'to keep people safe through prevention of crime, protection of people and communities and detecting those who commit crime and bringing them to justice.'

The Policing Plan also highlights the Board's vision which is to help build a more confident, safe and peaceful society. In determining the desired outcomes, indicators and measures to be included in the Policing Plan, the Board applies these principles, taking into account past performance.

The 2015-16 Policing Plan identifies 11 desired outcomes, supported by 16 indicators and 49 measures.

	Outcome	Indicator
1	Improved confidence in policing	1.1 Level of confidence in policing
2	Reduced antisocial behaviour	2.1 Work with Partners to reduce antisocial behaviour
3	Reduced harm caused by drugs and drug related criminality	3.1 Reducing the harm caused by drugs
4	Reduced levels of activity and harm caused by individuals or groups involved in organised crime	4.1 The impact on serious and organised crime
5	Improved quality of service	5.1 Work with victims of crime to improve levels of confidence and to keep victims updated and informed on actions taken to investigate the crime
		5.2 Treating people with courtesy, fairness and respect
		5.3 Work collaboratively to solve problems efficiently and effectively
6	Improved service to vulnerable groups	6.1 Service provided to vulnerable groups
7	Reducing crime and keeping people safe	7.1 The number of crimes
		7.2 The number of domestic burglaries where older or other vulnerable people are victims.
		7.3 The number of rural crimes
8	Reduce the level of violent crime and improve the service provided to vulnerable groups	8.1 The level of violent crime
9	Reduce crime and improve the service provided to vulnerable groups.	9.1 The level of hate crime
10	Fatal road collisions - reduce the	10.1 The number of people killed or

	number of road deaths and serious injuries	seriously injured in road collisions
		10.2 The number of children and younger people killed or seriously injured in road collisions
11	Maintaining our operational capability whilst ensuring high standards of leadership, governance and stewardship	11.1 Organisational efficiency and effectiveness

For each indicator there is a range of measures which comprise mainly quantitative targets relating to reduction of a particular type of crime, changing people's perceptions or achieving specific initiatives. The indicators are set out in Appendix 1, for ease of reference. This EQIA examines all aspects of the Policing Plan but highlights, in particular, the potential to better promote equality of opportunity through the measures relating to vulnerable groups within society.

2. Assessment of available data and research

The second step of the equality impact assessment process considers whether available data and research can provide an insight into the potential impacts of the Policing Plan on people in the various groups within the nine Section 75 equality categories (the Section 75 groups).

The Policing Plan has an impact on everyone in Northern Ireland including the victims of crime, offenders and those with a fear of crime, particularly those who consider that they are at risk of becoming victims. It also has an impact on both police officers and staff. This EQIA focuses mainly on the impacts on victims of crime and risks to the general public because this data is the most relevant in relation to the measures in the 2015-16 Policing Plan.

This section of the EQIA Final Report summarises the available information which was presented in the EQIA Consultation Report (published in May 2015).

2.1 Sources of information

There is a wide range of data and research available on crime and its impacts, some of which provide information about the effects on particular Section 75 groups. In addition, there is considerable published research on the perceptions and experiences of crime and the police by people in different Section 75 groups, which highlights particular needs and priorities. The analysis of available data and research set out in the EQIA Consultation Report was based on the published information which had the most relevance for the assessment of the impacts on equality of opportunity and good relations of the current Policing Plan.

The main sources of information include:

Northern Ireland Crime Survey (NICS) – a representative, continuous, personal interview survey of the experiences and perceptions of crime of some 4,000 adults (reduced to 2,000 in 2014/15) living in private households throughout Northern Ireland. Previously conducted on an ad hoc basis in 1994/95, 1998, 2001 and 2003/04, the NICS began operating on a continuous annual basis in January 2005.

The findings from NICS 2013/14 are examined across 15 socio-demographic (personal, household and area) groups, the first six of which relate to Section 75 groups:

1. religious belief;
2. age;
3. living arrangements (marital status);
4. sex (gender);
5. disability (or long standing illness);

6. household type (child dependants).

The findings are also analysed by self-perceived nationality, which is included below as a proxy measure for political opinion.

Analysis of complaints to the Police Ombudsman – The Office of the Police Ombudsman (OPONI) carries out equality monitoring of complainants across all the Section 75 equality categories. OPONI published a report in 2013 setting out the results obtained over a five year period (April 2008 to March 2013) during which time 16,583 complaints were recorded.

Secondary analyses – Along with this primary research, a number of secondary analyses have been carried out to inform debate and policy development around policing in Northern Ireland. The Policing Board itself has produced four thematic reviews of issues with a direct bearing on Section 75:

- Human Rights Thematic Review: Policing with and for Lesbian, Gay, Bisexual and Transgender Individuals, NI Policing Board, 2012;

- Human Rights Thematic Review: Policing of Domestic Abuse, NI Policing Board, March 2009 (updated May 2011);

- Human Rights Thematic Review: Policing with Children and Young People, NI Policing Board, January 2011 (update November 2013);

- Human Rights Thematic Review on the Use of Police Powers to Stop and Search and Stop and Question under the Terrorism Act 2000 and the Justice and Security (NI) Act 2007, October 2013.

Furthermore, the PSNI publish regular digests of relevant crime statistics, for example:

Trends in Hate Motivated Incidents and Crime Recorded by the Police in Northern Ireland 2004/5 to 2013/14, PSNI, July 2014. See
http://www.psni.police.uk/hate_motivated_incidents_and_crimes_in_northern_ireland_2004-05_to_2013-14.pdf

Other sources – Also included in the analysis were some of the findings from published research (by academic institutions, voluntary and community groups) which focus on the impact of particular types of crime and fear of crime on different Section 75 groups, particularly hate crime against vulnerable groups.

Furthermore, a profile of the Section 75 groups in the Northern Ireland population was included to set the demographic context; this was taken from the 2011 Census which provides information on residents of Northern Ireland in relation to a range of

Section 75 equality categories including religion or religion brought up in, ethnic group, country of birth, age, marital/civil partnership status, gender, disability and dependants.

In relation to specific vulnerable groups identified in the Policing Plan, these data show that, in 2011:

- 98.2% of the population indicated their ethnic origin as 'white'; among black and minority ethnic (BME) groups, there are significant numbers among people from Chinese (0.35%), Indian (0.34%) and mixed (0.33%) backgrounds;
- approximately one third of the population is made up of children and young people with just under 21% aged under 16 and 12.6% in the 16-24 age group. Older people aged 65+ make up 14.6% of the population;
- females account for 51% of the population;
- just over 20% of the population indicated in the 2011 Census that they have a disability or long term health problem that restricts their day-to-day activities;
- 9% of households consist of a lone parent with one or more dependent children and over 90% of lone parents are female; and

In addition to the Census, data from the Rainbow Project estimates that:
- 1 in 10 people in Northern Ireland would not identify as being heterosexual.

2.2   Summary of key data

2.2.1 Confidence in policing
The NICS includes key attitudinal modules which include confidence in policing, local policing and community engagement.

Confidence in policing is measured through the NICS using a weighted composite measure, constructed from a suite of seven indicators, eliciting views on the fairness and effectiveness of the police and police accountability arrangements. The overall confidence rating for all adults was 80%.

Confidence in local policing is also measured using seven statements with the final statement representing an overall level of confidence, taking response to the first six statements into account. The overall confidence rating for local policing was 65%.

Since October 2007, the NICS has measured levels of public confidence in the local police and other agencies working in partnership on anti-social behaviour (ASB) and crime issues. The questions focus on the proportion of respondents who 'strongly agree' or 'tend to agree' that the local police and other agencies:

a. seek people's views about the anti-social behaviour and crime issues that matter in this area; and

b. are dealing with the anti-social behaviour and crime issues that matter in this area.

The results of these two questions are then combined to form a single engagement composite measure. In the 2012/13 survey, the overall composite measure was 40%.

Summary of key findings

	Confidence in policing	Confidence in local policing	Community engagement
Religious belief	Protestants were more likely than Catholics to express overall confidence in policing.	Catholic respondents were less likely than Protestants to express overall confidence in their local police.	Protestant respondents were more likely than Catholics to express overall confidence in engagement.
Political opinion	Respondents who considered their nationality to be Irish were less likely to display confidence in policing than participants with a self-perceived British or Northern Irish nationality.	Respondents who considered their nationality to be Irish were less likely than those with a self-perceived British or Northern Irish nationality to express overall confidence in their local police.	Respondents with a self-perceived Irish nationality had lower levels of confidence in engagement than those who considered their nationality as British or Northern Irish.
Age	Older respondents had higher confidence levels than younger people.	Older respondents, aged 75 and over, generated the highest rating for overall confidence in their local police.	There was no clear pattern between confidence levels and age, but respondents aged 25-34 displayed one of the lowest ratings for overall confidence in engagement.
Marital status	People living as a couple were more likely to express overall confidence in policing than those	People living as a couple were more likely to express overall confidence in local policing than	There was no difference between the levels of confidence in community

	not living as a couple.	those not living as a couple.	engagement between people living as a couple and those not living as a couple.
Gender	Women were slightly less likely than men to express overall confidence in policing with the lowest rating from women aged 16-24.	There was no real difference between the levels of confidence in local policing expressed by men and women.	Men were slightly more likely than women (39%) to express confidence in community engagement.
Disability	There was only a slight difference between the confidence levels expressed by people with a long standing illness or disability and those without.	There was no real difference between the levels of confidence in local policing expressed by people with a long standing illness or disability and those without.	People with a long standing illness or disability were slightly more likely to express confidence in community engagement than those without.
Dependents	Single parent families were less likely to express overall confidence in policing than households with two adults and children or no children at all.	Single parent families were less likely to express overall confidence in local policing than households with two adults and children or no children at all.	Households with two adults and children were slightly more likely to express confidence in community engagement than single parent families or households with no children.

2.2.2 Experience of crime
The NICS 2013/14 provides information on crime victimisation (prevalence and incidence) rates for the following broad crime types:

- crimes affecting the whole household (mainly property offences), including vandalism, domestic burglary, vehicle-related theft, bicycle theft and other household theft;
- personal crimes against respondents only (mainly violent offences), including common assault, wounding, mugging, stealth theft from the person and other theft of personal property.

Figures on prevalence rates for domestic burglary, violent crime and domestic violence/abuse, which are particularly relevant to this EQIA, are set out below.

Summary of key findings

	Household victims of burglary	**Adult victims of violent crime**	**Domestic violence abuse**
Religious belief	In terms of risk of burglary, there appeared to be no difference between households with a Catholic household reference person and those with a Protestant household reference person.	In terms of risk of violent crime, there appeared to be no difference between Catholics and Protestants.	The risk associated with domestic violence was higher among Protestant women than Catholic women. The risk was also higher among Protestant men than Catholic men.
Political opinion	In terms of risk of burglary there was little difference between households with a perceived nationality of British, Irish, Northern Irish or other.	The highest level of risk of violent crime was exhibited by those who perceived their nationality to be Irish.	N/A
Age	Households with a young household reference person (HRP) appeared to be at greater risk of burglary than those with an older household reference person.	The risk of becoming a victim of violent crime decreases with age, with 16-24 year olds being most at risk and those aged 65+ showing a zero rate.	The risk associated with domestic violence generally displayed an inverse relationship with age, whereby younger respondents tended to reveal a greater likelihood of victimisation.
Marital status	N/A	Those not living as a couple showed a higher rate of victimisation than those living as a couple, with single people showing the highest rate.	Marital status appears to play a role in the likelihood of an adult suffering domestic violence, with results indicating that those who were living as a

			couple or, more specifically, married, typically displaying lower victimisation rates than those who were not.
Gender	N/A	Overall men were more likely to be victims of violent crime than women.	Women displayed higher victimisation rates than men for domestic violence.
Disability	N/A	There appeared to be no difference in terms of risk of violent crime for people with a long standing illness or disability or those without.	Respondents with a long-standing illness or disability displayed higher victimisation rates than those without
Dependents	Single parents displayed one of the highest prevalence rates for domestic burglary, compared with households with two adults and children or no children at all	There was a high rate of victimisation for households consisting of a single adult with children (4.2%) compared with households with two adults and children, or no children at all.	There was a high rate of victimisation for households consisting of a single adult with children compared with other types of household.

2.2.3 Perceptions of crime

The NICS 2013/14 provides information on respondents' perceptions of the likelihood of victimisation, together with worry about crime and personal safety and the effect of 'fear of crime' on quality of life. The survey also examines respondents' views on whether they perceive anti-social behaviour (ASB) to be high in their local area and their perceptions of the harm caused by organised crime.

Summary of key findings

	Perceptions of the likelihood of victimisation	Worry about crime and personal safety	Perceptions of the effect of 'fear of crime' on quality of life	Anti-social behaviour	Organised crime
Religious belief	The perceived likelihood of victimisation among Catholic respondents was higher than that among Protestants respondents in relation to both burglary and violent crime.	Catholic respondents were more likely than Protestants to be worried about crime and personal safety.	There was little difference between Catholic respondents and Protestant respondents who perceived their quality of life to be greatly affected by 'fear of crime'.	Catholic respondents were more likely than Protestants to perceive anti-social behaviour to be at a high level in their area.	Catholic respondents were more likely than Protestants to consider that the level of harm caused by organised crime in their local area had increased.
Political opinion	The perceived likelihood of victimisation among those with different perceived nationalities followed the same pattern for both burglary and violent crime with higher levels among those with a perceived Irish	NICS 2013/14 participants who consider their nationality to be other than British/Irish/Northern Irish were almost twice as likely to be worried about crime and personal safety as their British or Irish counterparts.	Those who perceived their nationality to be British or Irish (5%) were more likely to consider that the quality of their life was greatly affected by 'fear of crime'.	Perceptions of anti-social behaviour by perceived nationality suggest that NICS 2013/14 participants who consider their nationality to be Irish were almost twice as likely as their British or Northern Irish counterparts to report a high level of	Findings suggest participants with a self-perceived Irish nationality were slightly more likely to consider that the level of harm caused by organised crime in their local area had increased than those who considered their

	nationality and those with a perceived nationality other than British/Irish/Northern than among those with a perceived British nationality and those with a perceived Northern Irish nationality.			anti-social behaviour in their local area.	nationality as British Northern Irish or other.
Age	16-24 year olds were among those most likely to perceive themselves to be at risk of violent crime, whereas for burglary, respondents of this age group displayed one of the lowest perceived victimisation rates. For violent crime, the perceived likelihood of victimisation	When age and gender are combined, young women aged 16-24 displayed one of the highest ratings for worry about violent crime. With regard to personal safety, older respondents were more likely than younger people to worry about walking alone in their area after dark.	The 55-64 year old age group were most likely to consider that 'fear of crime' has a great impact on their quality of life while 16-24 year olds were least likely to perceive this.	NICS 2013/14 findings suggest that the proportion of people perceiving a high level of anti-social behaviour in their local area tends to decrease with age, with 16-24 year olds citing a high level of anti-social behaviour in their area.	While there was no clear pattern across the age groups, the response showed that young people aged 16-24 and people aged 55-64 were more likely than average to consider the level of harm caused by organised crime in their local areas to have increased.

	decreased with age. For burglary, most age groups reported a relatively high perceived likelihood of victimisation.				
Marital status	People not living as a couple were more likely than those living as a couple to have a perceived likelihood of victimisation for violent crime, with single people having the highest level. For burglary, the responses showed little real difference, although those who were separated showed a higher level of concern.	People not living as a couple were more likely than those living as a couple to be worried about crime and personal safety.	There appears to be no real difference in the proportion of people living as a couple and not living as a couple who consider their lives to be greatly affected..	People not living as a couple were more likely than those living as a couple to perceive anti-social behaviour to be at a high level in their area, with particularly high levels of concern among those who were separated (and single.	There was no difference between the perceptions of people living as a couple and those not living as a couple that the level of harm caused by organised crime in their local area had increased.
Gender	In relation to violent crime, there was no difference between the proportion of	Women are more likely than men to worry about all forms of crime and	Women are more likely than their male counterparts to claim that their quality of	While overall there appeared to be little difference in the proportion of men	Women are more likely than men to consider the level of harm caused by

17

	men and women in terms of perceived likelihood of victimisation. For burglary there was only a small difference.	personal safety examined.	life is greatly affected by their own 'fear of crime'.	and women who perceived anti-social behaviour to be at a high level in their area, women aged between 16-24 demonstrated the highest level of concern of any group.	organised crime in their local areas to have increased.
Disability	Overall there was no real difference between the proportion of people with a long standing illness or disability and those without who perceived the likelihood of falling victim to burglary. However, people with a long standing illness or disability exhibited higher levels of concern than those without in relation to violent crime.	People with a long standing illness or disability were almost twice as likely as those without to worry about crime and personal safety, especially those whose illness/disability limits their activities.	Respondents with a long standing illness or disability, and in particular a limiting illness or disability, were more likely than those with no illness or disability to state their lives are greatly affected by a 'fear of crime'.	Overall there was no real difference between the proportion of people with a long standing illness or disability and those without who perceived anti-social behaviour to be at a high level in their area.	People with a long standing illness or disability were slightly more likely to consider the level of harm caused by organised crime in their local area to have increased than those without.

Dependents	Single parent families were more likely than households with two adults and children or no children at all to perceive themselves at risk of burglary. For violent crime, single parent families were almost twice as likely to perceive themselves to be at risk compared with than households with two adults and children or no children at all.	Single parent families were more likely than households with two adults and children or no children at all to be worried about crime and personal safety.	Single parent families were twice as likely as households with two adults and children or no children at all to claim 'fear of crime' has a great impact on their quality of life.	Single parent families were more likely than households with two adults and children or no children at all to perceive anti-social behaviour to be at a high level in their area.	There was very little difference between the perceptions of single parent families, households with two adults and children and households with no children in terms of considering that the level of organised crime in their local area had increased.

2.2.4 Complaints to the Police Ombudsman

The Office of the Police Ombudsman (OPONI) carries out equality monitoring of complainants across all the Section 75 equality categories. OPONI published a report in 2013 setting out the results obtained over a five year period (April 2008 to March 2013) during which time 16,583 complaints were recorded.

Religious belief	The profile of complainants was slightly different to that of the population generally, based on the 2011 population Census. There was a lower proportion of Catholic complainants and a higher proportion of complainants had a Church of Ireland or 'other' religious belief than was found in the population.
Political opinion	The political opinion profile of complainants was slightly different to that of the population generally, based on voting patterns to the NI Assembly in 2011. The proportions of complainants who supported Sinn Fein or the SDLP were smaller than the proportions of votes cast in the 2011 Assembly elections. The proportions of complainants who supported the main Unionist parties in Northern Ireland or 'other' parties or did not support any political party were greater than might be expected compared with voting patterns.
Racial group	There appeared to be a greater proportion of complainants who were from BME groups than one would expect from the general population, based on 2011 Census figures, although this observation should be interpreted with caution, given the high proportions of young men in the complainant profile.
Age	Within the age bands presented, the biggest differentials between complainants and the population were for males aged under 16, 18-24 years and 25-34. There is some research evidence to suggest that young men may be more likely to come into contact with the police and, because of the nature of the contact, to also be more likely to experience inappropriate police behaviour.
Marital status	There were greater proportions of single, divorced or separated complainants compared with the population generally. People who were married or widowed were under-represented among complainants compared with the population generally.
Sexual orientation	Overall, 3% of complainants declared that they were Lesbian, Gay or Bisexual (LGB); it is not clear whether this level of complainants self-reporting as LGB is representative of the population.
Gender	Compared with the population generally, males, and young men in particular, were over-represented among complainants.
Disability	The level of disabled complainants is high compared with some Northern Ireland-wide surveys.

Dependents	44% of complainants stated that they had dependants and 56% stated that they did not. Female complainants were more likely than male complainants to state that they had dependants. There is no standard comparative figure for the population as a whole.

2.2.5 Drug use

A periodic survey of drug use in Northern Ireland is commissioned every four years by the Department of Health, Social Services and Personal Safety (DHSSPS) to obtain prevalence rates for key illegal drugs. The 2010/11 survey showed that 6.6% of the population had used illegal drugs; the figure for males was higher at 9.2% and lower for females at 3.9%. The highest percentage of 11.8% was recorded for young adults aged 15-34 years and the lowest of 2.7% for older adults (35-64 years).

2.3   Key points from published Section 75 research

A number of published articles were summarised in the EQIA Consultation Report because of their relevance to the experiences of people in vulnerable groups. These included:

- Beyond the Margins: Building Trust in Policing with Young People. Public Achievement, March 2010
- Policing, Accountability and the Black and Minority Ethnic Communities in Northern Ireland.   Radford, K., Betts, J. & Ostermeyer, M., Institute for Conflict Research, 2006
- Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland. Radford, K., Betts, J. & Ostermeyer, M., Institute for Conflict Research, 2006
- Through Our Eyes, Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland, John Doherty, Rainbow Project, June 2009
- Hate Crime Against People With Disabilities: A Baseline Study of Experiences in Northern Ireland. Institute of Conflict Research, October 2008
- Views and Experiences of People with Learning Disability in Relation to Policing Arrangements in Northern Ireland. NI Policing Board & OPONI, May 2011
- The Next Stephen Lawrence? Racist Violence and Criminal Justice in Northern Ireland, McVeigh, R., Research Report for Northern Ireland Council for Ethnic Minorities, 2006
- Engagement Programme: Loyalist & Republican Communities. NI Policing Board, June 2011.

Some of the issues which are relevant to the conclusions of the EQIA are listed below. (More detail is available in the EQIA Consultation Report which is still available on the Board's website.)

- Young people reported experiencing 'disrespectful' behaviour from the police, more than any other form of behaviour; however, a large section of young people reported having positive engagements with the police through youth clubs and schools. (*Beyond the Margins: Building Trust in Policing with Young People. Public Achievement, March 2010*)

- Catholic respondents were slightly more likely than Protestants to report 'disrespectful' behaviour and being 'stopped without reason'. (*Beyond the Margins: Building Trust in Policing with Young People. Public Achievement, March 2010*)

- Male respondents were found to have lower levels of positive engagement with the police and more frequently experienced unacceptable police behaviour. (*Beyond the Margins: Building Trust in Policing with Young People. Public Achievement, March 2010*)

- Where individuals from the black and minority ethnic (BME) community had been the victims of a crime in the previous year, over half felt the crime was racially motivated. Around 50% were either satisfied or very satisfied with how their complaint was handled. Of those who did experience problems, these tended to relate to quality of service (e.g. trivialising complaint, failure to follow-up). Around 30% of those who had experienced problems said officers had been rude or impolite while a fifth said they felt they had been discriminated against. (*Policing, Accountability and the Black and Minority Ethnic Communities in Northern Ireland. Radford, K., Betts, J. & Ostermeyer, M., Institute for Conflict Research, 2006*)

- Where those who describe themselves as being lesbian, gay, or bisexual (LGB) had been the victim of a crime in the previous year, 58% felt the crime was motivated by homophobia. 56% of those who contacted the police were satisfied or very satisfied with the way in which their complaint was handled. However, 32% had experienced problems with the police in the last year, 40% of who reporting that the officer had been impolite or rude, and 25% felt this behaviour was related to their sexual orientation. (*Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland. Radford, K., Betts, J. & Ostermeyer, M., Institute for Conflict Research, 2006*)

- Research in 2009 showed that 39% of LGB people are worried about being the victim of crime and 13% feel that harassment/attacks on people because of their sexual orientation is a big issue in their neighbourhood. 21% of males and 18% of females have been victim of a homophobic hate incident in the previous three years and 49% of respondents were injured either physically or psychologically during homophobic incidents. (*Through Our Eyes, Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland, John Doherty, Rainbow Project, June 2009*)

- Research in 2008 showed that people with a disability reported experiencing a wide range of forms of hate crime, including verbal abuse, assaults and damage to property, and that such hostility occurs towards people with a wide range of forms of disability. Given the range of anecdotal evidence offered, it is concluded that the annual statistics produced by the PSNI do not reflect the experiences of people with a disability. The importance of developing effective consultation with the people living with a disability was highlighted otherwise it can appear 'that people with disabilities are a bolt on'. The lack of an effective dissemination process for getting information to support groups and individuals was also raised. (*Hate Crime Against People With Disabilities: A Baseline Study of Experiences in Northern Ireland. Institute of Conflict Research, October 2008*)

- Research in 2011 considered whether policing arrangements meet the needs of people with learning disability. The research found that there was very limited understanding of how to make a complaint and almost one in ten (9%) people with learning disability in the survey said that they are afraid of the police, with this more likely to be the case among women. However, the perception of how police treat victims and offenders was highly positive. Of the people with learning disability who had been victimised and who had contacted the police, 77% were satisfied with their contact with the police. (*Views and Experiences of People with Learning Disability in Relation to Policing Arrangements in Northern Ireland. NI Policing Board & OPONI, May 2011*)

- A 2006 report, which included an analysis of the NICEM database of incidents of racist violence in Northern Ireland and follow up interviews, confirmed that racist violence was commonplace and was completely routine for many minority ethnic people. In terms of policing there was a very mixed experience. On the positive side, there appeared to be little experience in Northern Ireland of what might be termed "traditional" police racism. Institutional racism was, however, frequently alleged and the report indicated that such racism was clearly present in the commonplace unwillingness or

inability to respond appropriately to racist violence. (*The Next Stephen Lawrence? Racist Violence and Criminal Justice in Northern Ireland, McVeigh, R., Research Report for Northern Ireland Council for Ethnic Minorities, 2006*)

- Research in 2011 to consider the 'engagement of Loyalist and Republican communities with PSNI' revealed common issues to both communities along with particular concerns in Loyalist and Republican pilot areas. One recurring theme in both communities was general support for the PSNI but little confidence in the service. There were also issues raised in respect to lack of PSNI engagement with the community, problems caused by poor continuity of service, rapid response teams and response times / poor feedback from PSNI. In Loyalist areas, drugs, and their impact on community life, was identified as the number one priority for the PSNI. In Republican areas there were still signs of mistrust between the community and PSNI. (*Engagement Programme: Loyalist & Republican Communities. NI Policing Board, June 2011*)

3.   Consultation

A vital stage of the EQIA process is formal consultation with interested parties to obtain their views on the issues presented in the EQIA Consultation Report. The Board is committed to consultation which is timely, open and inclusive, and conducted in accordance with the Equality Commission's Guiding Principles. The consultation period in respect of this EQIA lasted for 13 weeks (from May to July 2015). This section outlines the consultation process and summarises the responses obtained.

3.1   Consultation methodology

The formal consultation on the EQIA was facilitated in parallel with consultation on the development of the new four year Policing Plan. Although the focus of this EQIA is the 2015-16 Policing Plan, which is already in operation, it provides a platform for exploring the actual and potential impacts on equality of opportunity and good relations of the priorities which it establishes. All the findings from the EQIA and the associated consultation/engagement process, including any recommendations for measures which may mitigate any adverse impact and alternative policies which may better achieve the promotion of equality of opportunity, will be taken into account in the development of the new four year Policing Plan.

The consultation methodology in respect of the EQIA included:

- notification to all consultees listed in the Board's Equality Scheme of the availability of the EQIA report and invitation to comment;
- publication on the Board's website of information about the EQIA (including all relevant background documents);
- publication on the Board's website of a summary of the EQIA Consultation Report including a standard set of questions designed to assist consultees to respond and to facilitate focused responses; the questions are set out in Appendix 2;
- drawing attention to the consultation process through social media, meetings and emails to organisations;
- indicating that all consultation documents could also be made available in hard copy and alternative formats on request on a timely basis.

As part of the consultation on the development of the new Policing Plan, the Board engaged with a wide range of key organisations and facilitated a public meeting. Those attending these meetings were encouraged to comment on the equality of opportunity issues relating to policing as identified in the EQIA Consultation Report.

3.2   Responses received

Written responses were received from six consultee organisations:

- Leonard Cheshire Disability NI
- Commissioner for Older People for NI
- Women's Aid Federation NI
- Women's Regional Consortium, Ballynahinch Support Group
- Include Youth
- Children's Law Centre.

The Board is grateful for the time and effort taken by these organisations to provide detailed and meaningful responses to the points raised in the EQIA. A summary of the comments received is set out below.

3.2.1   Section 75 processes

Several consultees commented on the EQIA process, pointing out that it would have been more effective to have conducted the EQIA before the 2015-16 Policing Plan was adopted. It was suggested that:

- the process for the development of the new four year Policing Plan should include screening and EQIA at an early stage, to ensure that equality considerations are central to the development of the plan;

- a clear time-line explaining all aspects of the development and consultation around the new four year Policing Plan should be published;

- advice should be sought from the Equality Commission in terms of planning and conducting an improved EQIA on the new four year Policing Plan.

3.2.2   Definition of the aims of the policy

It was suggested that the Board should give explicit recognition, as a principle on which the Policing Plan is based, to the statutory function it has to monitor the performance of the PSNI in complying with the Human Rights Act 1998, as well as monitoring the PSNI's compliance with human rights obligations that relate specifically to children under the United Nations Convention on the Rights of the Child (UNCRC).

3.2.3   Assessment of available data and research

Several consultees commented on the limitations of the data presented in the EQIA. The following points were made:
- the EQIA focused on victims of crime and those with a fear of crime and did not address the needs and concerns of others affected by the Policing Plan, in particular, offenders, police officers and staff;

- there is an awareness that there is under-reporting of incidents by a number of vulnerable groups and this means that the data presented may not adequately represent the needs of those groups; in addition, any steps taken to encourage reporting will have an effect on the achievement of targets in the Policing Plan;

- reliance on the NICS and equality monitoring of complaints to the Office of the Police Ombudsman means that very limited information was presented on the needs of children and young people under the age of 16 years; (several consultees suggested additional sources of data and research);

- in particular, it was suggested that data on the political opinion of children and young people will be important to future screening and EQIA processes as there is a well-established view that children and young people from disadvantaged communities have a historic and ongoing alienation from the police; it will be important to consider how such information can be collected before work on the screening of the new four year Policing Plan commences;

- research should be included in relation to older people, fear of crime and why crime clearance rates for certain crimes where older people are victims are so low; (some potential sources of information were identified but it was also suggested that primary research should be undertaken);

- there is a need for a shared and understood definition of 'anti-social behaviour' as it is clear that different views are held by the police, some members of the public and young people; without a clear definition, the number and types of anti-social behaviour reported will be inconsistent and the data will be unreliable;

- vulnerable groups are not homogeneous and there is a need for more detailed analysis of needs under multiple identity groupings (e.g. looked after children, who are over-represented within the criminal justice system);

- in particular, it was suggested that sexual violence should be dealt with separately from other forms of violent crime and that data which includes a breakdown of gender and relationship between perpetrator and victim should be sought, together with gender-disaggregated data on domestic homicides;

- it was also suggested that data on BME victims of all forms of violence against women should be sought;

- large surveys are not always the most useful source of data, for several vulnerable groups it would be more appropriate to conduct focus groups or interviews with support workers;

- it would be useful to include data on the actual extent of different types of crime and who they affect, rather than focusing on perception of certain types of crime (e.g. organised crime);

- there are clear links between different types of crime which are not explored in the EQIA; for example, there is evidence of a close link between domestic violence in the home and anti-social behaviour in young people.

3.2.4 Assessment of impacts

Most consultees agreed with the assessment of impacts set out in the EQIA Consultation Report but the following issues were highlighted:

- it is difficult to assess the impact of any of the targets in the Policing Plan without information on the actions that will be taken to achieve the targets;

- it is equally important to assess (either separately or in combination) the potential for the actions to be taken to achieve the targets to have a differential impact on the promotion of equality of opportunity; the targets should not be considered in isolation;

- in relation to organised crime, the differential impact on women of particular forms of trafficking (i.e. sex trafficking) should be highlighted;

- several consultees pointed out that, in their experience, vulnerable groups struggle because insufficient resources are dedicated to protecting and supporting them and it is essential that greater efforts are made to protect them; they did not agree with the point made in the EQIA that positive actions taken to prioritise vulnerable groups may lead to an adverse impact on other groups that are under-resourced as a direct consequence and felt that these groups should be regarded as a lesser priority.

3.2.5 Consideration of alternative policies and measures to mitigate adverse impacts

Most consultees agreed with the proposed recommendations for further action. The following issues were highlighted:

- the way in which the mitigating measures were drawn up should be clarified and a clear indication of how such actions will be implemented should be included;

- effective consultation and feedback to consultees should be a vital part of the development of future Policing Plans;

- engagement with voluntary and community sector partners should begin at the earliest possible opportunity in the development of any future Policing Plan;

- the Board should ensure that, at an early stage of any future consultation, a stand-alone child accessible version of consultation documents is made available;

- the Board should clarify how responses to the consultation process will be analysed, including the weight which will be attributed to both individual and organisational responses;

- feedback from all communities is essential to the process of developing any Policing Plan and the Board should ensure that its personnel are trained and resourced to conduct such consultation;

- any safeguarding measures applied to profiling of resources should be published and made available for scrutiny before being implemented.

4.   Findings

The main purpose of the EQIA process is to assess whether the priorities established by the Policing Plan may have a differential impact on people in each of the Section 75 categories and determine the extent of differential impact and whether that impact is adverse. This section sets out conclusions based on the data and research considered and the findings of the consultation process. The comments made by consultees regarding the limitations of the data are duly acknowledged and the Board accepts that data and research collected or commissioned in the future may affect the conclusions drawn from subsequent EQIAs. However, the Board is satisfied that the 2015-16 Policing Plan adequately reflects the needs of vulnerable groups, in accordance with current understanding of those needs.

The Policing Plan includes a number of outcomes and associated measures that reflect the needs of particular Section 75 groups and it is anticipated that these will have a favourable impact on the groups identified.   At the same time, any schemes which aim to target resources selectively must at least take note of the potential for adverse impacts on those groups that are not selected for special attention. The Board acknowledges the comments made by consultees to the effect that vulnerable groups should continue to take priority in terms of resourcing and is confident that the targets in the Policing Plan will result in this outcome.

In order to ensure that each element of the Policing Plan is thoroughly assessed, the analysis below is set out under the headings of the key outcomes in the Policing Plan.

4.1   Improved confidence in policing

There are some data on the opinions of people within Section 75 groups on confidence in policing which show that attitudes towards the police among vulnerable groups are generally positive. However, the data are not comprehensive and do not cover all groups. There is also some indication that one-to-one interactions can be less positive and it is known that some types of crime, involving victims from vulnerable groups, are not reported.

The Policing Plan includes a target of increasing the overall level of confidence in local policing by 3% points by 31 March 2016. It also recognises the current gaps in information and requires that a baseline for young people's confidence in policing be established by the end of the year. The need for this target was re-inforced by the comments made by some consultees. There is also an additional measure to monitor, report and develop measures to improve under-representation in terms of gender and community background in PSNI Departments. The Board acknowledges the comments by consultees that the EQIA does not include data on police officers and staff and that the determination that it will not have an adverse differential impact

is based on professional opinion rather than data analysis; this gap will be addressed when the equality implications of the new four year Policing Plan are assessed.

The Policing Plan acknowledges the potential for a differential impact in terms of improving confidence in policing and already includes positive steps to address the differential. Hence, on the basis of the analysis in the EQIA, there does not appear to be any adverse impact attaching to this element of the Policing Plan.

4.2   Reduced anti-social behaviour (ASB)

This outcome includes specific measures to reduce incidences of anti-social behaviour by 2% by the end of the year and also to reduce the percentage of people who perceive the level of anti-social behaviour to be high in their local area. The data analysis set out above shows that a greater proportion of certain Section 75 groups perceive anti-social behaviour to be a problem in their areas. However, the actions taken to achieve these targets are likely to benefit all groups and it is not anticipated that actions attaching to this element of the Policing Plan will lead to adverse impacts on any Section 75 groups.

The point made by consultees regarding the need for an agreed definition of 'anti-social behaviour' is acknowledged.

4.3   Reduced harm caused by drugs and drug related criminality

The measures under this outcome relate to increasing the number of drugs seizures and the outcome rate for drugs offences. The data analysis shows that those most at risk of harm from drug use are young adults, particularly young men. This outcome is therefore likely to have a differential favourable impact on these groups but it is not anticipated that actions attaching to this element of the Policing Plan will lead to adverse impacts on any Section 75 groups.

4.4   Reduced levels of activity and harm caused by individuals or groups involved in organised crime

This outcome has particular significance in terms of impacts on vulnerable groups as organised crime frequently involves human exploitation which victimises young men and women and those from minority ethnic communities. This impact was confirmed by some consultees. Actions taken to achieve this outcome are therefore likely to have a differential impact on certain Section 75 groups but it is anticipated that the differential impacts will be positive.

4.5   Improved quality of service

This outcome relates to working with victims to improve levels of confidence and reduce the number of complaints about police behaviour. The data analysis shows that some groups are over-represented among those making complaints, for example, individuals from minority ethnic groups, young men, disabled people and those with dependants. The outcome is therefore likely to have a differential impact

that is positive by reducing levels of complaints from these groups. The points made by consultees about the lack of data on interactions between the police and young people are acknowledged and will be addressed when the equality implications of the new four year Policing Plan are assessed.

4.6 Improved service to vulnerable groups

This outcome includes specific measures to encourage increased reporting by victims of crime from particular Section 75 groups including children and young people (particularly young men aged 16-24 and looked-after children), older people and disabled people. These measures arise from evidence that there is significant under-reporting of crime by these groups. However, any positive actions taken to address the needs of these specific groups may potentially lead to differential impacts on other groups should scarce resources be diverted arbitrarily, and this possibility must be taken into consideration. The Board is confident that the measures will lead to the necessary resources being targeted at vulnerable groups but will ensure that monitoring is put in place to ensure that the service to other groups is not reduced to an inadequate level.

4.7 Reducing crime and keeping people safe

This outcome addresses the need to reduce all crime but also highlights crimes in rural areas and domestic burglaries and robberies in which older people are victims. There is evidence that those over the age of 55 years are more likely to be worried about being burgled although they represent a lower proportion of victims in comparison to their profile within the population as a whole.

Once more, any positive actions taken to prioritise these groups, while laudable, may potentially lead to an adverse impact on other groups that are under-resourced as a direct consequence, and this possibility should be taken into consideration. As stated above, the Board is confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter or priority, but will ensure that there is monitoring of the effects on other groups.

4.8/9 Reduce the level of violent crime and improve the service provided to vulnerable groups

These outcomes address violent crime and hate crime where it is known that particular Section 75 groups are vulnerable. The measures for reducing the level of violent crime target an increase in the outcome rate for rape crime and domestic crimes including domestic violence. The data analysis shows that these types of crime have a particular, but not exclusive, impact on women but it is not anticipated that any adverse differential impact will arise on any groups through these positive actions.

The measures for reducing the level of hate crime include targets for increasing the outcome rate for sectarian hate crime, homophobic hate crime, racist hate crime and

disability hate crime and also target an increase in the reporting of hate crime across all categories. These actions are unlikely to lead to an adverse impact on any Section 75 grounds.

Actions taken to improve the service to vulnerable groups are likely to result in a differential impact which will be mainly positive for the vulnerable groups as a whole but there is the potential for a subsequent adverse impact on victims of crime who do not fall within these groups should scarce resources be diverted disproportionately. As stated above, it will be necessary to monitor the service to other groups to ensure that it does not fall below an adequate level.

There is also a question concerning the differing needs of people within each vulnerable group identified; these groups are not homogenous and needs vary in accordance with the multiple characteristics of each group. Consultees confirmed this conclusion, making specific reference to women and children and young people. There is a wide range of needs and experiences among people within each of the vulnerable groups which may make them more vulnerable to a hate crime. At present there does not appear to be a method for differentiating between these needs and experiences within the process for developing the Policing Plan. Although individual needs may be brought to light through the engagement process, the research and data collection tends to provide information on the broad categories only, and future monitoring should incorporate more fine-grained analyses of multiple identities within each vulnerable group.

4.10   Fatal road collisions - reduce the number of road deaths and serious injuries

This outcome focuses on the need to make a major reduction in the number of people killed or seriously injured in road collisions in line with the 2020 Road Safety Strategy, with specific targets for children and young people (who make up nearly half of the total number of casualties). The Strategy includes a wide range of actions (such as enforcement activity and reviews of speed limits) and includes programmes aimed at influencing young people's attitudes and behaviours.

This outcome is likely to result in a differential impact on children and young people that is positive, with an increased percentage of available resources being directed towards programmes working with this age group.   This targeting is proportionate and in line with available road safety research, addressing a clearly established need and leading to changes in young people's attitudes and behaviours which in turn will also benefit other road users across various Section 75 grounds.

4.11 Maintaining our operational capability whilst ensuring high standards of leadership, governance and stewardship

This outcome focuses on organisational efficiency and effectiveness and the specific measures relate to reducing the average working days lost for both police officers and police staff. As absence management is generally based on appropriate support for each individual, it is not anticipated that any differential impact will arise for any specific Section 75 group. The Board acknowledges the comments by consultees that the EQIA does not include data on police officers and staff and that the determination that it will not have an adverse differential impact is based on professional opinion rather than data analysis; this gap will be addressed when the equality implications of the new four year Policing Plan are assessed.

5. Conclusions and Key points to consider

The EQIA process is designed to provide decision-makers with detailed information on the potential impacts of a proposed policy (in this case, the Policing Plan 2015-16), in terms of the promotion of equality of opportunity and good relations. However, as the current Policing Plan has already been published and cannot be changed, the real value of the EQIA lies in identifying actions to be followed in the development of the new four year Policing Plan, particularly in the light of the comments received.

The Policing Plan does not include outcomes relating to every aspect of policing and obviously cannot take account of the unpredicted needs that arise every year to which policing resources must be diverted. It is not therefore a blueprint for the delivery of the whole of the police service but plays a very important role in that it highlights current priorities, identified through both research and community engagement. The Policing Plan therefore sets out desired outcomes (and associated measures) that reflect the principal and current concerns of the people of Northern Ireland in relation to crime, fear of crime and confidence in the police force.

The EQIA provides some key points for the Board to consider when developing the new four year Policing Plan in order to ensure that it continues to have due regard for the need to promote equality of opportunity and the desirability of promoting good relations (as required under Section 75).

5.1 Screening and EQIA

The Board is aware that it is essential that Section 75 processes are applied at the earliest possible stage of the development of the new four year Policing Plan to ensure that equality considerations are central to the development of the plan. The fact that the consultation on this EQIA was carried out in parallel with engagement on priorities for the new Policing Plan served to highlight the equality issues and encourage consultees to take account of equality considerations when commenting on proposals for the new three year Plan.

It is recommended that the Board should now develop a project plan for the screening (and, if necessary, carry out an EQIA) of the new four year Policing Plan, which considers the key points raised below:

- clarifies how the Board will implement its statutory responsibilities under Section 75 and other relevant legislation (such as the Disability Discrimination Act 1995 and the Human Rights Act 1998);

- clarifies the data gaps identified as a result of this EQIA (particularly those identified by consultees – see pages 26-27 above) and seeks to fill them, making use of sources of data suggested by consultees, sets out a clear

consultation process which takes account of all the points raised by consultees (see page 28 above);

- Consider a process for publishing an easy read/child accessible version of the Policing Plan;

- Explains to consultees how their comments will be used to inform the development of the Policing Plan.

5.2   Determination of targets

To continue to ensure that the Board is having due regard to the need to promote equality of opportunity and the desirability of promoting good relations (as required under Section 75), when determining outcomes and associated measures for the new Policing Plan, the Board should ensure that:

- it is aware of the needs of all Section 75 groups, including sub-groups within a particular category (e.g. people with different types of disability) and groups with multiple Section 75 identities (e.g. BME women);

- the inclusion of any targets to support particular Section 75 groups is carried out on a consistent and objective basis, supported by robust data sources, subjected to wide consultation and reviewed on a regular basis.

5.3   Clarification of impacts

Several consultees commented on the difficulty of assessing the potential equality impacts of the Policing Plan without information on the actions that will be taken to achieve the targets. It was also pointed out that it is equally important to assess the potential for the actions to have a differential impact on equality of opportunity; for example, in terms of identifying the potential effects of encouraging reporting of incidents by vulnerable groups. The Board should:

- consider explaining the reasons for including outcomes in the Policing Plan specific to certain Section 75 groups, the rationale behind setting each target at a particular level and, where relevant, the reasons for any changes to targets over the life of the Plan;

- consider liaising with the PSNI to develop closer links between the objectives and associated measures in the Policing Plan and the operational plans of the PSNI to make it easier for consultees and the general public to understand how the actions of the PSNI contribute to the achievement of the objectives in the Policing Plan.

5.4   Monitoring the targeting of resources

The current Policing Plan includes a number of outcomes and associated measures reflecting the needs of particular Section 75 groups as highlighted above. The overwhelming majority of these actions will have a positive impact on specific Section 75 groups and are in keeping with the promotion of equality of opportunity and good relations. The Board is confident that the Policing Plan will result in the necessary resources being targeted at vulnerable groups. At the same time, any schemes which aim to target resources selectively must accommodate potential adverse impacts on those groups that are not selected for special attention and monitoring must be put in place to ensure that these resources do not fall below adequate levels without this coming to the Board's attention.

6.   Publication of the results of the EQIA

Following consideration of this EQIA Final Report by the Board (in September 2015), it will be made available on the Board's website. In addition, Equality Scheme consultees and those who responded to the consultation will be notified of the availability of the report. This will complete Stage 6 of the EQIA process.

7.   Monitoring

The final stage in the EQIA process is the establishment of a system to monitor the impact of the policy in order to find out its effect on Section 75 groups. The results of the monitoring must be reviewed on an annual basis and must be published in the Board's annual Section 75 report to the Equality Commission[2].

In this instance, the Policing Plan will only be operational until March 2016 and so annual monitoring of its impact will not be relevant. However, in developing the new four year Policing Plan, the Board will take account of the data gaps identified as a result of this EQIA and consider the need for additional monitoring of the effects on Section 75 groups.

---

[2] Practical Guidance on Equality Impact Assessment, Equality Commission for NI (2004) p50

Policing Plan 2015-16 – Outcomes, Indicators and Measures

Outcome	Indicator	Measure
Improved confidence in policing	**Level of confidence in policing**	**By 31 March 2016 to increase by 3% points the level of overall confidence in local policing.** **By 31 March 2016 the Board to establish a baseline for young people's confidence in policing.** **In partnership with the Board by 31 March 2016 to establish a baseline for measuring confidence in a selected number of areas of higher crime/social deprivation.** **By 31 March 2016 to evidence the mainstreaming of the Policing with the Community (PwC) ethos across PSNI through:** **1) - Victim satisfaction** ** - Citizen satisfaction** ** - Local neighbourhood surveys (in conjunction with PCSPs);** **2) Establishing a baseline which will facilitate the future assessment of the impact of PwC on local community engagement both qualitatively and quantitatively;** **3) The evidence that the PwC ethos underpins and is evidenced in all personnel's Individual Performance Reviews**

Outcome	Indicator	Measure
		and in all service policies, procedures, literature and publications forthwith; and 4) Independent evaluation of the PwC delivery plan looking at leadership, strategy and service delivery. By 31 March 2016 to monitor, report and develop measures to improve under-representation in terms of gender and community background in PSNI Departments.
Reduced antisocial behaviour	**Work with partners to reduce antisocial behaviour**	By 31 March 2016 to reduce the incidences of antisocial behaviour by 2% in partnership with PCSPs, the community and partner agencies. By 31 March 2016 to have carried out a pilot study to examine how PSNI address antisocial behaviour in areas of high crime/social disadvantage; and by 31 March 2017 to implement 90% of recommendations identified in the pilot study. By 31 March 2016 to reduce the percentage[3] of people who perceive the level of antisocial behaviour[4] to be high in their

---

[3] *Statistically significant change in line with Programme for Government measure.*
[4] *From April 2011 antisocial behaviour has been recorded in three categories which relate to the nature of the activity and the harm caused. The categories are Personal, Nuisance and Environmental. A brief explanation of each is listed below:*
- 'Personal' is designed to identify ASB incidents that the caller, call-handler or anyone else perceives as either deliberately targeted at an individual or group or having an impact on an individual or group rather than the community at large.

Outcome	Indicator	Measure
		local area in partnership with PCSPs, the community and partner agencies.
Reduce harm caused by drugs and drug related criminality	**Reducing the harm caused by drugs**	**To increase by 2% the number of drugs seizures compared to the number recorded for 2014-15.** **To increase by 2% points the outcome rate for drugs offences compared to the outcome rate recorded for 2014-15.**
Reduced levels of activity and harm caused by individuals or groups involved in organised crime	**The impact on serious and organised crime**	**By 31 March 2016 to increase by 5% the number of organised crime groups whose activities have been frustrated, disrupted or dismantled.** **By 31 March 2016 to reduce activities and harm caused by organised crime groups involved in human exploitation[5].** **The Board will hold the Chief Constable accountable for:** **1) The establishment of the necessary Memorandums of**

- 'Nuisance' captures those incidents where an act, condition, thing or person causes trouble, annoyance, inconvenience, offence or suffering to the local community in general rather than to individual victims.

- 'Environmental' deals with the interface between people and places. It includes incidents where individuals and groups have an impact on their surroundings including natural, built and social environments.

Some behaviours which people consider antisocial may involve criminal activity and, where this is the case, the police should be notified. PSNI have responsibility for motoring offences; drunken and rowdy behaviour in a public place; criminal damage; assaults; theft; intimidation; harassment; drug use/dealing; hate crime.

(www.nidirect.gov.uk/tackling-anti-social-behaviour)

[5] *Trafficking in persons shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control of another person, for the purpose of exploitation. Exploitation shall include sexual exploitation, forced labour or services, slavery/servitude or the removal of organs.*

Outcome	Indicator	Measure
		Understanding (MOUs) between the PSNI and the National Crime Agency (NCA) by 30 June 2015; 2) The annual efficient and effective exercise of the MOUs between the PSNI and the NCA; and 3) Thereafter any authorisation of NCA operations in Northern Ireland until 31 March 2016.
Improved quality of service	**Work with victims of crime to improve levels of confidence and to keep victims updated and informed on actions taken to investigate the crime**	By 31 March 2016 to increase by 5% the number of victims currently receiving an update within 10 days on actions being taken to investigate the crime compared to the number recorded for 2014-15. By 31 March 2016 to increase by 2% points the overall rate of outcomes achieved using a range of disposal methods compared to the outcome rate recorded for 2014-15. By 31 March 2016 to establish an Independent Advisory Group and produce a report in relation to police response to domestic incidents and by 31 March 2017 to have implemented 90% of recommendations identified in the 2015-16 report.

Outcome	Indicator	Measure
Improved quality of service	**Treating people with courtesy, fairness and respect**	**By 31 March 2016 to reduce by 2% the number of allegations of failure in duty compared to the number recorded for 2014-15.** **By 31 March 2016 to reduce by 2% the number of allegations of oppressive behaviour compared to the number recorded for 2014-15.** **By 31 March 2016 to reduce by 2% the number of allegations of incivility compared to the number recorded for 2014-15.**
Improved quality of service	**Work collaboratively to solve problems efficiently and effectively**	**By 31 March 2016, in partnership with PCSPs, the community and stakeholders[6]:** 1) **To reduce the number of violent crimes where alcohol is a factor by 2% compared to the number recorded for 2014-15;** 2) **To reduce the number of non-domestic violent crimes involving injury by 2% compared to the number recorded for 2014-15; and** 3) **To reduce the number of paramilitary style attacks by 2% compared to the number recorded for 2014-15.**
Improved service to vulnerable groups	**Service provided to vulnerable groups**	**By 31 March 2016 to encourage increased reporting by victims of crime who are:**

---

[6] *Each of these measures are to be included in PCSP Action Plans.*

Outcome	Indicator	Measure
		• **Children and young people, particularly males aged 16-24;** • **Looked after children;** • **Older people; and** • **People with a disability.** **To reduce the risk of harm to vulnerable missing persons including young people, (particularly looked after children) by bench marking the numbers and locations of persons reported missing from Health and Social Care establishments for 2015-16 and developing interagency plans to manage and reduce the risk to those persons[7].** **By 31 March 2016 to establish a baseline to identify levels of cyber bullying in partnership with PCSPs and the Education Authority.**
Reducing crime and keeping people safe	**The number of crimes**	**By 31 March 2016 to decrease the number of crimes prioritised for reduction compared to the number recorded for 2014-15[8].** **By 31 March 2016 to increase reporting of the number of crimes with a domestic motivation by 3% compared to the number recorded for 2014-15.**

---

[7] *PSNI will work with the Partner agencies to set baselines in 2015-16 in respect of numbers of reports of missing persons. This will inform target setting in the 2016-19 Plan to effect a reduction in the numbers of persons reported missing.*

[8] *Crimes in this category are those crimes which are victim-based crimes, but do not include sexual offences or crimes with domestic or hate motivation as these categories are measured at other relevant sections in the Plan.*

Outcome	Indicator	Measure
	The number of domestic burglaries where older or other vulnerable people are victims	By 31 March 2016 to increase by 2% points the outcome rate for domestic burglary in which older persons are victims compared to the outcome rate recorded for 2014-15. By 31 March 2016 to reduce by 2% the number of domestic burglaries and robberies in which older persons are victims compared to the number recorded for the 2014-15.
	The number of rural crimes	To reduce by 2% the number of crimes occurring in a rural area compared to the number recorded for 2014-15[9].
Reduce the level of violent crime and improve the service provided to vulnerable groups	The level of violent crime	By 31 March 2016 an increase of 2% points in the outcome rate for rape crime compared to the outcome rate recorded for 2014-15. By 31 March 2016 an increase of 5% points in the outcome rate for crimes with a domestic motivation compared to the outcome rate recorded for 2014-15.

---

[9] *Rural crime covers all burglary, robbery and theft offences occurring in the rural geographical areas based on an aggregation of settlement bands. It should be noted that not all agricultural crime (i.e. theft of property or vehicles stolen which have an agricultural link), will occur in a rural settlement. Note that for reporting purposes, rural crime figures are currently only available through quarterly statistical reports).*

Outcome	Indicator	Measure
Reduce crime and improve the service provided to vulnerable groups	The level of hate crime[10]	By 31 March 2016 an increase of 3% points in the outcome rate for sectarian hate crime compared to the outcome rate recorded for 2014-15. By 31 March 2016 an increase of 3% points in the outcome rate for homophobic hate crime compared to the outcome rate for 2014-15. By 31 March 2016 an increase of 3% points in the outcome rate for racist hate crime compared to the outcome rate recorded for 2014-15. By 31 March 2016 an increase of 3% points in the outcome rate for disability hate crime compared to the outcome rate for 2014-15. To increase the number of reports of hate crime by 3% compared to the number recorded in 2014-15 by encouraging victims to report.
Reduce the number of road deaths and serious injuries	The number of people killed or seriously injured in road collisions	In partnership with other agencies, a reduction in the number of people killed in road collisions by at least 60% by 2020[11]. In partnership with other agencies, a reduction in the number of people seriously injured in road collisions by 45% by 2020.

---

[10] *For a definition of Hate crime please see* http://www.psni.police.uk/hate_motivation_definitions.pdf
[11] *Baseline = average of 2004-2008 figures from Road Safety Strategy to 2020.*

Outcome	Indicator	Measure
	The number of children and young people killed or seriously injured in road collisions	**In partnership with other agencies, a reduction in the number of children (0-15 years) killed or seriously injured in road collisions by at least 55% by 2020.** **In partnership with other agencies, a reduction in the number of young people (16-24 years) killed or seriously injured in road collisions by at least 55% by 2020.** **To report to the Board quarterly on PSNI's enforcement activity in respect of the following key causation factors in road traffic collisions, in support of the multi-agency 2020 Road Safety Strategy:** • **Drink/Drug driving** • **Speeding** • **Mobile phone use** • **Non-wearing of seatbelts** • **Driving without insurance**
Maintaining our operational capability whilst ensuring high standards of leadership, governance and stewardship	**Organisational efficiency and effectiveness**	**By 31 March 2016 to reduce by 25%, the Average Working Days Lost (AWDL) for police officers in 2015-16 compared to the number recorded in 2014-15.** **By 31 March 2016 to reduce by 15%, Average Working Days Lost (AWDL) for police staff in 2015-16 compared to the number recorded in 2014-15.**

Consultation Questions

This report includes questions at the end of each section to assist consultees to respond. For ease of reference, the questions are also set out below.

1.   Introduction
Do you agree with the way in which the policy has been scoped and set out in this report?

Do you have any further comments about this section of the EQIA?

2.   Analysis of available data and research
Do you agree with the way in which relevant information has been analysed and set out in this report?

Do you have any further comments about this section of the EQIA?

3.   Assessment of impacts
Do you agree with the way the adverse impacts have been analysed and set out in this report?

Do you have any further comments about this section of the EQIA?

4.   Consideration of alternative policies and measures to mitigate adverse impact
Do you agree with the way in which the measures to mitigate and preliminary recommendations have been drawn up and set out in this report?

Do you have any further comments about this section of the EQIA?

5.   Consultation
Do you agree with the way in which consultation is planned and set out in this report?

Do you have any further comments about this section of the EQIA?

6.   Decision and publication of the results of the EQIA
Do you agree with the way in which the decision and publication procedures are set out in this report?

Do you have any further comments about this section of the EQIA?

7.   Monitoring

Do you agree with the way in which monitoring of the policy is planned and set out in this report?

Do you have any further comments about this section of the EQIA?

General

Do you have any further comments about the EQIA Consultation Report in general, including its findings and recommendations?

Please note that the questions are included as guidance only and responses will be accepted in any format.