



Annual Report

2023/24



NORTHERN IRELAND POLICING BOARD

Annual Report and Accounts For the year ended 31 March 2024.

Laid before the Northern Ireland Assembly under paragraph 16 of schedule 1 to the Police (NI) Act 2000 as amended by the Police (NI) Act 2003 and Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010 by the Northern Ireland Policing Board on 4 July 2024.

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1. CHAIR'S FOREWORD

I am pleased to present the Northern Ireland Policing Board (NIPB) Annual Report and Accounts for the period 1 April 2023 to 31 March 2024. I was elected as Chair on 11 April 2024, but during this period served on the Board as an Independent Member. It was a privilege to take on this important position, succeeding Deirdre Toner whose tenure ended on 31 March 2024.



The Report outlines how the Board has delivered on its key legislative duties and oversight work, which is central to building and maintaining confidence in the delivery of the policing service to the community. It also outlines progress made against the Board's Corporate Plan and Annual Business Plan 2023-2024 and includes a detailed assessment of police performance against the outcomes and measures set in the Annual Policing Plan and Performance Plan 2023-2024.

Over the course of the last year, a substantial programme of work has been progressed through the Board meetings in private, in public and through the scrutiny of Committees.

This has been a challenging year for both the Board and the police service. We remain acutely aware of the impact of the Scofield judgment, and the subsequent leadership issues within PSNI, coupled with the personal and professional impact of the August 2023 data breach on officers and staff. Whilst recommendations from the jointly commissioned independent review continue to be implemented, we know that there still remains a substantial investment in systems and people to restore the confidence of officers, staff and the public.

Scrutiny of the policing budget and resourcing pressures facing the PSNI have also continued to dominate Board discussions, with Members deeply concerned about the funding shortfall for policing and the implications of this in terms of service delivery to the community.

The Board fully supported and advocated on behalf of the Service in seeking to secure an improved financial settlement for policing. However, it is clear that the Chief Constable's assessment of the impact on policing services will be largely realised. Despite political commitments to increasing officer numbers, at 31 March 2024, there were fewer than 6600 officers serving in PSNI. At a time when investment is being made in policing nationally, the Service establishment here has reduced to its lowest ever level.

Fewer officers will mean less policing, and less proactive policing. Limited future recruitment will also impact on efforts to ensure the Service is representative. As a Board we are extremely concerned about the impact of all these issues on public confidence in, and the legitimacy of, policing in Northern Ireland.

Going forward our priority will be working to ensure PSNI make best use of the resources they do have available and helping to explain to the public what this will mean for the service they receive. The Chief Constable and his leadership team are committed to protecting key areas, such as neighbourhood policing, but it is inevitable that even these areas will feel the pressure of reducing budgets, as will partner agencies and the community as particular aspects of service delivery change. We will continue to discuss with PSNI the policing model needed by the PSNI to meet increasing demands with reducing resources.

It is clear day to day demands are becoming more complex with online crime becoming more prevalent. Increasing vulnerability in our society also impacts upon policing, with daily calls for service for mental health issues, drug and alcohol addictions, and help in finding missing persons.

We know the importance of policing within our community, and particularly the work of local policing teams in dealing with community concerns and issues. Whilst the Board will continue to advocate for more funding, focus will be on working with the Chief Constable and his team on the service provision to the public, whilst minimising the organisational risks as a result of pressures faced.

As a Board we know that public support for policing cannot be taken for granted, it must be grounded in public confidence that the service meets the standards expected of policing by the community and it is the Board's role to secure and advocate for this through our governance and accountability for policing arrangements. However, we absolutely support and call for people across the community, in public and private sector, to work with the Police Service to make our community safer. And as a society we have a collective responsibility to make sure that those who want to bring terror and violence to our society do not succeed.

In conclusion, I would like to record my thanks to those within policing who work every day to keep us safe. I would like to thank my fellow Board Members for their work and contributions, and to the Chief Executive and her staff for their support. Thanks also to those who support our oversight work through the independent Custody Visiting and Community Observer volunteer schemes, and the members who serve on the network of Policing and Community Safety Partnerships (PCSPs).



MUKESH SHARMA MBE DL

Policing Board Chair

OUTCOMES OVERVIEW: 2023 - 2024



KEY DOCUMENTS PUBLISHED



ENGAGEMENT STRATEGY 2023-2025

The Northern Ireland Policing Boards Engagement Strategy aims to deliver strategic and purposeful engagement with key stakeholders and the wider community to make a significant contribution to the delivery of the outcomes and objectives of the Board's Corporate Plan 2023-2025.



HUMAN RIGHTS REVIEW OF PRIVACY AND POLICING

The Human Rights Advisor and officials undertook extensive research and consulted widely, engaging with different branches in the Police Service of Northern Ireland (PSNI) to non-governmental organisations (NGOs) and other public bodies. Topics covered in this report include access to databases; biometric collection, searching, and retention; artificial intelligence; surveillance; digital forensics; and data protection at PSNI.



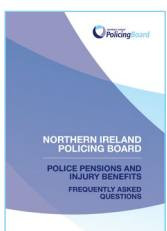
HUMAN RIGHTS REVIEW OF CHILDREN AND YOUNG PEOPLE: STRIP SEARCHING IN POLICE CUSTODY

The issue of strip searches of children and young people has been the subject of considerable concern over the last two years across the UK. The Human Rights Advisor makes a series of recommendations for PSNI to consider, including updating guidance and re-evaluating governance frameworks. Additionally, the Human Rights Advisor makes two recommendations regarding the amendment of PACE legislation.



POLICING PLAN SURVEY 2023 STATISTICAL REPORT

The report covers responses from a survey of 2,502 people in Northern Ireland and includes comparison with results from the 2022 survey. It also shows results from previous omnibus surveys which took place in 2014 to 2017. The purpose of the survey is to monitor outcomes of the Policing Plan and to explore public perceptions of the Police Service of Northern Ireland in policing and engagement with the community.



POLICE PENSIONS AND INJURY BENEFITS FREQUENTLY ASKED QUESTIONS

This Frequently Asked Question document has been prepared to assist understanding of some key questions on the process for application for an Injury on Duty Award. Also included is a process maps which sets out all of the key stages involved.



17 Board Meetings



8 Board Public Accountability Sessions



35 Committee Meetings



7 Committee Reports



95 Oral Questions



66 Written Questions



146 Publications

POLICING BOARD RESOURCES

19 Board Members

50 Board Staff

£6.4m Board Funding

£1.5m Board PCSP Funding

23 Custody Visitors

8 Community Observers

2. PERFORMANCE REPORT

Overview

The purpose of the overview is to explain the Board's work during the reporting period and actions taken to deliver on key areas of work identified in the Corporate and Business Plans.

Chief Executive's Introduction



As Accounting Officer for the Northern Ireland Policing Board, I have responsibility for day-to-day management of the organisation.

As Chief Executive, it is my job to keep all aspects of the Board's governance and operating arrangements under review so that Governance structures and financial provisions meet the compliance requirements set by the Department of Finance (DoF) and the Department of Justice (DoJ) in the Management Statement and Financial Memorandum (MSFM).

I have provided regular reports on all aspects of organisational performance to the Board and to the DoJ on a range of governance issues. This includes assessments against the measures set in the Board's Corporate and Business Plan, information management and legislative compliance with statutory provisions applicable to our work. Managing risks which may impact on delivery is embedded in our corporate approach. I report on this in more detail in the Governance Statement.

A handwritten signature in black ink that reads "Sinead Simpson".

Sinead Simpson

Chief Executive

Statement of the Purpose and Activities of the Organisation

History

The Northern Ireland Policing Board (NIPB) was established as an executive Non-Departmental Public Body (NDPB) of the Northern Ireland Office (NIO) on 4 November 2001 by the Police (NI) Act 2000, as amended by the Police (NI) Act 2003.

On 12 April 2010, justice functions in Northern Ireland were devolved to the Northern Ireland Assembly (NIA) and the DoJ came into existence as a new Northern Ireland Department. From this date, the Board became an executive NDPB of the DoJ.

In accordance with the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010, the Annual Report and Accounts of the NIPB are laid in the NIA.

The NIPB complies with the corporate governance and accountability framework arrangements (including Managing Public Money Northern Ireland) issued by the DoF and the DoJ. The NIPB's Chief Executive, who is the Accounting Officer for the NIPB, reports directly to the Permanent Secretary as Principal Accounting Officer of the DoJ.

Principal Activities

The NIPB's statutory duty is to ensure that the PSNI is effective and efficient and to hold the Chief Constable to account. Its primary responsibilities are:

- To consult with the community to obtain their views on policing and their co-operation with the police in preventing crime
- To set and publish outcomes and measures for the PSNI as part of an Annual Policing Plan and to monitor the PSNI's performance against this plan
- To appoint all Chief Officers of the PSNI above the rank of Chief Superintendent including police staff equivalents
- To approve the annual budget for policing and monitor expenditure
- To monitor trends and patterns in complaints against the PSNI
- To keep itself informed as to trends and patterns in recruitment of police and police support staff and the extent to which membership of the police and police support staff is representative of the community in Northern Ireland
- To keep itself informed of police complaints and disciplinary proceedings
- To monitor the PSNI's compliance with the Human Rights Act 1998
- To ensure arrangements are in place to secure continuous improvement within the PSNI and the NIPB
- To assess the level of public satisfaction with the performance of the police and improving the performance of and assessing public satisfaction with Policing and Community Safety Partnerships
- To monitor the exercise of the functions of the National Crime Agency (NCA) in Northern Ireland and to make arrangements for obtaining the co-operation of the public with NCA in the prevention of organised crime
- To monitor the PSNI's compliance in carrying out their functions with the aim of securing the support of the local community and of acting with the co-operation of the local community

The NIPB continues to seek all opportunities to ensure for all the people of Northern Ireland the delivery of effective, independent oversight of policing which will secure the confidence of the whole community by reducing crime and the fear of crime. Detail of the work of the NIPB for the current year is included in the Performance Analysis section of this report.

Risks and Key Issues

Risks

Risk is managed on an ongoing basis through the Senior Management Team (SMT), Audit and Risk Assurance Committee (ARAC) and the Board. Within the organisation it is the role of the Chief Executive to ensure that risks are effectively managed. It is the role of the Audit and Risk Assurance Committee to oversee the development and implementation of the Board's Risk Management Framework and monitor the Board's Corporate Risk Register. Corporate Risks are assigned to a risk owner at Director level, who is responsible for implementing measures to control the impact and likelihood of the risk occurring. In addition, Directors are responsible for the escalation of risks within their directorate to the Corporate Risk Register (CRR) for consideration by SMT and the ARAC. The Board's approach to managing risk is outlined in the Board's Risk Management Framework and is compliant with His Majesty's Treasury's Orange Book guidance. [The Board's Risk Management Framework can be found on our website.](#)

In September 2023 a Risk Management Workshop was facilitated for Board Members and the Board's Senior Leadership Team. One of the steps agreed at the workshop was a review of the Board's CRR to ensure it reflected key strategic and significant directorate risks. This was undertaken and in December 2023 ARAC adopted the new format CRR which expanded further on each Risk area, its potential impact, key controls in place and actions with target dates.

The CRR was reviewed at each of the quarterly ARAC meetings during the reporting period. At the start of the 2023-2024 year there were 5 risks on the Board's CRR. Over the course of the year, these risks have been actively managed, reviewed and reassessed by SMT and the ARAC. All 5 risks remain on the CRR as at 31 March 2024.

Further information on the Board's Risk Management and Internal Control processes are included in the Governance Statement included from page 127 of this report.

Key Issues

In April 2021 that there was a historic priority one internal audit recommendation outstanding from 2012 in respect of the development of an electronic case management system for Police Pensions and Injury Benefits Branch. However, it is acknowledged that this recommendation has subsequently been superseded by the recommendations in the NIAO's Injury on Duty report dated 13 March 2020. As a result, no further developments on the case management system will be progressed until the recommendations in this report have been implemented.

A Steering Group and subgroup were convened by the DoJ with all key stakeholders to consider the recommendations in the NIAO report. The work of these Steering and subgroups remains ongoing and a consultation document seeking views on the updates to the IOD legislation was launched in March 2024.

Going Concern

The Statement of Financial Position as at 31 March 2024 shows net liabilities of £2,933k reflecting liabilities due in future years. To the extent that these are not to be met from the NIPB's other sources of income, they may only be met by future grants or grants-in-aid from the NIPB's sponsoring Department, the DoJ, which is supply financed and draws its funding from the Northern Ireland Consolidated Fund. Therefore, there is no liquidity risk in respect of the liabilities due in future years.

Grants from the NIPB's sponsor Department for 2023-2024 take into account the amounts required to meet the Board's liabilities falling due in that year and have already been included in the Department's estimates for that year.

These had been approved by the DoF, and there is no reason to believe that the Department's future sponsorship and future NIA approval will not be forthcoming. It has therefore been considered appropriate to adopt a going concern basis for the preparation of the financial statements.

Performance Summary

The NIPB is resourced by funds approved by the DoF through the latest comprehensive spending review. The final budget for 2023-2024 was £6,306k. The Board's expenditure against budget is reported monthly in the Management Accounts which were scrutinised by the SMT and quarterly by Resources Committee, with in-year pressures and easements reported to the DoJ through the formal process of monitoring rounds.

The budget and actual expenditure for 2023-2024 is shown below.

Expenditure heading	Budget £000	Actual £000
Resource DEL		
Salaries	2,923	2,921
PCSPs	1,579	1,539
Other	1,612	1,455
Cash payment of provisions	242	184
Total Resource DEL	6,356	6,099
Resource AME	1,558	(203)
Cash requirement	6,136	6,136
Capital DEL	5	5

The Statement of Comprehensive Net Expenditure is set out in the Financial Statements with supporting notes in the pages that follow.

Basis of Accounts

The Accounts have been prepared in accordance with an Accounts Direction issued by the DoJ on 31 March 2022.

Events after the Reporting Period

No event as defined in International Accounting Standard 10 has occurred subsequent to the year-end, as disclosed in note 17 of the Accounts.

1 APRIL 2020 - 31 MARCH 2024

CORPORATE PLAN

**& BUSINESS PLAN
2023-2024**

2. PERFORMANCE ANALYSIS

NORTHERN IRELAND POLICING BOARD CORPORATE PLAN 1 APRIL 2020–31 MARCH 2023 AND ANNUAL BUSINESS PLAN 2023-2024

At the March 2023 Board meeting Members agreed to approve the draft NIPB Corporate Plan 2023-2025, and subsequently (in May 2023) also approved the Board's draft Annual Business Plan for 2023-2024. In line with the Board's MSFM, both draft documents were submitted to the DoJ seeking Ministerial approval. However, in the absence of a Minister, at that time the DoJ advised that both documents should remain in draft format and in the interim, both could be published and implemented in draft form. Following the restoration of the NI Assembly, both the Corporate Plan 2023-2025 and the Annual Business Plan 2023-2024 received Ministerial approval in April 2024.

Throughout the reporting period progress against the 15 actions included in the Annual Business Plan 2023-2024 was monitored by the Board by way of quarterly reports included in the Chief Executive's reports to the Board. Each of the 15 business plan actions were assigned to Members of the Board's SMT to progress and oversee implementation.

As at the end of the 2023-2024 year, Annual Business Plan monitoring shows there were no actions not achieved, however 1 action has been identified as being partially achieved and will require additional resources or time in order to be achieved. This action is Objective D, Action (1) - *Scope and procure a third-party supplier to assist with the development of bespoke revised guidance to Selected Medical Practitioners and Independent Medical Referees*. This action has been updated for the Board's agreed Annual Business Plan for 2024-2025 and work will be progressed throughout the coming year to establish the most efficient means of revising the Joint Guidance to Selected Medical Practitioners and Independent Medical Referees.

The below table provides a high-level summary of progress against the 15 actions detailed in the Board's 2023-2024 Annual Business Plan as at 31 March 2024. Readers should note that in terms of Progress Summary and Status:

RED – indicates an Action was not achieved

AMBER – indicates an Action was partially achieved

GREEN – indicates an Action was achieved

CORPORATE PLAN OBJECTIVE A:

To monitor resourcing plans for the PSNI; advocating on issues which support policing, including transformational change and delivery of a representative service

BUSINESS PLAN ACTION

A1 To monitor the effectiveness of the revised SET structure in light of the non-policing expertise now embedded within the PSNI SET and assess the impact of the implementation of transformational initiatives and delivery of various PSNI Strategies (People, Estates, Digital, Fleet)

PROGRESS SUMMARY

ACHIEVED

Throughout the year the Resources Committee received regular presentations from the ACO People and Organisational Development across a number of areas including the People Strategy, Recruitment, the PSNI Cultural Audit, Representativeness within the PSNI and Equality, Diversity and Inclusion.

In line with the Committees Terms of Reference, during the reporting period the Committee also received presentations on the PSNI Transformation programme including the Estates and Digital Strategies, the PSNI Procurement and Contract Management Strategy and the PSNI Fleet Strategy.

In October 2023 the Committee undertook a visit to the PSNI Seapark site where they viewed the scale of the work related to the high value estates business case for the substantial roof repairs and viewed the various parts of the PSNI transport services operation which afforded Members a greater understanding of the scale and complexity of operations relating to the PSNI fleet.

The Committee continued to receive 6 monthly updates in relation to the implementation of the recommendations contained in the South Armagh Review Report Recommendations.

Substantive discussions took place on each of these areas and further details are included in the [Resources Committee Annual Report](#).

Following a series of events during the summer of 2023 which culminated in the resignation of the former Chief Constable, the Board held several special meetings to consider issues and consider next steps. On foot of these discussions, it was agreed that a post-project evaluation of the PSNI Senior Executive Team should be conducted in line with established methodology and as at 31 March 2024 this review remains ongoing and will be reported to the Board when complete.

CORPORATE PLAN OBJECTIVE A:

To monitor resourcing plans for the PSNI; advocating on issues which support policing, including transformational change and delivery of a representative service

BUSINESS PLAN ACTION

A2 To monitor the effectiveness of all aspects of PSNI financial management, including the organisational operating model, workforce plan and priorities to reflect the assumed context of a shrinking budget including any impact on service delivery

PROGRESS SUMMARY

ACHIEVED

Throughout the year and in line with the Committee Terms of Reference, the Resources Committee received monthly Finance Reports from PSNI. Increasing financial pressures facing the PSNI remained a focus for the Committee and Members continued to express deep concern regarding the likely impact on the service delivery from the increasing funding gap which continued to escalate as the year progressed. While PSNI presented their draft Resource Plan to the June 2023 Resources Committee, in view of the funding gap outlined in the Plan, Members referred the matter to the full Board for discussion at its July 2023 meeting as the Committee was at that stage unable to recommend approval of the draft PSNI Resource Plan 2023-2024. At the July meeting the Board agreed with the Committee's position that the PSNI Resource Plan 2023-2024 could not be approved and the Board Chair subsequently wrote to the DoJ outlining the Board's concerns. A written submission was also made to the Northern Ireland Affairs Committee regarding the funding and delivery of Public Services in Northern Ireland.

Additional financial pressures considered by the Committee during the reporting period included the 2023-2024 pay awards for officers and staff, budget pressures relating to staffing positions funded by NI protocol funding stream, unfunded Op Rondoletto costs (relating to events surrounding the 25th anniversary of the Good Friday Agreement), and overtime/non-pay costs in relation to Op Sanukite (the PSNI data breach which occurred in the summer of 2023).

In the final quarter of 2024 the PSNI informed the Committee that following the restoration of the NI Assembly, the Executive had agreed to make £75 million in additional funding available to DoJ and that they expected PSNI's allocation from that £75m would allow PSNI to bring the in-year budget to a break-even position. PSNI noted that, while welcome, this additional funding was not guaranteed to be recurring and therefore PSNI are likely to be facing an increased budget deficit for the 2024-2025 year. As at year end PSNI had received £60.6m extra in-year funding to cover their pressures and the DoJ had also provided additional in-year funding of £6m in relation to the PSNI data breach costs, resulting in a balanced budget at year end.

CORPORATE PLAN OBJECTIVE A:

To monitor resourcing plans for the PSNI; advocating on issues which support policing, including transformational change and delivery of a representative service

BUSINESS PLAN ACTION

A3 Monitor the effectiveness of measures taken to ensure that membership of the PSNI is representative of the community and monitor the impact on representativeness of measures taken to rationalise resources across PSNI in light of limited ongoing recruitment

PROGRESS SUMMARY

ACHIEVED

In line with the Resources Committee's responsibility to monitor the PSNI's performance against Policing Plan Measure 2.3.1 (Improving representativeness of the Service) the Committee received 2 updates from PSNI throughout the year, in June and December 2023. At the June meeting Members noted that the measure had been broadened in response to Member feedback to encompass aspects of Equality, Diversity, and Inclusion and that the Report Card now encompassed three new sections on External Recruitment, Internal Representation and Retention. At the December meeting, the PSNI provided an update and noted that progress had been limited as a result of the ongoing recruitment freeze due to budgetary constraints. Members raised concerns that vacancies were being filled by way of internal recruitment and selection rather than via external competition and noted the potential negative impact this could have on improving representativeness. Members also requested information on the numbers who identify as 'other' at both an organisational wide level and at the recruitment stage.

At the September Resources Committee Members received an overview of the annual report submitted to the DoJ from the Independent Assessor of PSNI Recruitment Vetting, and in January 2024 received a briefing on PSNI's Equality, Diversity and Inclusion relating to PSNI's People Plan. Members noted plans for a conference for International Women's Day, the continuing progress on the Race Action Plan, providing more firearms training for female officers and the development of a Disability Passport for staff and officers. Members also noted the positive feedback received from the Equality Commission in relation to the PSNI Annual Progress Report and Disability Action Plan 2022-2023.

CORPORATE PLAN OBJECTIVE A:

To monitor resourcing plans for the PSNI; advocating on issues which support policing, including transformational change and delivery of a representative service

BUSINESS PLAN ACTION

A4 To advocate to secure sufficient funding for policing in Northern Ireland, and to make representations to national pay review bodies to ensure parity with other England & Wales police services

PROGRESS SUMMARY

ACHIEVED

The Board's Resources Committee on 22 June 2023 considered the PSNI Resources Plan for 2023-2024. The NI Executive published a draft budget for 2022-2025 for consultation in December 2021, the PSNI projected a £75m funding gap at the time of publication, when updated for both pay and price inflation the initial estimated funding gap increased to £107m in the Resourcing Plan presented to Committee in June 2023.

Following the identification and implementations of cost saving measures, including a significant reduction in headcount, a reduction in overtime (10% less than the previous year), decisions taken impacting on service delivery and overall effectiveness including reductions in fleet costs (400 vehicles removed), reductions in Estates and IT services and Telecoms, the funding gap was reduced to an estimated £38m.

The Committee did not recommend the PSNI Resource Plan 2023-2024 to the Board for approval because it did not balance and PSNI were unable to further reduce contractual spending. The Board wrote to the Department of Justice and the Northern Ireland Office setting out the funding gap for policing, and the consequences for operational policing and society of such a significant funding gap. The Board continued to lobby with the Department throughout the year, and also met with the Justice Minister in February 2024 and raised the significant difficulties faced by PSNI with the in-year budget allocation. A significant funding injection was provided to PSNI in late February 2024, following the establishment of the NI Executive and associated additional funding provided by the UK Government. The additional funding balanced the budget and spending for the 2023-2024 financial year.

At the Board's Resources Committee on 26 January 2023 a sub-group was formed to take forward the Board's input to the Police Remuneration Review Board (PRRB) process. Following meetings with relevant stakeholders (such as the Police Federation & SANI) the Board's written submission was considered by Resources Committee and recommended to the Board for approval. Following the Board's approval, the submission was forwarded to PRRB on the 20th March 2023.

BUSINESS PLAN ACTION

CONTINUED

A4 To advocate to secure sufficient funding for policing in Northern Ireland, and to make representations to national pay review bodies to ensure parity with other England & Wales police services

PROGRESS SUMMARY

ACHIEVED

The Board Chair, Chief Executive and Director of Resources attended the oral evidence session with PRRB on 17 April 2023. The Board's commitment to parity between the PSNI and police services of England & Wales was noted in both the written submission and oral evidence session.

Throughout the reporting year the Board awaited the release of the 2023-2024 PRRB report by the DoJ whose approval of the recommendations contained in the report had been deferred as DoJ were not in a position to advise that the recommendations were affordable due to the ongoing budgetary uncertainty. In the interim, work progressed towards meeting the deadline for the submission of written evidence to the PRRB regarding their 2024-2025 report. As in previous years, a sub-group of Resources Committee was formed to consider the submission however the development process was made more challenging as a consequence of the previous year's report having not yet been released.

The DoJ released the 9th PRRB report in March 2024 covering the 2023-2024 period. The release of the report meant that the PSNI could give effect to the recommendations and progress the implementation of the pay rise for police officers.

The Board has finalised and submitted its written evidence to the PRRB on 21st March 2024 for their 10th report covering the 2024-2025 period. Both written submissions were considered by the appointed sub-group before the submission was made. Oral representation will be made to both PRRB and SSRB (Senior Salaries Review Board) in April 2024.

CORPORATE PLAN OBJECTIVE B:

To monitor, oversee and assess the performance of the PSNI through the Board and its Committees and ensure the delivery of Human Rights based, community focused policing

BUSINESS PLAN ACTION

B1 Monitor the delivery of the 2023-2024 Performance Plan in line with the 2020-2025 Northern Ireland Policing Plan

PROGRESS SUMMARY

ACHIEVED

Throughout the year monitoring of delivery against the 2023-2024 Performance Plan took place in accordance with the agreed Policing Plan monitoring timetable. A full analysis of the scrutiny undertaken by the Board's Performance, Partnership and Resources Committees during the reporting period can be found in the Policing Plan 2020-25 and Performance Plan 2023-2024 Annual Assessment included elsewhere in this Annual Report at page 39.

During Q1 Board officials worked in partnership with NISRA statisticians to deliver a Policing Plan Survey following which the results were published as official statistics on 28 June 2023 ([Policing Plan Survey 2023 - Statistical Report](#)).

In September 2023 the Performance Plan 2022-23 Annual Assessment was also published ([Policing Plan & Performance Plan Annual Assessment 22-23](#)).

In September 2023 the Policing Plan Review Working Group (PPRWG) 2023-2024 met for the first time to agree its working schedule. This work programme included producing a revised Annual Performance Plan for 2024-2025 which was subsequently published on 29 March 2023 ([Policing Plan 2020-2025 and Annual Performance Plan 2024-2025](#)).

Throughout the year the PPRWG also gave early consideration to the creation of a new 5-year Policing Plan 2025-2030 and this work will be further progressed during the 2024-2025 year with a view to a new Policing Plan being published by 31 March 2025.

CORPORATE PLAN OBJECTIVE B:

To monitor, oversee and assess the performance of the PSNI through the Board and its Committees and ensure the delivery of Human Rights based, community focused policing

BUSINESS PLAN ACTION

B2 Implement a framework to assess PSNI's compliance with the Human Rights Act (1998)

PROGRESS SUMMARY

ACHIEVED

In Q1 the Performance Committee considered and approved two Human Rights reports, the Strip Searching of Children and Young People in PSNI Custody (which contains ten recommendations) and Privacy and Policing (which contains six recommendations). Both reports were subsequently agreed by the Board and published on the Board's website in June and July respectively. Updates on the implementation of the recommendations contained in these reports were received by Performance Committee throughout the year.

In Q2 the terms of reference for the Human Rights Review of Policing and Children and Young People were developed and following consideration by Performance Committee these were subsequently agreed in the final quarter of the year.

The PSNI attended the Performance Committee regularly during the year and provided briefings on a number of areas including Violence Against Women and Girls, the use of Spit and Bite Guards on Children (Members had the opportunity to view Body Worn Video as part of this presentation), Stop and Search and Legacy Investigations Unit. The Committee was also updated on the implementation of the recommendations from a Review of PSNI Professional Standards. Officials from the Police Ombudsman for NI also attended the Committee during Q3 to provide an overview of police complaints and allegations in PSNI.

Other work carried out by the Board's HRA during the reporting period included:

- advice to the Board on matters related to an ongoing Investigatory Powers Tribunal (IPT). This included the preparation of papers and requests for information to be provided by PSNI
- Advice regarding the ToR for the PSNI Data Breach Review
- The HRA and Board officials attended to observe the PSNI Service Accountability Panel to monitor the PSNI's use of force, custody, use of spit and bite guards on children, stop and search and related matters
- The HRA also attended quarterly meetings with the Deputy Chief Constable

Following substantial consideration by the Performance Committee, in March 2024 Members recommended the Board approve the Human Rights Five-Year Review (which also included an Executive Summary and table of Human Rights Recommendations and PSNI responses). This was brought to the April 2024 Board meeting and approved for publication.

CORPORATE PLAN OBJECTIVE B:

To monitor, oversee and assess the performance of the PSNI through the Board and its Committees and ensure the delivery of Human Rights based, community focused policing

BUSINESS PLAN ACTION

B3 Deliver and report on the work of the Board and its Committees

PROGRESS SUMMARY

ACHIEVED

Throughout the 2023-2024 reporting period the Board met on 17 occasions and held 7 meetings in public. The work of the Board has been delivered pursuant to responsibilities detailed in Appendix A of the Board's Standing Orders available to view at [Policing Board Standing Orders](#).

Following on from the Board Induction event in March 2023, in the first quarter of this reporting period the Board considered next steps and emerging themes from the March 2023 session. These themes included an increased focus on advocacy, raising awareness of the role of the Board and convening "conversations with purpose" around issues such as the PSNI Cultural Audit, violence against women and girls, confidence in policing, local policing and PCSPs. In relation to advocacy, and particularly in light of the PSNI's challenging budgetary position and the likely impact on service delivery, significant time was spent on considering how the Board could further support the Chief Constable in securing the additional resources required for policing in NI. Following an appointment process by the DoJ, two new Independent Board Members took up post 1 April 2023.

In May 2023 the Board considered and agreed the Board's Annual Business Plan 2023-2024. In line with the Board's Management Statement and Financial Memorandum (MSFM) this was issued to the DoJ requesting ministerial approval. As noted above, in the absence of a Minister the Plan remained in draft format however following the restoration of the NI Assembly, both the Corporate Plan 2023-2025 and the Annual Business Plan 2023-2024 received Ministerial approval in early April 2024.

Throughout the year the Board was kept updated by way of the Chief Executive's report on matters including but not limited to, the Board's performance against the Annual Business Plan, financial and legal matters pertaining to the Board, Internal Audit updates, Senior Officer issues and ongoing FOI and DPA matters.

In keeping with the usual schedule, the NCA Director General attended the Board meetings in June and December 2023 and participated in the public accountability sessions alongside the Chief Constable.

BUSINESS PLAN ACTION

CONTINUED

B3 Deliver and report on the work of the Board and its Committees**PROGRESS SUMMARY**

ACHIEVED

During the year the Board also considered and where appropriate, agreed recommendations put forward from the Board's Standing Committees. These included for instance, approval of Committee Annual Reports 2022-2023, above delegated authority expenditure requests from PSNI in respect of compensation payments, legal fees and proposed gifts or donations, and approvals of and agreement to publish several key Board reports.

The 2023 summer period was dominated by the PSNI data breach and subsequent events including the Scofield Judgement on the Ormeau Road incident and the resignation of the Chief Constable. These events necessitated the convening of a significant number of special Board meetings to manage the implications of the PSNI data breach (Operation Sanukite) (including consideration of accountability mechanisms to provide assurance to the Board and PSNI officers and staff), consider legal advices provided on matters raised as a result of the resignation of the Chief Constable and progressing an appointment process for first an interim and then substantive new Chief Constable.

In January 2024 the Board convened another 2-day development event which provided Members the opportunity to reflect on events of the previous six months and continue discussions on how the Board can improve its effectiveness going forward. Presentations were also given by the newly appointed Chief Constable, Jon Boutcher on current strategic priorities and by the PSNI Assistant Chief Officer (ACO) for People and Organisational development on the results of the PSNI Cultural Audit and proposed next steps. Members were also briefed by Dr Rick Muir on UK policing developments. Consideration of how to build on the feedback provided throughout the 2-day event will be progressed in the coming months.

Development of the Annual Business Plan 2024-2025 was progressed in early 2024 with the Board agreeing 23 actions to be progressed under the Board's 4 objectives for the second and last year of the current Corporate Plan.

Following the reconstitution of the NI Assembly in early March 2024, a number of political Members left the Board and were replaced by party colleagues. These new Members along with 3 new Independent Board Members appointed with effect from 1 April 2024 will be integrated into the Committee structure with induction plans being brought to the Board early in the new reporting year.

The work of the Board's Committees have been progressed in line with the Terms of Reference for the Standing Committees of the Board available to view at [Terms of Reference of the Standing Committees of the Board | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://www.nipolicingboard.org.uk/terms-of-reference).

BUSINESS PLAN ACTION

CONTINUED

B3 Deliver and report on the work of the Board and its Committees**PROGRESS SUMMARY**

ACHIEVED

During the year all Measures in the Northern Ireland Policing Plan 2020-2025 were monitored by 3 of the Board Committees (Performance, Partnership and Resources) and additionally each of the Board's Committees has taken forward and reported throughout the year on the Business Plan 2023-2024 actions relevant to the respective Committees. Further details on the work of each Committee can be found in the Committee Reports for the period 1 April 2023- 31 March 2024 published on the Board's website [here](#).

Throughout the year the Audit and Risk Assurance Committee (ARAC) has continued to support the work of the Board by progressing various strands of work. These have included recommending Board approval of the Annual Report and Financial Statements for the year ended 31 March 2023, approving a new Internal Audit Charter for 2023-2024, receiving quarterly progress updates on the work of Internal Audit and monitoring progress towards the implementation of any outstanding Internal Audit recommendations. The Committee also gave detailed consideration to the Board's Corporate Risk Register at each meeting and continued to receive regular governance updates in respect of complaints made under the Board's Complaint's Policy, issues raised under the Board's Raising Concerns (Whistleblowing) policy, the Board's Gifts and Hospitality Register, the Board Members' Register of Interests, Fraud, and Direct Award Contracts (DACs). The Committee kept itself informed regarding the various statutory responsibilities and obligations of the Board as the Police Pension Scheme Manager. In December 2023 the Committee received a presentation from the Board's Independent Pensions Advisor and the Police Pension Board Chair attended in March 2024 at which the 5 key risks on the PPB Risk Register were discussed.

In September 2023 Board Members and NIPB senior staff participated in a Risk Management Workshop which resulted in a decision to prioritise a number of next steps in terms of the Board's approach to risk management including a review of the format of the Board's Corporate Risk Register.

Throughout the reporting period the Committee also considered and agreed the Board's updated Risk Management Framework, Raising Concerns and Complaints Handling policies, and the updated Business Continuity and Disaster Recovery Plan, all of which have been revised on foot of internal audit recommendations. In March 2024 the Committee also agreed external Audit's NIPB Audit Strategy for the 2024-2025 year.

At the March 2024 meeting Members considered the results of the Committee Effectiveness Questionnaire and it was agreed a longer session on this item would be scheduled at a future meeting. Further detail regarding this and other work undertaken during the reporting period by the Board's ARAC is detailed within the Committee's Annual Report found [here](#).

CORPORATE PLAN OBJECTIVE C:

To enable local communities, PCSPs and partners to engage in the Board's work and collaborate to deliver policing outcomes

BUSINESS PLAN ACTION

C1 Undertake the process to appoint Independent Members to 11 PCSPs and 4 D/PCSPs following the local government elections in May 2023 and support PCSPs in delivery of local partnership working

PROGRESS SUMMARY

ACHIEVED

In the first half of the year Board officials progressed the implementation of Stage 1 of the PCSP reconstitution process with a focus on wide engagement and outreach work and preparation for the launch of the call for applications on 1 September 2023. A significant number of regional engagement events were held over the period and, in tandem, extensive work was also undertaken in terms of the preparation of application documents, work with the Impartial Assessor, and a targeted consultation with the required stakeholders. The Board's legal counsel also met with DoJ counsel during this period to discuss the ongoing issue of differing legal advice regarding the Code of Practice. Revised legal advice on this issue was considered at a special meeting of the Partnership Committee in July 2023 where it was agreed that Stage 3 of the PCSP appointment process, (relating to appointments based primarily on merit) would be implemented in line with the revised legal advice.

Final PCSP elected members were confirmed by all PCSPs by the end of September 2023 and training for PCSP elected panel members took place on a regional basis across four dates in October 2023.

Applications for the PCSP Appointment process closed on 3 November 2023, however following the Committee's consideration of the number of applications received, extensions to the call for applications were approved and at the conclusion of the process a total of 253 applications were received across the 11 Councils. In the final quarter of the year and following a shortlisting and interview process, the Board's PCSP appointment panel agreed the appointment of PCSP Independent Members for all PCSPs. Due to low candidate numbers in three Councils areas and in Belfast DPCSPs, the Board has approved the progression of a short and bespoke appointment process to generate a reserve list for these areas.

CORPORATE PLAN OBJECTIVE C:

To enable local communities, PCSPs and partners to engage in the Board's work and collaborate to deliver policing outcomes

BUSINESS PLAN ACTION

C2 Assess and enhance the effectiveness of PCSPs through monitoring their compliance with the PCSP Strategic Priorities

PROGRESS SUMMARY**ACHIEVED**

Following consultation with DoJ early in the year the Board agreed that the 1.7% cut applied to the Board's budget would not be applied to PCSPs and that they would receive the same funding as the previous year. Whilst Letters of Offer on this basis were issued toward the end of June, the delay impacted the work of PCSPs in some areas due to the inability to work "at risk". However, Board officials worked closely with PCSPs to expedite implementation of action plans following the issue of the Letters of Offer.

The final expenditure position for 2022-2023 was highlighted as being 99% achieved which is the highest level of expenditure since PCSPs were established.

In early 2024 Action Plans for 2024-2025 were received for all PCSPs, and at the Joint Committee meeting held in March 2024, the Committee agreed that all Plans could be approved.

Throughout the year Board officials provided ongoing support to PCSPs regarding the implementation and delivery against their action plans. In addition, the Board's Internal Audit team undertook a bespoke review of one PCSP and officials continued assurance work to close a previous audit review of another PCSP.

CORPORATE PLAN OBJECTIVE C:

To enable local communities, PCSPs and partners to engage in the Board's work and collaborate to deliver policing outcomes

BUSINESS PLAN ACTION

C3 Deliver a Communications Action Plan

PROGRESS SUMMARY**ACHIEVED**

Early in the year communications support was provided in relation to the launch of a number of key board documents such as the Performance Plan 2023-2024, the Human Rights reviews of the Use of Strip Search on Children and Young People in Police Custody, the Privacy and Policing Report, the drafting and publication of the Board's Annual Report 2022-2023 and the Annual Reports from each of the Board's Standing Committees.

As the year progressed the Communications team offered advice and guidance in relation to a dedicated public Board meeting in July to highlight issues in respect of resourcing and pressures faced as a result of the PSNI budgetary situation and also provided to support around the appointment of PCSP Independent Members and preparation of material for the publication of the ICV Official Statistics Report. Significant media interest was generated following the PSNI data breach and subsequent events including the Scofield Judgement on the Ormeau Rd incident and the resignation of the Chief Constable. Specially convened Board meetings were held regularly at this time and communications/media support was a key element of these meetings.

Throughout quarter three supporting the Chief Executive, Chair and Vice Chair in media management and the progression of the Interim Chief Constable, and Chief Constable appointment processes was a priority area. This included the preparation of a range of briefing material to support the Chair and Vice Chair in media interviews and in preparation for their appearance at the NI Affairs Select Committee.

Keynote speaking events supported in quarter four included an event to mark International Women's Day, the PSNI Problem Solving Awards and the Attestation Ceremony attended by the newly appointed First and deputy First Ministers and the Justice Minister.

Throughout the year speaking notes were prepared on an ongoing basis for both meetings and external events attended by the Chair and Vice Chair, communications advice and guidance was provided to the Chair on a range of key policing issues including resourcing in PSNI and other issues likely to cause reputational damage to the PSNI and/or the Board. The communications team provided ongoing support in terms of the publication of key Board documents.

BUSINESS PLAN ACTION

CONTINUED

C3 Deliver a Communications Action Plan**PROGRESS SUMMARY****ACHIEVED**

In addition to those referenced above these included a FAQ document for Police Pensions and Injury Branch (PPIB), material to support the Community Policing Survey, the Board's response to the HMICFRS Assessment, the Annual Policing Plan and Performance Plan, and the Board's Corporate Plan 2023-2025. In addition, the Communications team has continued to manage and develop the Board's social media channels with content highlighting key areas of the Board's role and work and produce multiple editions of the Board's ezine Policing Matters. Accessibility audits have also been completed on both the Board and the PCSP websites and recommendations made in these audits will now be progressed.

CORPORATE PLAN OBJECTIVE C:

To enable local communities, PCSPs and partners to engage in the Board's work and collaborate to deliver policing outcomes

BUSINESS PLAN ACTION

C4 Deliver a Programme of Engagement to support the Board's Outcomes and Objectives

PROGRESS SUMMARY

ACHIEVED

During the year Board Members and Officials hosted stands at the Balmoral Show in May 2023, Belfast Pride in July 2023, and the Belfast Mela Festival in August 2023. The Board also had stand at Queen's University Belfast (QUB) as part of their Volunteering and Wellbeing Fair. These events provided the opportunity to raise awareness of the Board and provide the public with information on the upcoming PCSP Recruitment campaign for Independent Members and to promote the Board's Community Policing Survey.

The Independent Custody Visitor (ICV) rolling recruitment campaign progressed throughout the year and as at year end and, subject to the satisfactory completion of Counter Terrorism Checks (CTC), the scheme will have a total of 25 active volunteers. During the year the Board received notification of re-accreditation with Investing in Volunteers (IiV). The Board was also awarded a further accreditation under the Independent Custody Visiting Association's (ICVA) Quality Assurance Framework (QAF). The Board's Annual volunteers Conference was held in early November where Volunteers had the opportunity to avail of further training and to take the opportunity to discuss and explain their role with Board Members.

Board Officials worked in partnership with PSNI to establish a Custody Scrutiny Panel in relation to the strip searching of children and young people in custody. This panel included two volunteers from the ICV scheme. An induction session was held in January, with the first formal panel held in February 2024. In addition, Engagement Branch delivered four training sessions in relation to the role and purpose of the Independent Custody Visitors scheme to new and existing PSNI Custody Staff. Board officials delivered refresher training to all ICVs in March 2024.

Throughout the year Board Members and officials attended a number of PSNI Reflective Engagement and Listening (REaL) Events. These included with the Catholic Nationalist Republican (CNR) Community in August 2023, with the Ethnic Minority Community in September 2023, with youth representatives in October 2023 and with Faith Based groups and the LGBTQIA+ Community (both in November 2023). Engagement with the Protestant Unionist Loyalist (PUL) Community and the Ethnic Minority Community both took place in early 2024.

BUSINESS PLAN ACTION**CONTINUED****C4 Deliver a Programme of Engagement to support the Board's Outcomes and Objectives****PROGRESS SUMMARY****ACHIEVED**

A number of Policing Board and PCSP Information events were held during the reporting period which were to promote the PCSP Recruitment campaign and to provide the public with information on the work and role of the PCSPs. These included a bespoke session jointly arranged with Disability Action.

In April 2023 Board Officials held an Engagement Strategy workshop to review and finalise the Board's strategy for 2023-2025 and establish the engagement priorities for the next two years. In June 2023, the Strategy was approved by the Board to issue for public consultation. This concluded in September 2023 following which the Board's Engagement Strategy 2023-2025 was approved and published during quarter 3 of the reporting period.

Engagement Activities also Board Members and officials participating in a visit to Derry/Londonderry which included a tour of the new Waterside Custody Suite, followed by a visit to the PSNI Strand Road station. In February 2024 Board Members met with representatives from the PSNI "Your Voice Forum" in February 2024 which provided an opportunity to engage with the forum members and seek their views on the findings and recommendations from the Independent Data Breach Report. Board Members attended a briefing on the work of the Paramilitary Crime Task Force (PCTF) at PSNI Grosvenor Road in February 2024 and in the same month also attended the Problem Solving in Partnership Awards ceremony which was delivered by PSNI in partnership with the Board, at the Harbour Commissioners Office, Belfast.

CORPORATE PLAN OBJECTIVE D:

To deliver independent, fair and transparent processes for former and serving officers in line with Police Pension, Injury Benefit and Appeal legislation

BUSINESS PLAN ACTION

D1 Scope and procure a third-party supplier to assist with the development of bespoke revised guidance to Selected Medical Practitioners and Independent Medical Referees

PROGRESS SUMMARY

ACHIEVED

Early in the 2023-2024 year a tender was launched with a view to procuring assistance with the development of bespoke revised guidance to Selected Medical Practitioners (SMPs) and Independent Medical Referees (IMRs). The tender closed towards the end of May 2023 and unfortunately, no bids were received to undertake the work. The Chief Executive explored next steps with CPD and it was decided, given the time pressures surrounding this project, that a Direct Award Contract (DAC) should be explored with an applicable contractor. CAPITA were identified as possible applicable contractor to undertake a 2-3 week scoping exercise to establish the requirements of the project. CAPITA agreed and following completion of the scoping work, their findings were presented to Board and DoJ officials in July 2023.

Board officials and DoJ colleagues discussed next steps in terms of affordability and timescales for delivery however, the DoJ indicated that there is not currently any budgetary cover to progress this project.

In tandem with the above referenced work, work with the DoJ has also been progressed throughout the year to place the Joint Guidance to medical practitioners on a statutory footing. A consultation regarding this was launched by the DoJ on 6 November 2023 and closed on 5 January 2024. A draft NIPB consultation response was considered by the Resources Committee at the November and December 2023 meetings and following approval at the December meeting, the response was submitted to the DoJ on 19 December 2023. PPIB officials have been advised by DoJ that the Joint Guidance document is due to be placed on a statutory footing following Justice Committee approval in May 2024.

CORPORATE PLAN OBJECTIVE D:

To deliver independent, fair and transparent processes for former and serving officers in line with Police Pension, Injury Benefit and Appeal legislation

BUSINESS PLAN ACTION

D2 To progress and implement all statutory commitments as they relate to the processing of Injury on Duty award assessments and discharging the Board's responsibilities as Police Pension Scheme Manager (to include giving effect to new/updated legislation where applicable throughout the reporting period)

PROGRESS SUMMARY

ACHIEVED

Work continued throughout the year with key stakeholders in relation to progressing the recommendations made by the NIAO further to their March 2020 report on Injury on Duty Schemes in NI. A draft document was inputted to by all stakeholders and the Sub and Steering Groups (led by DoJ) met regularly to review progress. Board Officials received correspondence from the Justice Minister in March 2024 confirming DoJ's intention to launch the targeted IOD consultation at the end of this reporting period (March 2024) for a period of 12 weeks.

In relation to the McCloud Remedy, which included undertaking work for the McCloud III Health Retirement Reassessment Project, work was progressed throughout the year with Police Pensions & Injury Benefit branch (PPIB) progressing the necessary correspondence and reassessments in line with NPCC guidance. As at year end just under 33 cases remain for reassessment. Officials have noted to Members that this project has presented a significant, tangible pressure with no further funding made available to the Board to service these assessments. As a consequence, the completion of this work has impacted on the other work of the branch in terms of the processing of IHRs and IODs throughout the reporting period.

A Frequently Asked Questions (FAQ) information document relating to Injury on Duty (IOD) awards was developed throughout the year with input from the Boards legal advisors. Following agreement by Resources Committee this document will now be published on the Boards website for information. Work in relation to SMP recruitment has also been progressed and will launch on the Boards website at the end of March/early April 2024. This recruitment will continue to be advertised on the Boards website to allow for a rolling submission process.

CORPORATE PLAN OBJECTIVE D:

To deliver independent, fair and transparent processes for former and serving officers in line with Police Pension, Injury Benefit and Appeal legislation

BUSINESS PLAN ACTION

D3 Continue to progress all PATs in accordance with the Regulations and engage with Department of Justice and PSNI regarding guidance/policy matters

PROGRESS SUMMARY

ACHIEVED

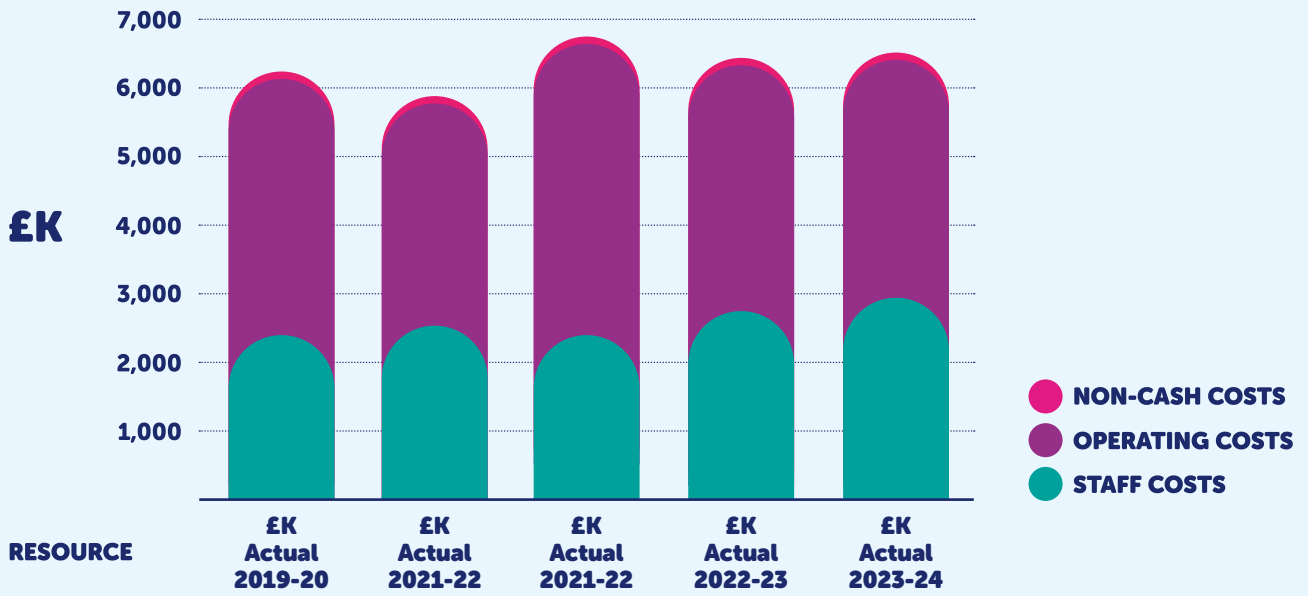
Throughout the year Police Appeals Tribunals have continued to be progressed in line with the relevant misconduct regulations. The year end position is that 5 new PAT cases have been received since April 2023 with another six carried over from 2022, one from 2021 and another from 2018 both remain live. This means a total of 13 cases were live in 2023-2024. Five hearings were held over the year, three appeals were upheld and two were dismissed. Two Regulation 12 decisions were made to dismiss appeals and one resulted in a Judicial Review, which was subsequently dismissed on all counts at court. Four of the appeals were dismissed and to date we have one case in Stay, pending the outcome at Criminal Trial and another listed for hearing in May 2024. No PATs have been received in the new reporting year to date.

Board officials have stayed informed on the numbers and outcomes of misconduct cases being progressed by PSNI PSD. In addition, a policy is being developed to consider the possibility of multiple officer hearings and legal advice from CSO is currently awaited on this.

Long Term Expenditure Trends

Performance Budget

Chart 1 shows the final budget allocation for each of the years 2019-2020 to 2023-2024, and how this budget was split.

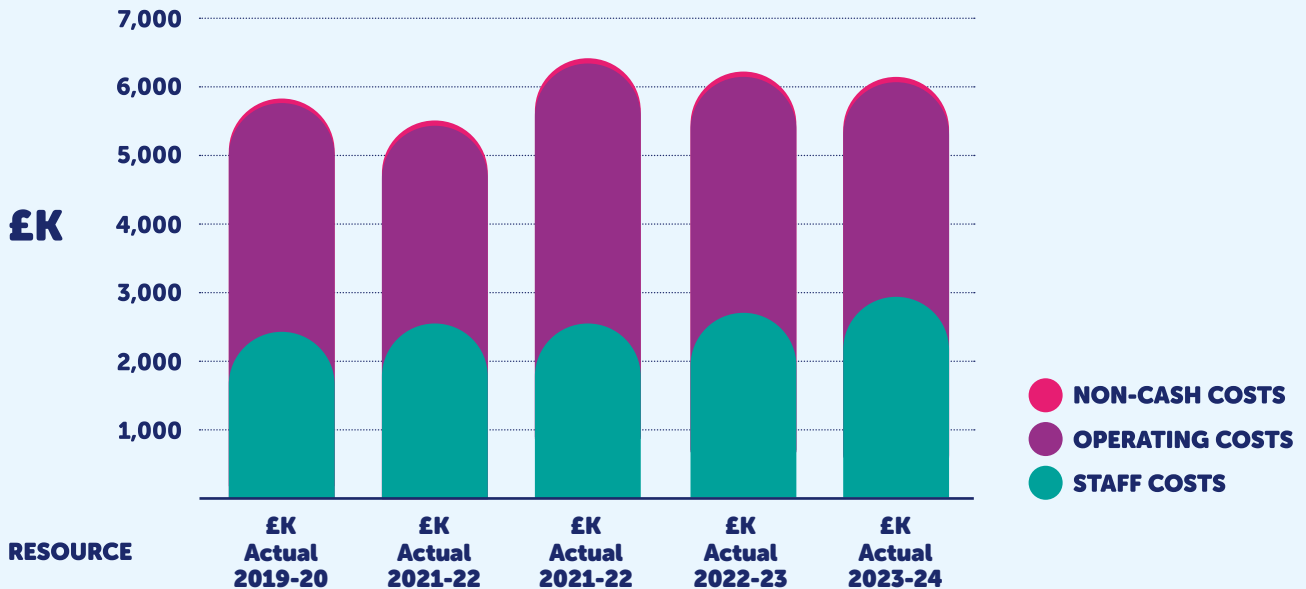


The budgets for the periods 2019-20 to 2023-2024 were one-year allocations. In the year 2019-2020 additional funding of £375k was obtained to accommodate the recruitment of independent members to PCSPs and the increase to employer pension contributions. In 2020-2021 additional funding of £116k was allocated to assist with inflationary pressures and in 2021-2022 additional funding of £447k was allocated to cover dilapidation costs associated with the relocation from Waterside Tower to James House. In 2022-2023 a further £189k was allocated to fund inflationary and utilities pressures and in 2023-2024 we received £115k contribution from DoJ in respect of the recruitment of independent members to PCSPs and Independent Medical Referee reviews. Following the reconvening of the Assembly, the DoJ advised the NIPB on 22 February that it would receive an additional £205k to be used in the 2023-2024 financial year.

Performance Expenditure

The chart below shows details of NIPB expenditure patterns across the period 2019-2020 to 2023-2024.

Chart 2: Resource DEL Expenditure 2019-2020 to 2023-2024



Results for the 2023-2024 Financial Year

The Statement of Comprehensive Net Expenditure is set out on page 166 and shows a Resource DEL deficit for the year of £5.9m. The Total Resource DEL budget allocation available for 2023-2024 was £6.4m. This includes £0.2m received on 22 February 2024 which had not been requested following the reconvening of the Assembly, which was to be used in the 2023-2024 financial year. The NIPB immediately advised DoJ of its inability to use the funding due to the timing of receipt and the funds were reallocated against other pressures at Departmental level. The DEL expenditure against this budget during the financial year of £6.1m, resulting in a reported underspend of under £0.3m.

2024-2025 Financial Year

Following the written statement from the Minister of Finance to the Assembly on 25 April 2024, the Budget 2024-25 allocation was issued to the Department of Justice (DoJ). Following this the Chief Executive was advised on 21 May 2024 of her draft Non-ringfenced Resource DEL Opening Budget allocation and 2024-25 final Opening Budget allocations for Capital DEL, Ringfenced Resource DEL and Annually Managed Expenditure (AME).

2024-25 Draft Opening Budget	£k
Non-ringfenced Resource DEL – Draft Opening Budget	6,398
Capital DEL	5
Annually Managed Expenditure (AME)	1,800
Ringfenced Resource DEL – Final Opening Budget	50

The current allocation in relation to Resource DEL budgets for the financial year 2024-25 represents a £412k increase (6.9%). Allowing for pay and supplier inflation this represents a real increase of 4.6% (£275k).

The NIPB has approximately £355k of pressures. It is presently unable to fund £80k of these pressures from the 2024-25 budget allocation: As a result, the financial year 2024-25 will be challenging for the Board to deliver normal statutory responsibilities due to the unfunded pressures.

Freedom of Information

Through the Freedom of Information Act 2000 (FoIA) the public have the right to request information from the Board. During the period 1 April 2023 to 31 March 2024, the Board received 80 requests for information.

The Board responded to 69% of these requests within regulatory timeframes. This compares to 62% in the 2022-2023 period. The delay in responding to requests outside of timeframes was as a result of operational and staffing pressures across the organisation. This is an issue that the Board keeps under constant review.

Complaints

The Policing Board values the opportunity to engage with the public in respect of handling complaints as this can assist in improving its service to the public and can also offer a form of remedy in instances where our customers feel dissatisfied with the service provided. The Board's Complaints Policy is consistent with complaints handling across the Public Sector in Northern Ireland and can be accessed on our website.

During the 2023-2024 year no new complaints were progressed under the Board's Complaints Policy. The Board's Complaints Policy was subject to an Internal Audit review during the 2023-2024 reporting period and the audit noted that the NIPB Complaints Policy closely follows NIPSO guidance which identifies seven key elements to comply with best practice. Internal Audit concluded an overall Satisfactory opinion with only one Priority 3 recommendation made relating to the diagrammatic representation of the process for complaint handling within the Board and its placement within the policy.

This recommendation was accepted by management and the revised policy document was considered and agreed by the ARAC at its meeting in March 2024. [The updated policy is available on the Board website.](#)

Environmental Issues

The Board operates a number of effective schemes in relation to its environmental policy, including:

- Recycling dry office waste products, printer cartridges, plastic and aluminium
- Reducing energy consumption through a range of measures (such as motion activated lighting and automated heating systems)

In implementing these schemes the Board has reduced its costs and the environmental impact of the organisation.

Carbon Reduction Scheme

The Board does not exceed the threshold of 6,000 MWh per year and is therefore not required under law to report on carbon emissions and purchase carbon allowances.



**ANNUAL
ASSESSMENT**

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

**& ANNUAL
PERFORMANCE
PLAN
2023-24**

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

The Northern Ireland Policing Plan 2020-2025 and Annual Performance Plan 2022-2023

was agreed by the Board at its meeting of 1 April 2021. The Policing Plan outlines three Outcomes that the Board want policing to deliver for the people of Northern Ireland:



1

**WE HAVE
A SAFE
COMMUNITY**



2

**WE HAVE
CONFIDENCE
IN POLICING**



3

**WE HAVE ENGAGED
AND SUPPORTIVE
COMMUNITIES**

The Annual Performance Plan 2023-2024 included nine Indicators and sixteen Measures which were used to quantify the progress towards achieving the Outcomes. The Outcomes, Indicators and Measures are collectively provided on page 43.

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

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

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

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

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

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

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

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

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

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

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

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

OUTCOME 1: WE HAVE A SAFE COMMUNITY

INDICATOR	MEASURES 2024/25
1.1 FEWER REPEAT VICTIMS OF CRIME	1.1 Repeat victimisation rate and report on initiatives and their impact to support repeat victims with a focus on victims of Domestic Abuse, Child Sexual Abuse and Exploitation (CSAE) and Hate Crime in 2024/25.
1.2 FEWER REPEAT OFFENDERS OF CRIME	1.2.1 Repeat offending rate and report on initiatives and their impact to reduce repeat offenders with a focus on Domestic Abuse in 2024/25. 1.2.2 Through activity which has a minor, moderate and major impact, reduce the capacity and capability of Organised Crime Groups (OCGs) and paramilitary organisations to engage in criminal activity.
1.3 PEOPLE IN ALL COMMUNITIES FEEL SAFE	1.3.1 Number of people in Northern Ireland who feel unsafe/very unsafe in their local area, in their local high street, town centre and in their own home at night. 1.3.2 Rate of places repeatedly victimised.
1.4 CRIME RATES AND TRENDS SHOWCASE AN EFFECTIVE POLICE RESPONSE	1.4.1 Benchmark PSNI crime rates against previous rates and other similar police services. 1.4.2 Demonstrate progress against the Violence Against Women and Girls Strategy and Action Plan.

OUTCOME 2: WE HAVE CONFIDENCE IN POLICING

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

OUTCOME 3: WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES

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

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

OUTCOME ONE: WE HAVE A SAFE COMMUNITY

INDICATOR 1.1:

Fewer repeat victims of crime.

MEASURE 1.1.1:

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

PERFORMANCE COMMITTEE:

8 June 2023

PSNI OBA REPORT CARDS:

M1.1.1

IMPACTS UPDATE

Are there fewer repeat victims of crime?

- The PSNI reported in June 2023 that the **repeat victimisation¹ rate** of all crime at 31/03/2023 was 17.7%, there were 10,630 repeat victims of crime incidents which is a reduction from the figures reported as at 31/03/2022 which was 10,761 (17.8%). The number of repeat victims and repeat victimisation rate has **reduced** against the baseline
- Of this 39.3% of crime was experienced by repeat victims as at 31/03/2023, which is also a slight **reduction** when compared to 31/03/2022 when the percentage was 39.4%

Initiatives to Continuously Improve Performance

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

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

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

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

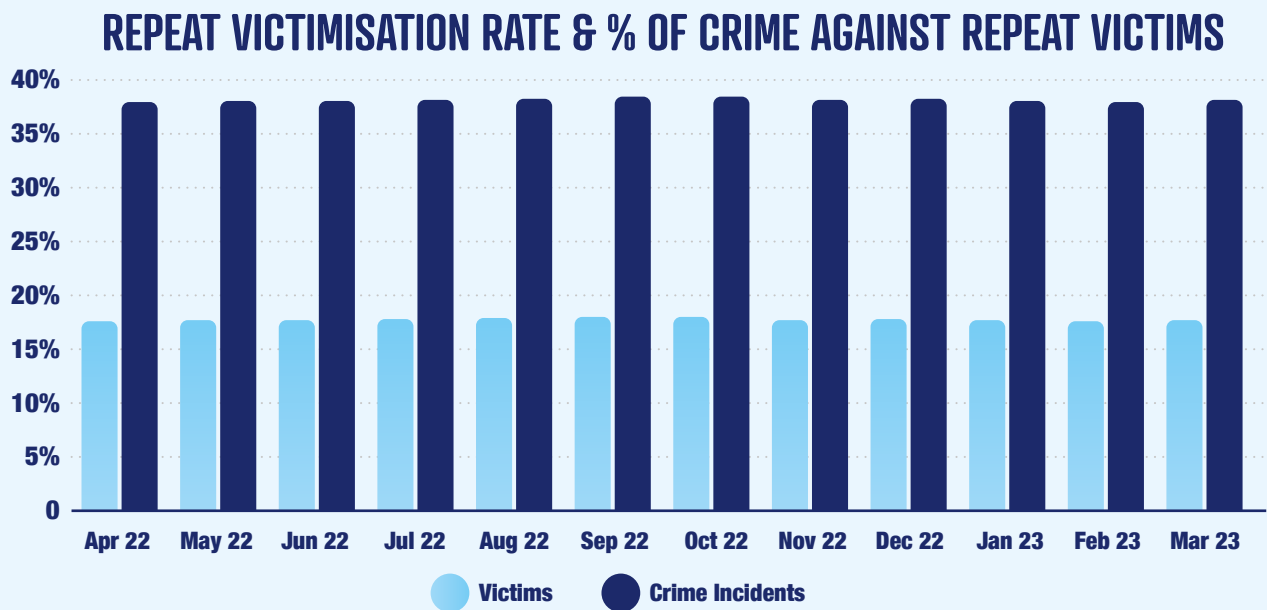
8 June 2023

PSNI OBA REPORT CARD:

M1.1.1

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

Figure 1



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

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

(I) DOMESTIC VIOLENCE AND ABUSE

PERFORMANCE COMMITTEE:

8 June 2023

PSNI OBA REPORT CARDS:

M 1.1.1

IMPACTS UPDATE

Are there fewer repeat victims of crime?

- PSNI reported in June 2023 that, '*...repeat victims² of domestic abuse reduced in 2022-2023 by 92 to 5,624, these account for 48.7% (16,759) of all domestically motivated occurrences and is also a reduction of 0.5% or 388 occurrences when compared to the 2021-2022 financial year.*' The repeat victimisation rate has **reduced** slightly to 24.1%

Initiatives to Continuously Improve Performance

- Following the introduction of the Domestic Abuse & Civil Proceedings Act (NI) 2021 and the Protection from Stalking Act (NI) 2022 the PSNI highlight that '*...there has been a significant focus on quality assurance and development of CPD, alongside preparation for new legislative provisions under the Justice (SOTV) Act (NI) 2022*' A new initiative commenced in September 2023, a district training programme, the aim to focus on the learning of Year 1 of the new domestic abuse offence, which will focus on the impact of children in domestic abuse relationships and aggravators for prosecution
- ASSIST NI³ is in Year 2 of service provision and continues to provide advocacy services to victims of domestic and sexual abuse, support has been provided to 812 victims, including 100 children
- Since the launch of '*Operation Encompass*' there has been referrals in respect of 3,480 children following 1,858 qualifying domestic abuse incidents

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

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

(II) CHILD SEXUAL ABUSE AND EXPLOITATION (CSAE)

PERFORMANCE COMMITTEE:

8 June 2023

PSNI OBA REPORT CARDS:

M 1.1.1

IMPACTS UPDATE

Are there fewer repeat victims of crime?

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

Initiatives to Continuously Improve Performance

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

(III) HATE CRIME

PERFORMANCE COMMITTEE:

8 June 2023

PSNI OBA REPORT CARDS:

M1.1.1

IMPACTS UPDATE

Are there fewer repeat victims of crime?

- The PSNI report that in the twelve months to the 31/03/2023 there were 2,170 repeat victims⁴ of which 185 (39.8%) were repeat victims
- The repeat victimisation rate has **risen** in the Racist, Transgender Identity, and Disability categories. There have been reductions in the Sectarian, Sexual Orientation and Religious categories (**Figure 2**)

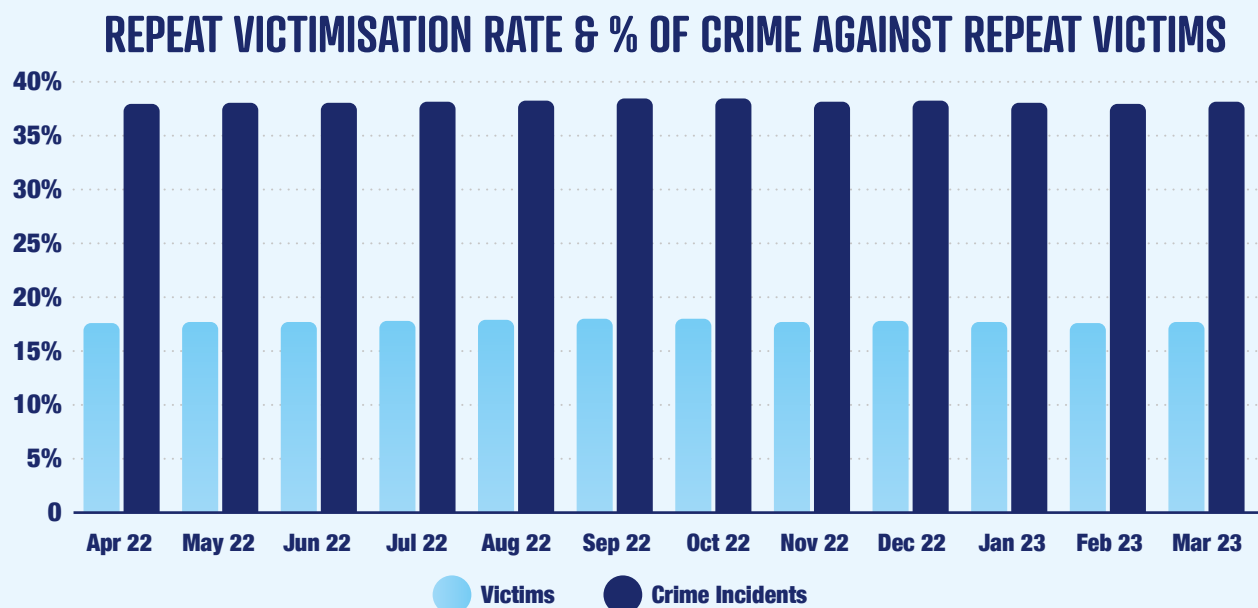
Initiatives to Continuously Improve Performance

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

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

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

Figure 2



BOARD ASSESSMENT OF MEASURE 1.1.1

IMPACT - ARE THERE FEWER REPEAT VICTIMS OF CRIME?

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

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

RAG Status (31/03/2024)

Partially Achieved

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

INDICATOR 1.2:

Fewer repeat offenders of crime.

MEASURE 1.2.1:

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

IMPACTS UPDATE

Are there fewer repeat offenders of crime?

- The PSNI reported that as at 31/10/2023 there were 3,659 (21.9%) repeat offenders⁵ of all crime, this is a **slight increase** when compared to 31/03/2022 figure which was 3,341 (21.5%)
- As at 31/10/2023 the percentage of crime committed by Repeat Offenders was 46.5%, this is a **slight increase** when compared to 31/03/2023 figure which was 46.7%
- The repeat offending rate as can be seen is consistently varying between 20.9% and 22.1% throughout the last calendar year
- As at 30/09/23 there were 6,151 (30.3%) repeat offenders of Domestic Abuse crimes and incidents, this is an **increase** when compared to 25/10/2022 figure which was 5,924 (29.9%)

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

14 December 2023

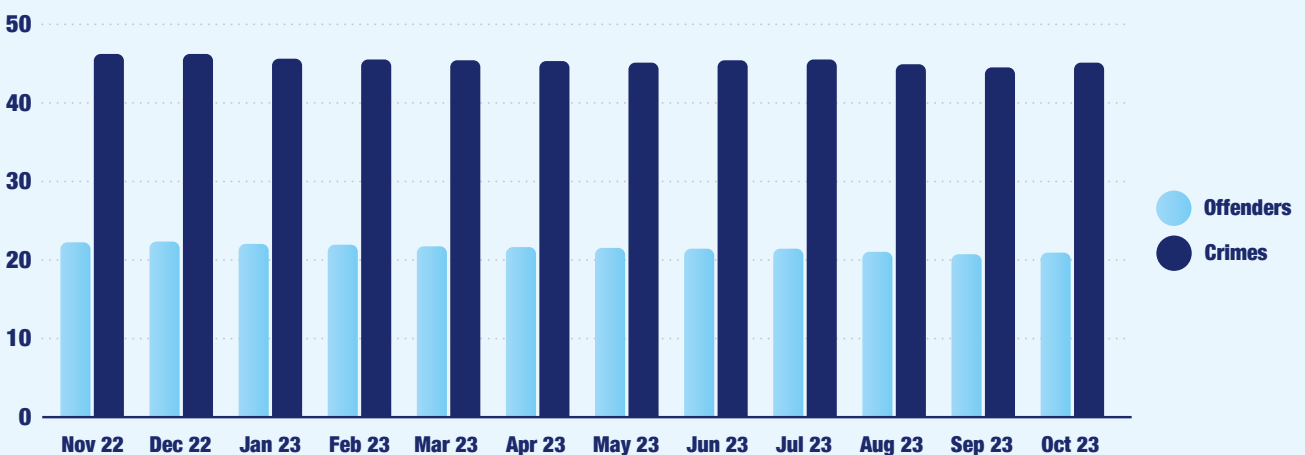
PSNI OBA REPORT CARDS:

M1.2.1

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

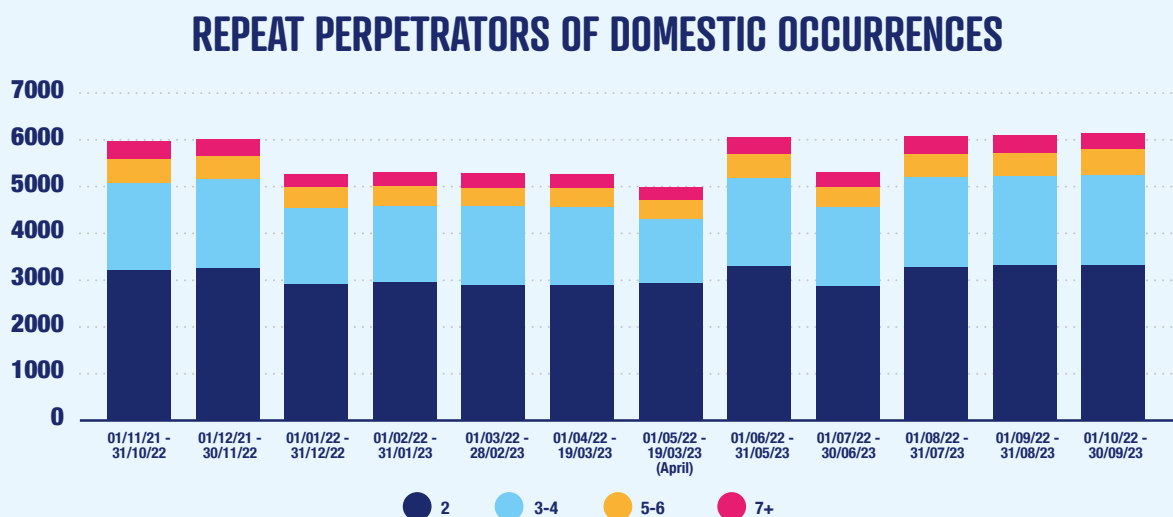
Figure 3

REPEAT OFFENDING RATE & PERCENTAGE OF CRIME BY REPEAT OFFENDERS



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

Figure 4



BOARD ASSESSMENT OF MEASURE 1.2.1

IMPACT – ARE THERE FEWER REPEAT OFFENDERS OF CRIME?

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

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

RAG Status (31/03/2024)

Not Achieved

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

INDICATOR 1.2:

Fewer repeat offenders of crime.

MEASURE 1.2.2:

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

IMPACTS UPDATE

Are there fewer repeat offenders of crime?

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

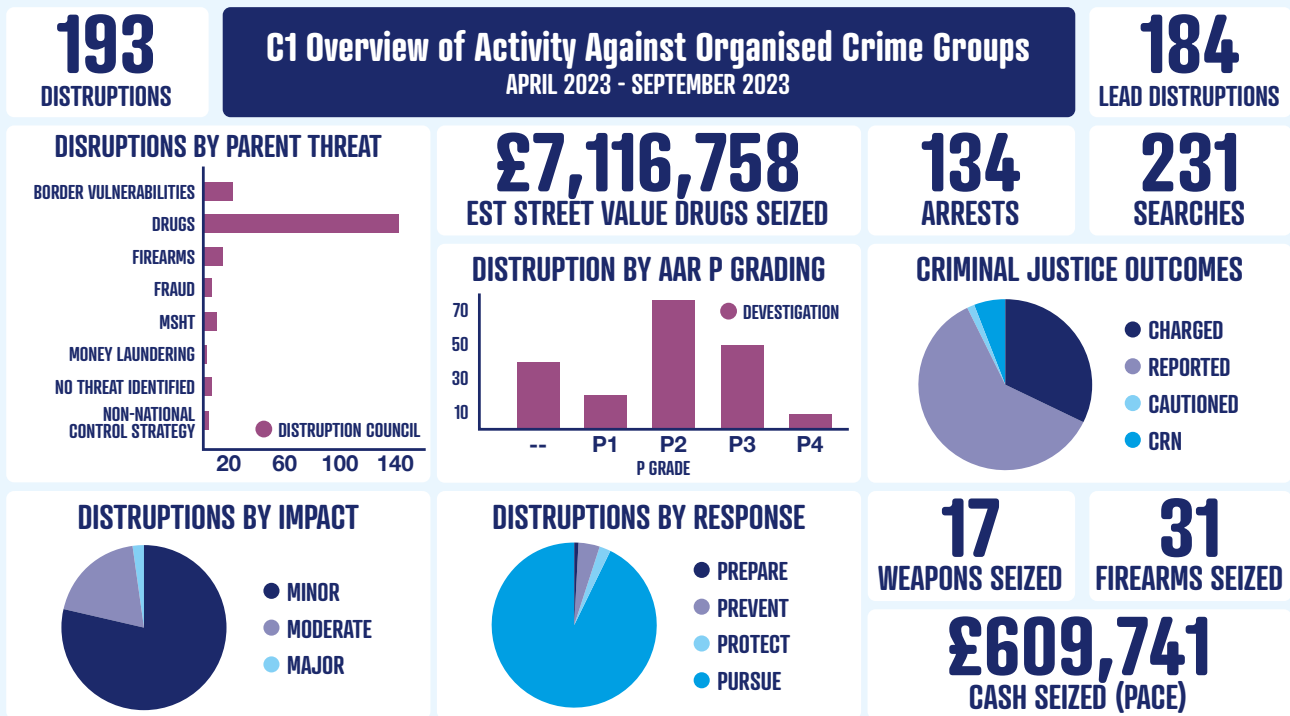
11 May 2023 & 9 November 2023

PSNI OBA REPORT CARDS:

M1.2.2

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

Figure 5



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

During the period 1 April 2023 – 30 September 2023

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

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

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

Figure 6

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

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

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

BOARD ASSESSMENT OF MEASURE 1.2.2

IMPACT – ARE THERE FEWER REPEAT OFFENDERS OF CRIME?

RAG Status (31/03/2024)

Partially Achieved

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

INDICATOR 1.3:

People in all communities feel safe.

MEASURE 1.3.1:

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

IMPACTS UPDATE

Are people in all communities feeling safer?

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

16 November 2023

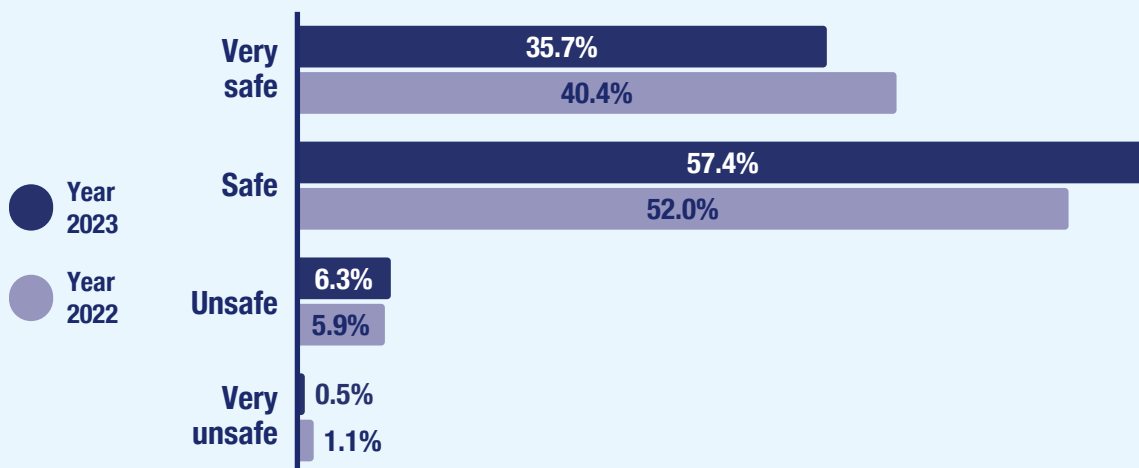
PSNI OBA REPORT CARD:

M1.3.1 & M 1.3.2

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

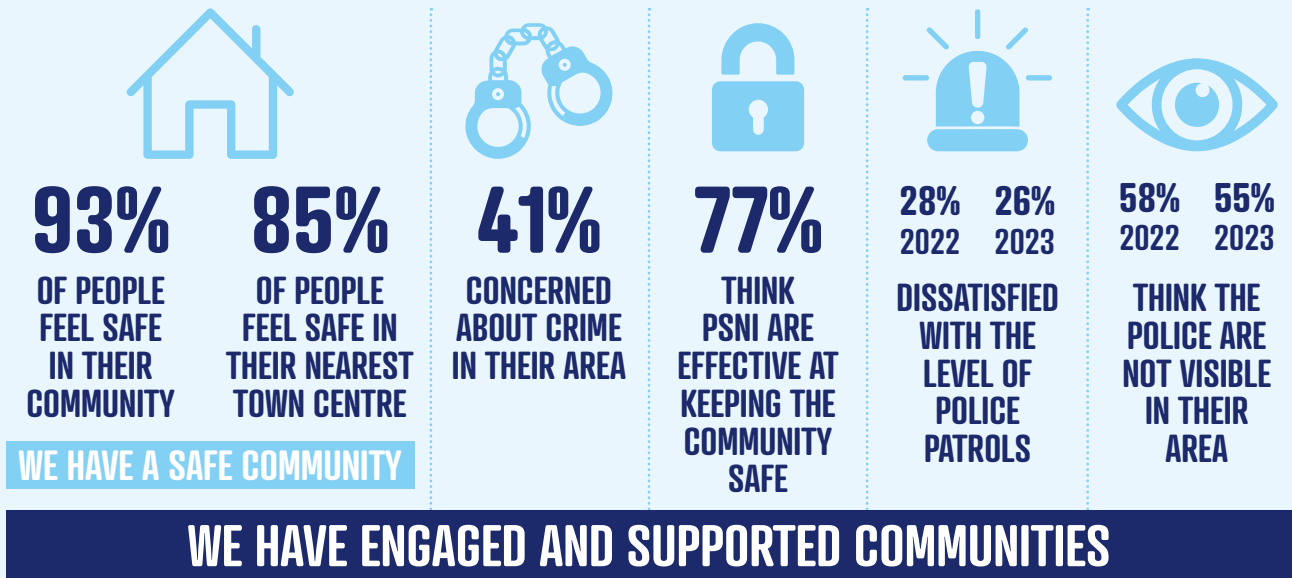
Statistics provided from the new Northern Ireland Policing Plan Survey 2023 (NIPPS) suggest that most respondents felt safe in their community and believed that the police were doing an effective job in keeping their community safe. Specifically, 93.1% of respondents reported feeling either very safe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

Figure 7 Feeling safe in local community – 2022 and 2023



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

Figure 8



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

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

Figure 9:

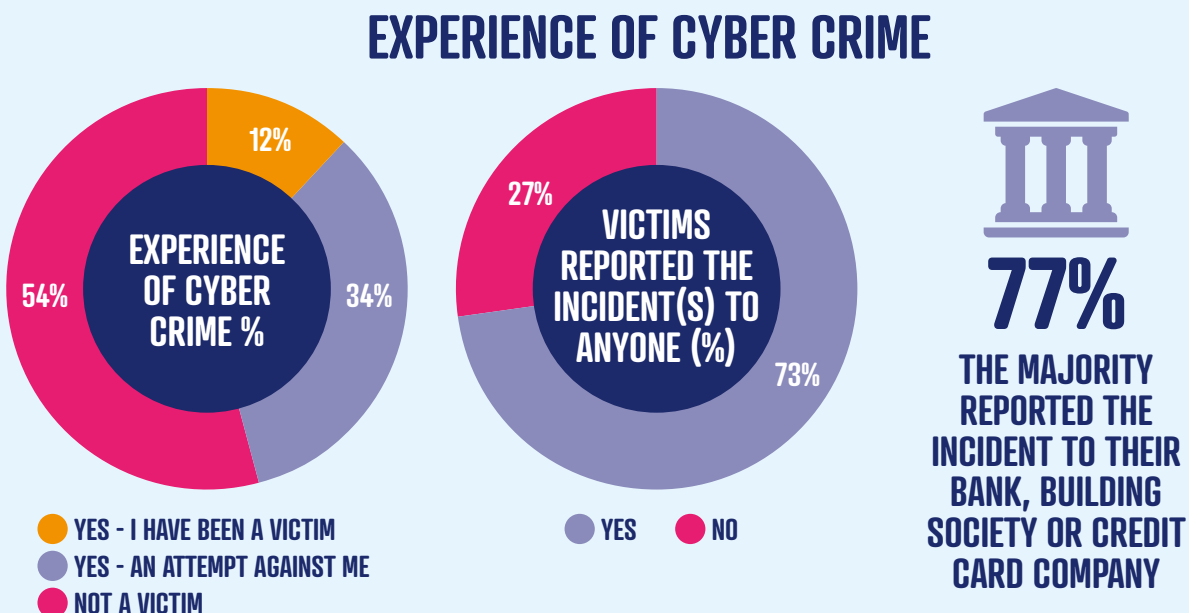
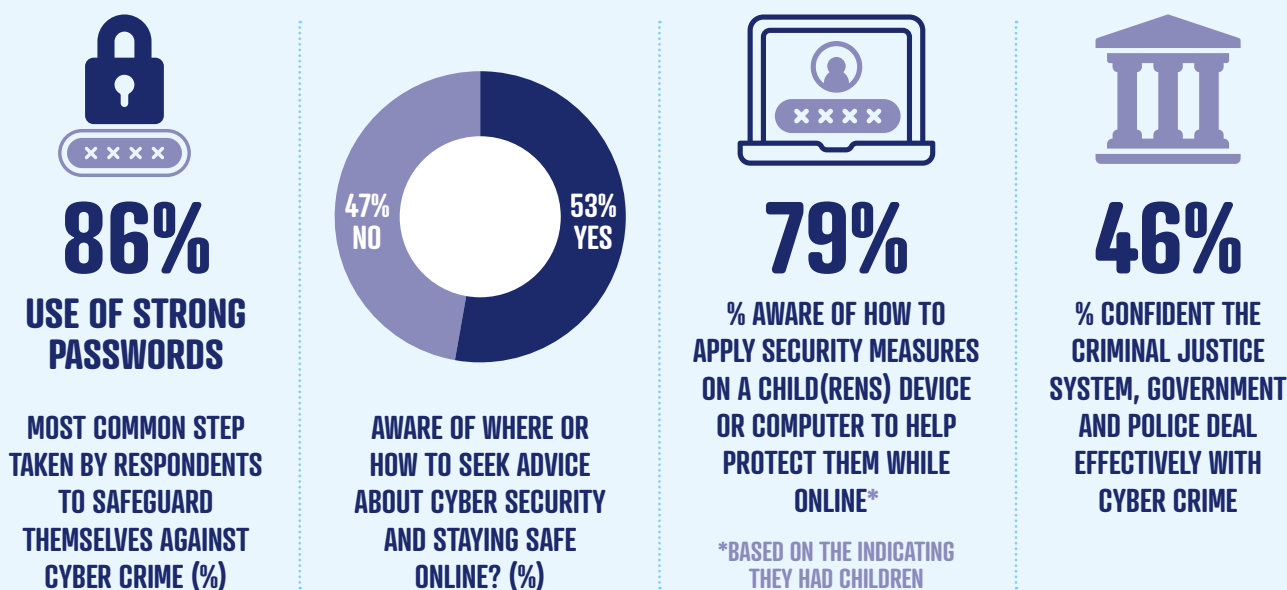


Figure 10:



BOARD ASSESSMENT OF MEASURE 1.3.1

IMPACT – ARE PEOPLE IN ALL COMMUNITIES FEELING SAFER?

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

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

RAG Status (31/03/2024)

Partially Achieved

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

INDICATOR 1.3:

People in all communities feel safe

MEASURE 1.3.2:

Rate of places repeatedly victimised;

IMPACTS UPDATE

Are people in all communities feeling safer?

As of 14th September 2023:

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

Initiatives to Continuously Improve Performance

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

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

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

16 November 2023

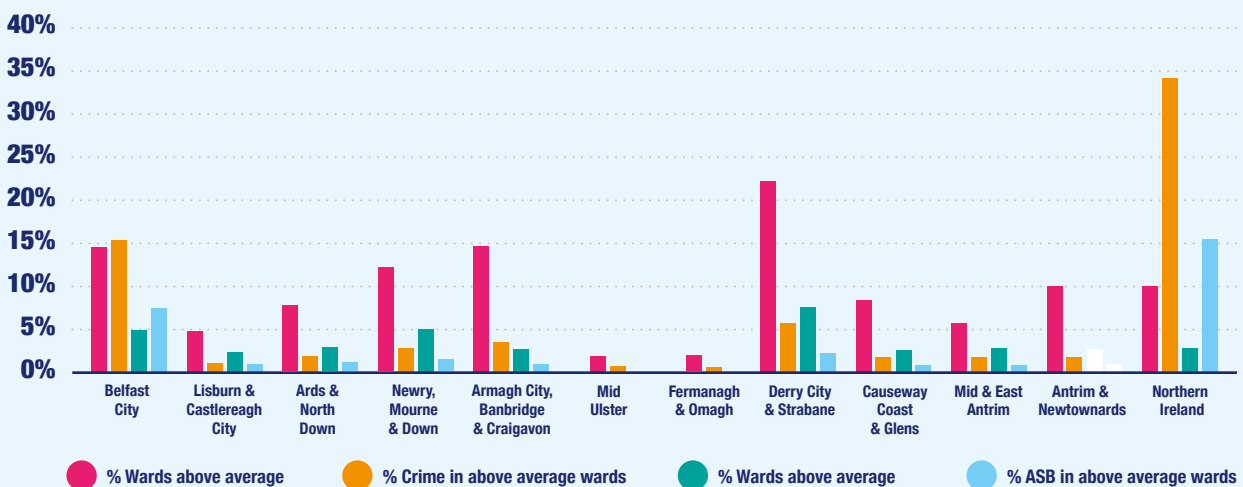
PSNI OBA REPORT CARD:

M1.3.1 & M 1.3.2

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

Figure 11

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



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

BOARD ASSESSMENT OF MEASURE 1.3.2

IMPACT – ARE PEOPLE IN ALL COMMUNITIES FEELING SAFER?

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

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

RAG Status (31/03/2024)

Partially Achieved

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

INDICATOR 1.4:

Crime rates and trends showcase an effective police response.

MEASURE 1.4.1:

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

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

- In the rolling 365 from 14 December 2022 – 13 December 2023, the crime rate was 56.1 crimes per 1,000 of the population, a reduction of 2.3%. Part of the reductions are as a result of the revised population figures as well as the decreases in recorded crime. The increase in recorded crime compared to the baseline was 2.3%
- In the rolling 365 from 14 December 2022 – 13 December 2023, the Anti-Social Behaviour (ASB) rate was 25.7 per 1,000, a reduction of 5.6%. Part of the reductions are as a result of the revised population figures as well as the decreases in ASB. The decrease in ASB compared to the baseline was 16.5%
- All crime rates have **increased** against the baseline, only victim-based crime, crime against older people and crime against men has shown a **decrease** against the baseline
- Northern Ireland has the **second lowest** crime rate of our Most Similar Forces (MSFs)⁶, - 58.4 per 1,000 population⁷, although similar to Devon and Cornwall (57.7)
- Northern Ireland is consistently at the **lower** end of the range amongst our MSFs and below the England and Wales average for all categories, except criminal damage and drug offences. It could therefore be concluded that the community in Northern Ireland could be safer than these other areas. However, the nature and type of crime needs to be taken into account with the levels of violent and sexual offences and similarly with the domestic abuse rates, the level of crime against children and the number of Violence Against Women being recorded. Feeling safe is linked to perception and confidence in policing

Initiatives to Continuously Improve Performance

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

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

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

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

14 September 2023

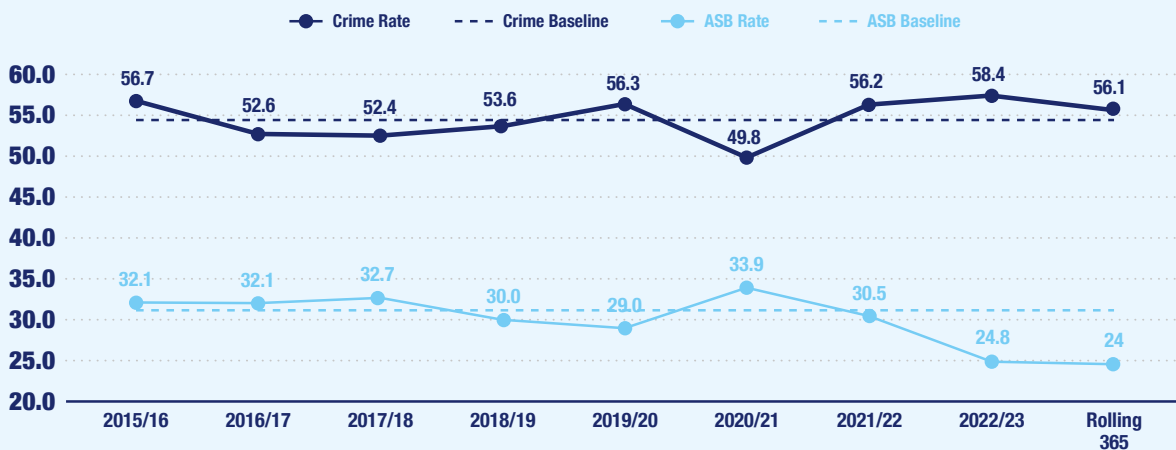
PSNI OBA REPORT CARD:

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

In order to complete a comparative analysis of UK and PSNI crime rates, the Home Office determined seven comparable Services⁸ or MSFs for England and Wales. As illustrated in **Figure 12** below, ‘Recorded Crime and ASB rates per 1,000 population 2015-2016 – 2022-2023’ the graph shows the recorded crime and ASB rates per 1,000 population against their baselines (five-year averages) for the last eight financial years. There has been a slight reduction in the recorded crime rate since the end of 2022-2023 and a slight increase in the ASB rate per 1,000 population. Part of the reductions are as a result of the revised population figures as well as the decreases in recorded crime and ASB. Compared to our most similar forces and the England and Wales average we had the second lowest recorded crime rate in 2022-2023.

Figure 12

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

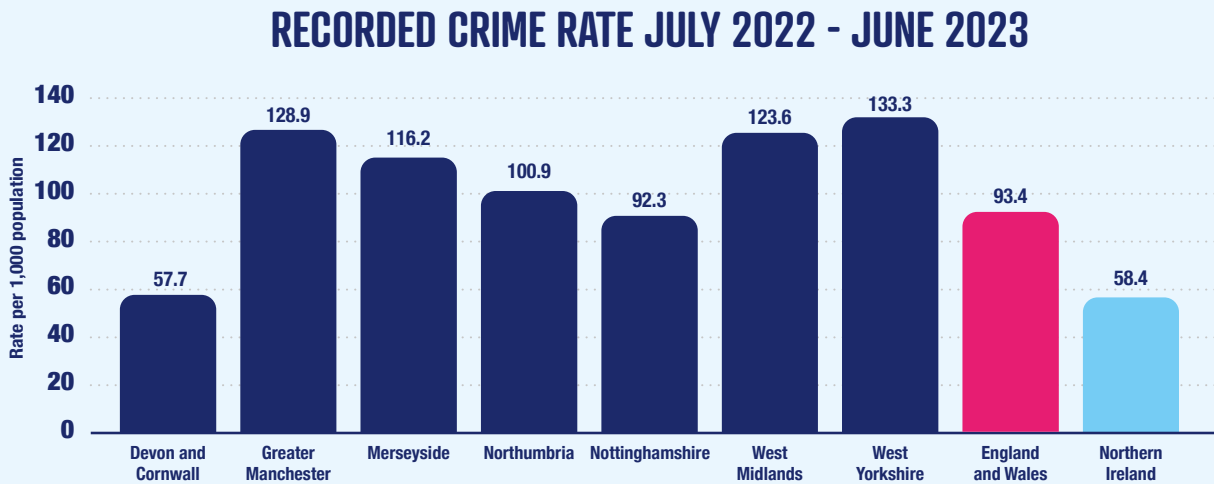


As illustrated in **Figure 13** below, ‘Recorded Crime Rate July 2022 – June 2023’ Northern Ireland has the second lowest crime rate of the MSFs at 58.4 (as of June 2023). In comparison, the crime rate for England and Wales was 93.4 crimes per 1,000 population. Both the Northern Ireland and the England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

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

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

Figure 13



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

Figure 14

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

BOARD ASSESSMENT OF MEASURE 1.4.1

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

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

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

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

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

RAG Status (31/03/2023)

Achieved

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

INDICATOR 1.4:

Crime rates and trends showcase an effective police response.

MEASURE 1.4.2:

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

IMPACTS UPDATE

- In the rolling 365 days to the 10 January 2024 there were 24,282 offences recorded which match the criteria of a VAWG⁹ offence. This is a **reduction** of 12% on the previous 365 day period and a reduction of 25,870 (23.5%) from last reporting
- VAWG crime accounts for 22.9% of all recorded crime, a **reduction** from 23.5% since last reporting
- There are 3,266 repeat victims of VAWG offences, a slight **reduction** from 3,354 since last reporting
- The repeat victimisation rate of VAWG offences is 18.6%, a slight **reduction** from 18.7% since last reporting
- There are 432 repeat VAWG offenders, a slight **reduction** from 482 since last reporting
- There are 11.1% of repeat offenders of VAWG offences, a **reduction** from 12.2% since last reporting

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

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

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

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

Initiatives to Continuously Improve Performance

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

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

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

12 October 2023 and 8 February 2024

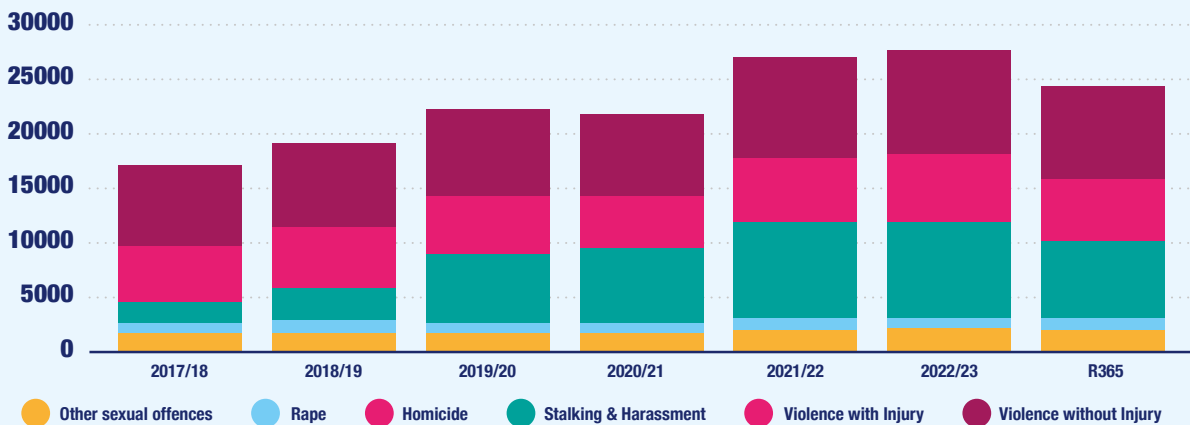
PSNI OBA REPORT CARD:

M1.4.2

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

Figure 15

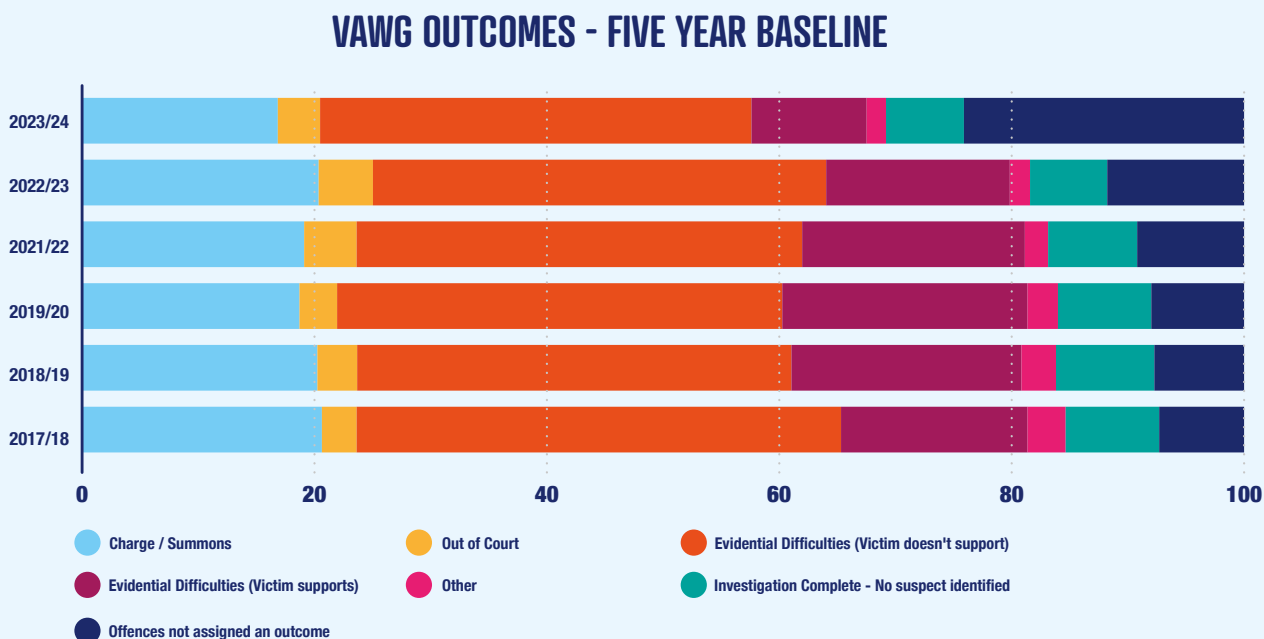
VAWG TRENDS - 2017/18 TO DATE



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

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

Figure 16



BOARD ASSESSMENT OF MEASURE 1.4.2

IMPACT – IS THE COMMUNITY SAFER IN RELATION TO VAWG?

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

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

RAG Status (31/03/2024)

Partially Achieved

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

OUTCOME TWO – WE HAVE CONFIDENCE IN POLICING

INDICATOR 2.1:

The level of public confidence in policing.

MEASURE 2.1.1:

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

IMPACTS UPDATE

Is there improved confidence in policing?

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

19 October 2023

PSNI OBA REPORT CARD:

M2.1.1

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

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

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

Figure 17

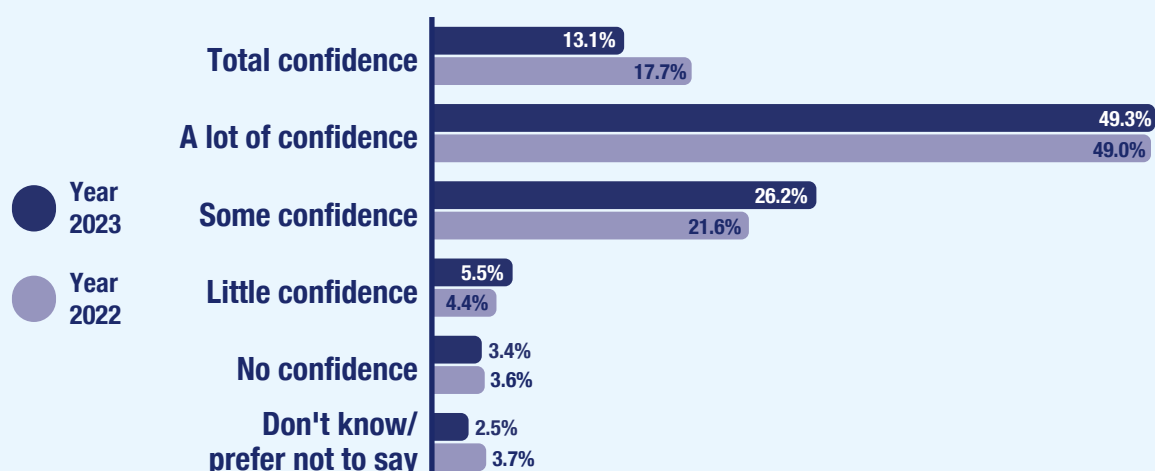
Confidence in the Local Police and Engagement

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

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

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

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



BOARD ASSESSMENT OF MEASURE 2.1.1

IMPACT – IS THERE IMPROVED CONFIDENCE IN POLICING?

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

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

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

RAG Status (31/03/2024)

Not Achieved

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

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

INDICATOR 2.1:

The level of public confidence in policing.

MEASURE 2.1.2:

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

IMPACTS UPDATE**Is there improved confidence in policing?**

- 151 Discipline Branch investigations (including shadowed¹⁰) compared to 95 in 2021-2022
- 32 officers have faced misconduct hearings throughout 2022-2023, compared to 27 in 2021-2022, with two officers appearing at one hearing as hearings can include multiple officers
- 1,028 breaches of the Code of Ethics have been recorded, compared to 456 in 2021-2022. For clarification, this reflects the numbers of incidents opened on NICHE during this time period. It is important to note that each incident opened could have multiple breaches and could involve two or more officers. Professional Standards Department (PSD) are currently unable to quantify the total number of breaches of the Code of Ethics due to limitations of the IT infrastructure
- There have been no investigations under the whistleblowing policy
- The number of conduct cases has **increased** since 2020, there were 100 cases in 2023 compared to 80 in 2022
- There were 151 new investigations instigated throughout 2022-2023, an increase from 95 (59%) in the previous 12 months and is also 33.5% **higher** than the previous three-year average of 113
- As of June 2023, there were 49 live Anti-Corruption investigations, this is a **reduction** from 50 in 2022
- The number of suspensions has **increased** from 2021-2022 to 2022-2023; the average for April 2021 – May 2023 was 41.7, compared to 56 on 04/06/2023;
- The number of repositioning's have **increased** between the previous two financial years, the average for April 2021 – May 2023 was 57.1, compared to 62 on 04/06/2023

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

14 September 2023

PSNI OBA REPORT CARD:

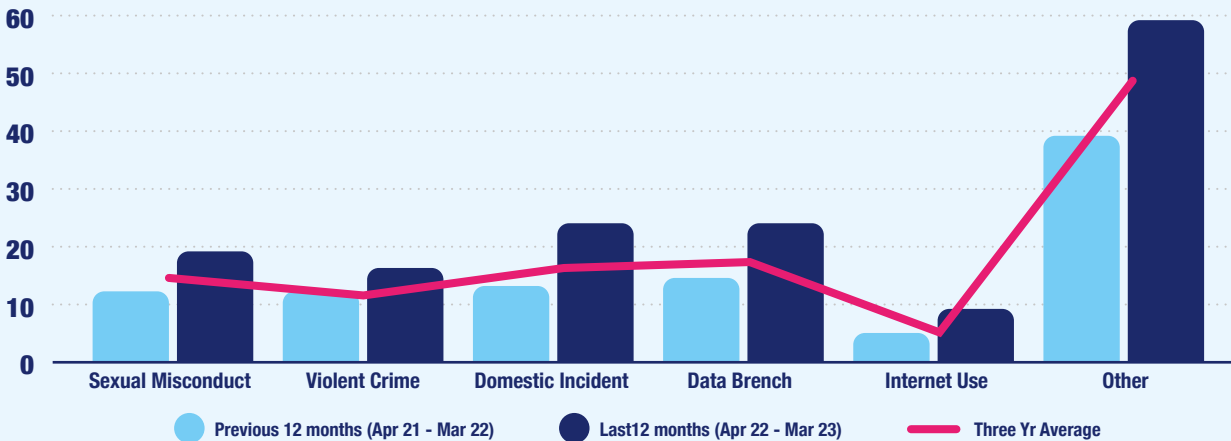
M2.1.2

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

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

Figure 19

TOP FIVE TRENDING CATEGORIES



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

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

Figure 20

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

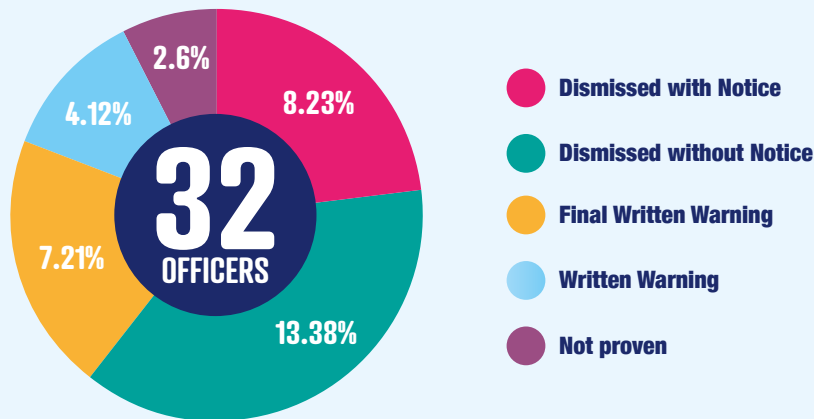


Figure 21

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

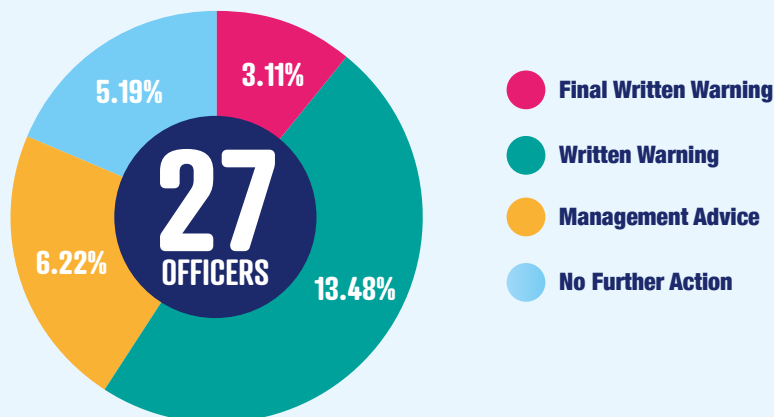
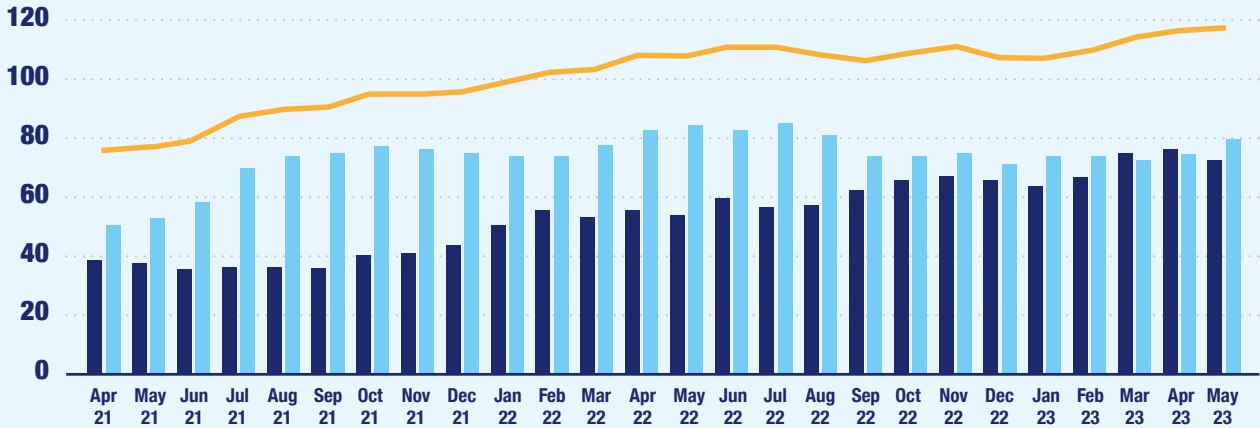


Figure 22 shows Duty status restrictions have been increasing for the last two years and the current figure of 118 is a record high. Whilst increases in repositioning have been more modest, suspensions have more than doubled since April 2021 and in both March 23 and April 23.

Figure 22

TOTAL OFFICERS SUSPENDED OR REPOSITIONED



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

Figure 23

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

BOARD ASSESSMENT OF MEASURE 2.1.2

IMPACT – IS THERE IMPROVED PUBLIC CONFIDENCE IN POLICING?

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

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

RAG Status (31/03/2024)

Partially Achieved

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

INDICATOR 2.1:**The level of public confidence in policing.****MEASURE 2.1.3:****Report on the levels of 999 (emergency) and 101 (priority) call response.****IMPACTS UPDATE**

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

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

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

19 October 2023 & 21 March 2024

PSNI OBA REPORT CARD:

M2.1.3

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

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

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

Figure 24

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

¹¹ SLA targets for PSNI for emergency calls (15 mins) and priority calls (1 hour)

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

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

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

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

Figure 25

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

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

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

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

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

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

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

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

RAG Status (baseline)

Partially Achieved

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

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

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

INDICATOR 2.2:

The level of satisfaction with the service received.

MEASURE 2.2.1:

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

IMPACTS UPDATE

Is there improved satisfaction in policing?

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

Initiatives to Continuously Improve Performance

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

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

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

25 May 2023 & 18 January 2024

PSNI OBA REPORT CARD:

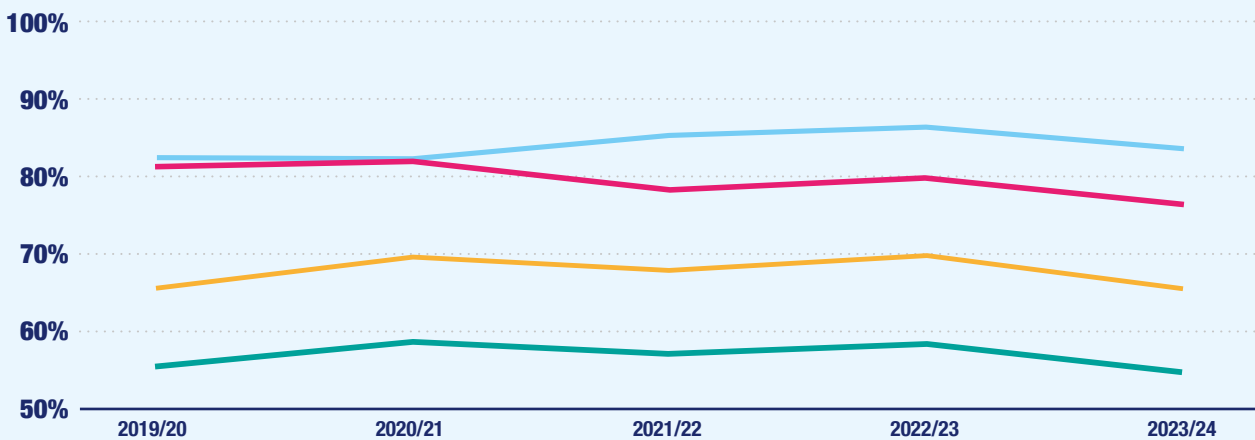
M2.2.1

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

Figure 26

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

VICTIM SATISFACTION SURVEY: APRIL - OCTOBER 23



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

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

Figure 27

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

Is there improved satisfaction in policing?

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

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

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

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

BOARD ASSESSMENT OF MEASURE 2.2.1

IMPACT – IS THERE IMPROVED SATISFACTION IN POLICING?

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

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

RAG Status (baseline)

Not Achieved

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

INDICATOR 2.3:

The representativeness of the police service.

MEASURE 2.3.1:

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

IMPACTS UPDATE**Is there improved representativeness of the police service?**

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

RESOURCES COMMITTEE:

22 June 2023 and 19 December 2023

PSNI OBA REPORT CARD:

M2.3.1

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

Recruitment

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

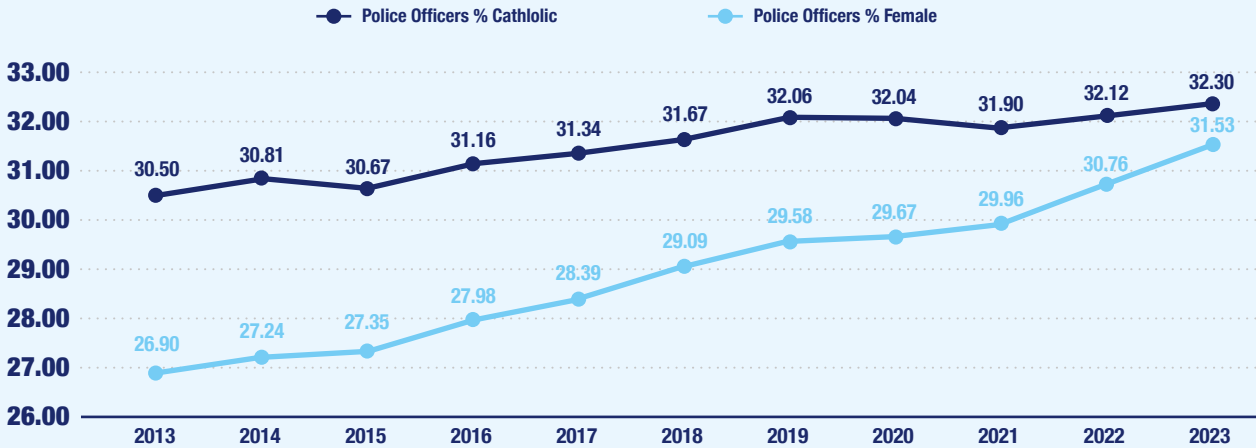
From 1st April – 30th June 2023 there were 83 Student Officers appointed, as well as 35 police staff appointments being progressed. Of the 83 Student Officer appointments: 25.3% were Catholic (above 2020 merit list figure: 24.7%), 36.1% were female (below 2020 merit list figure: 42.5%), 6% were from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

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

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

Figure 28

2013 TO 2023 POLICE OFFICER COMMUNITY BACKGROUND AND GENDER



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

Figure 29

2013 TO 2023 POLICE STAFF COMMUNITY BACKGROUND AND GENDER



Progression

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

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

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

Figure 30

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

Figure 31

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

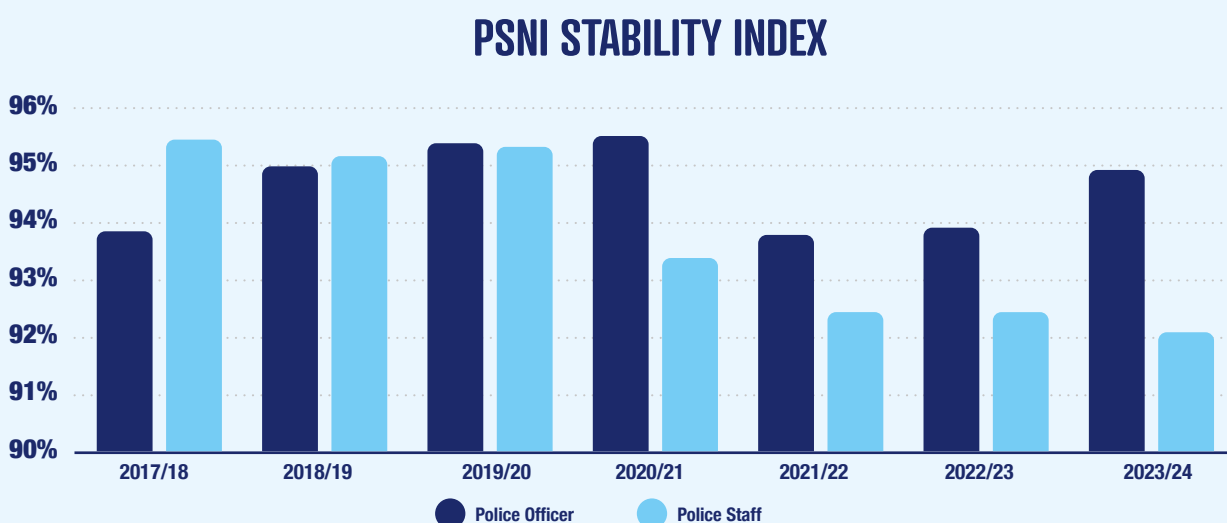
Prepared by Workforce Planning, HR, People & Organisational Development, PSNI

The PSNI additionally supplied statistical data on the representation of police officers and police staff from ethnic minorities, with disabilities, and/or from LGBTQ+ communities. The PSNI have acknowledged that community background, ethnicity and gender representation is not reflective of the 2021 Northern Ireland Census¹² and will need to take additional steps to address this issue in the future.

Retention

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

Figure 32



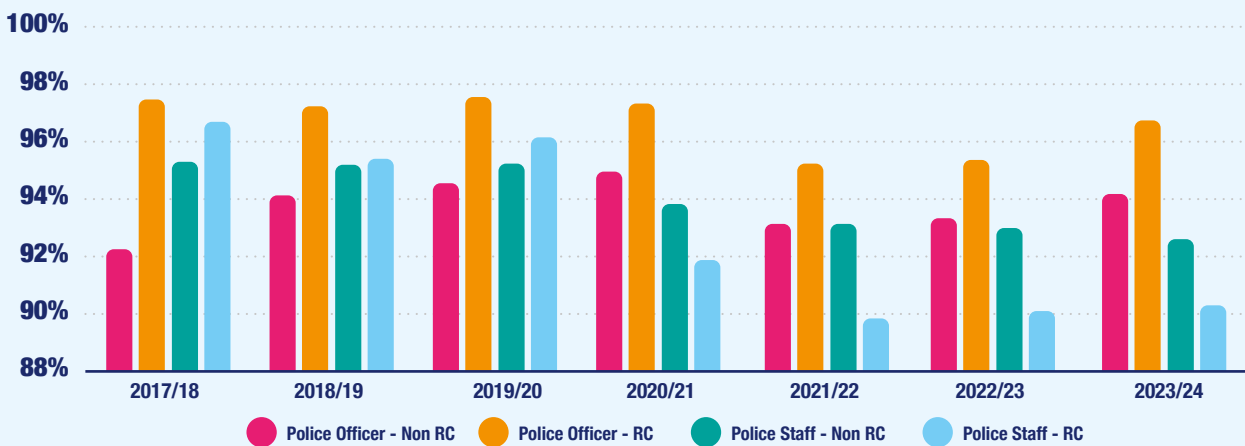
12 Northern Ireland Statistics and Research Agency [https://www.nisra.gov.uk/statistics/Census_2021_main_statistics_for_Northern_Ireland_\(phase_1\)_Northern_Ireland_Statistics_and_Research_Agency_\(nisra.gov.uk\)](https://www.nisra.gov.uk/statistics/Census_2021_main_statistics_for_Northern_Ireland_(phase_1)_Northern_Ireland_Statistics_and_Research_Agency_(nisra.gov.uk))

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

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

Figure 33

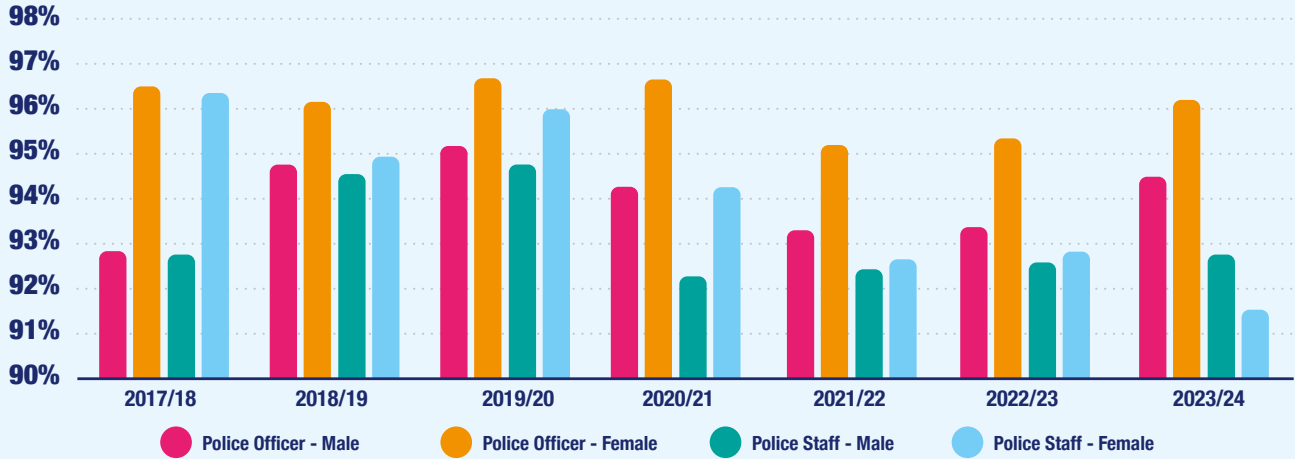
COMMUNITY BACKGROUND STABILITY INDEX



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

Figure 34

GENDER STABILITY INDEX

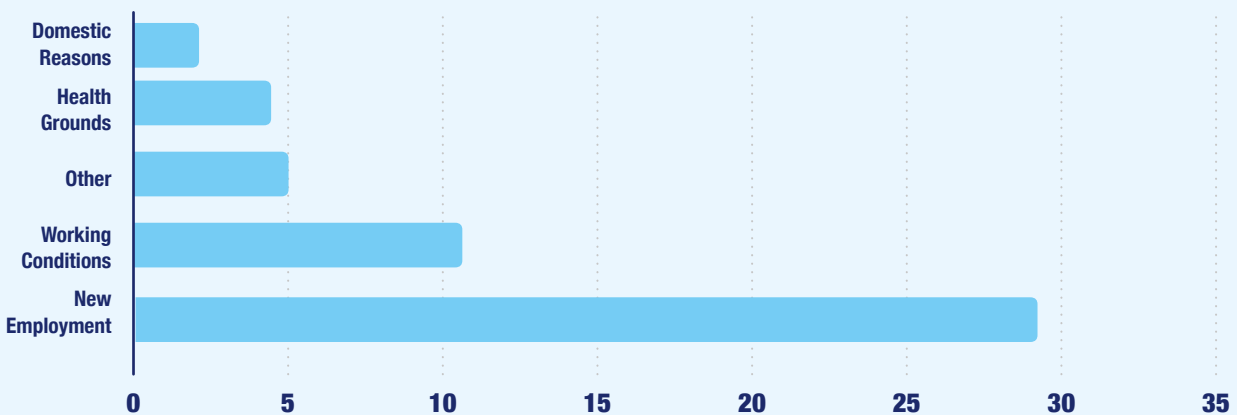


The retention of police officers with less than three years’ service has increased from 93.8% to 95.6%. This is a welcome increase as this figure had dropped to 92.6% in 2021-2022 but this has improved over the last 2 years.

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

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

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



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

Figure 36

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

BOARD ASSESSMENT OF MEASURE 2.3.1

IMPACT – IS THERE IMPROVED REPRESENTATIVENESS OF THE POLICE SERVICE?

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

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

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

BOARD ASSESSMENT OF MEASURE 2.3.1

IMPACT – IS THERE IMPROVED REPRESENTATIVENESS OF THE POLICE SERVICE?

RAG Status (31/03/2024)

Partially Achieved

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

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

INDICATOR 2.4:

Delivery of effective crime outcomes.

MEASURE 2.4.1:

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

IMPACTS UPDATE

Is there improved delivery of effective crime outcomes?

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

Initiatives to Continuously Improve Performance

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

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

BOARD SCRUTINY OF PERFORMANCE

PERFORMANCE COMMITTEE:

8 September 2023

PSNI OBA REPORT CARD:

M2.4.1

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

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

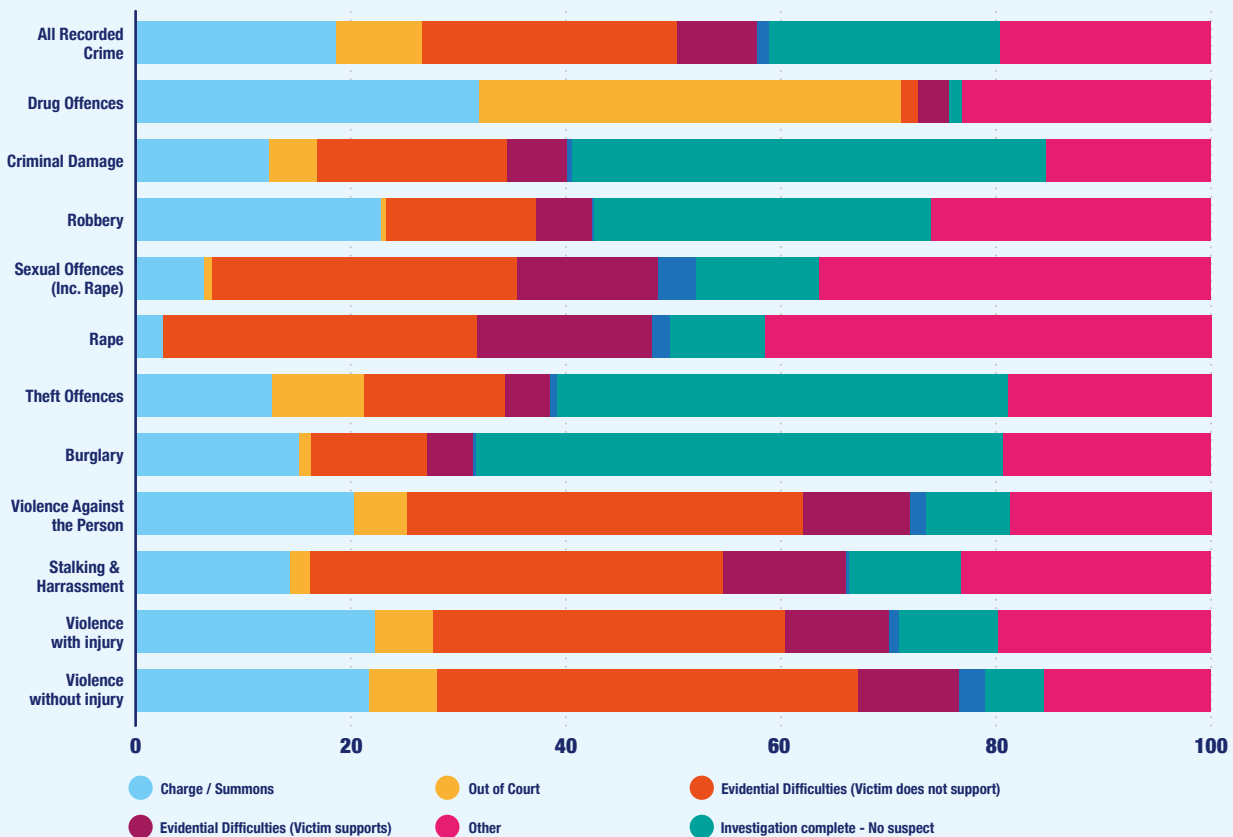
Figure 37

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

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

Figure 38

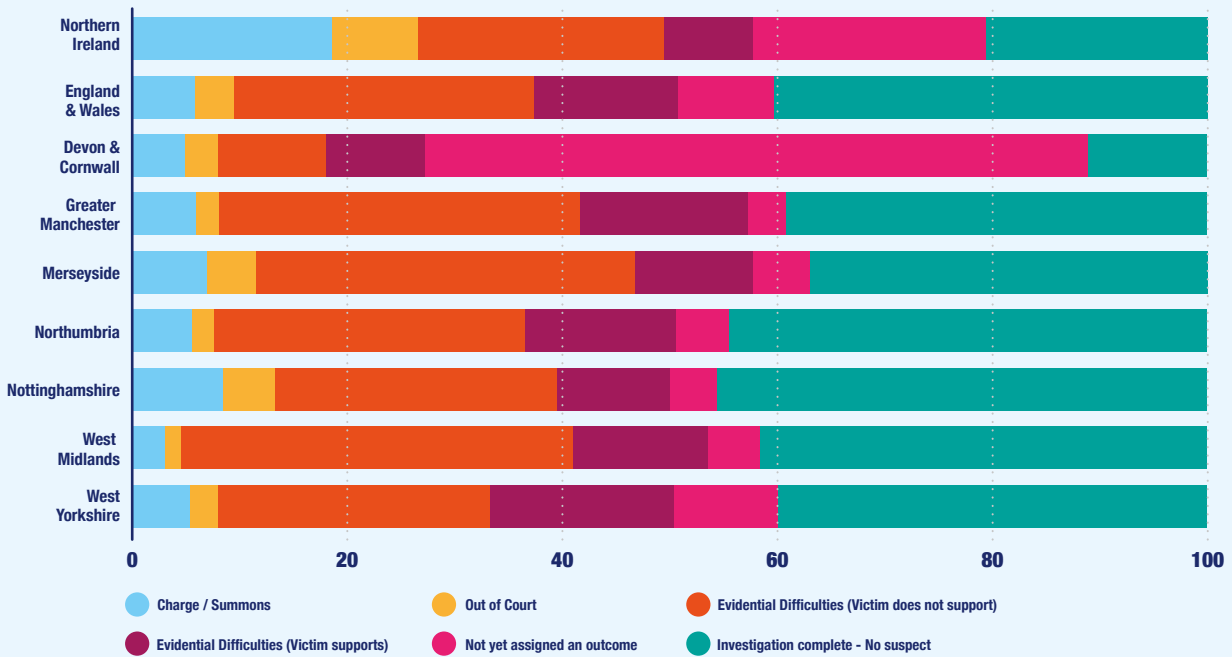
DECEMBER 22 - NOVEMBER 23 OUTCOMES BY CRIME TYPE



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

Figure 39

2022/23 OUTCOME TYPES COMPARED TO MOST SIMILAR FORCES



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

BOARD ASSESSMENT OF MEASURE 2.4.1

IMPACT – IS THERE IMPROVED DELIVERY OF EFFECTIVE CRIME OUTCOMES?

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

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

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

RAG Status (31/3/2024)

Partially Achieved

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

OUTCOME 3: WE HAVE ENGAGED AND SUPPORTIVE COMMUNITIES

INDICATOR 3.1:

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

MEASURE 3.1.1:

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

IMPACTS UPDATE

Here for You Public Engagement

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

Hallmarks of Neighbourhood Policing

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

21 September 2023 & 15 February 2024

PSNI OBA REPORT CARD:

M3.1.1, 3.1.2 & 3.1.3

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

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

The PSNI launched the new 'Here for You Public Engagement Vision' in June 2022 which commits to working with stakeholders across 5 key pillars which are, *'attraction and recruitment; engagement; procedural fairness; effective neighbourhood policing; and local accountability.'* The pillar 'effective neighbourhood policing' is underpinned by the 8 Hallmarks of Neighbourhood Policing¹³.

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

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

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

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

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

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

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

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

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

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

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

BOARD ASSESSMENT OF MEASURE 3.1.1

RAG Status (31/3/2024)

Partially Achieved

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

INDICATOR 3.1:

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

MEASURE 3.1.2:

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

IMPACTS UPDATE

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

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

21 September 2023 & 15 February 2024

PSNI OBA REPORT CARD:

M3.1.1, 3.1.2 & 3.1.3

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

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

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

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

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

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

BOARD ASSESSMENT OF MEASURE 3.1.2

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

RAG Status (31/3/2024)

Not Achieved

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

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

INDICATOR 3.1:

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

MEASURE 3.1.3:

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

IMPACTS UPDATE

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

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

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

Initiatives to Continuously Improve Performance

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

BOARD SCRUTINY OF PERFORMANCE

PARTNERSHIP COMMITTEE:

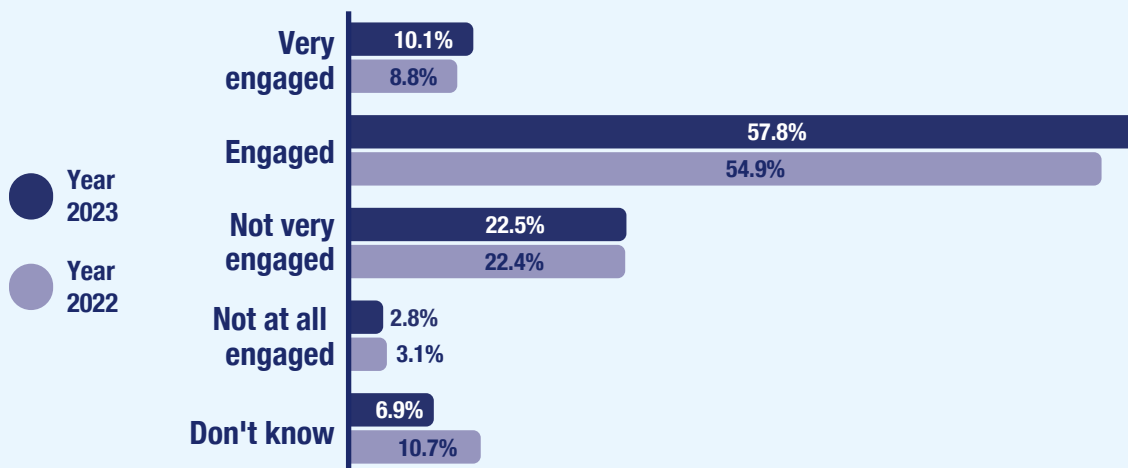
21 September 2023 & 15 February 2024

PSNI OBA REPORT CARD:

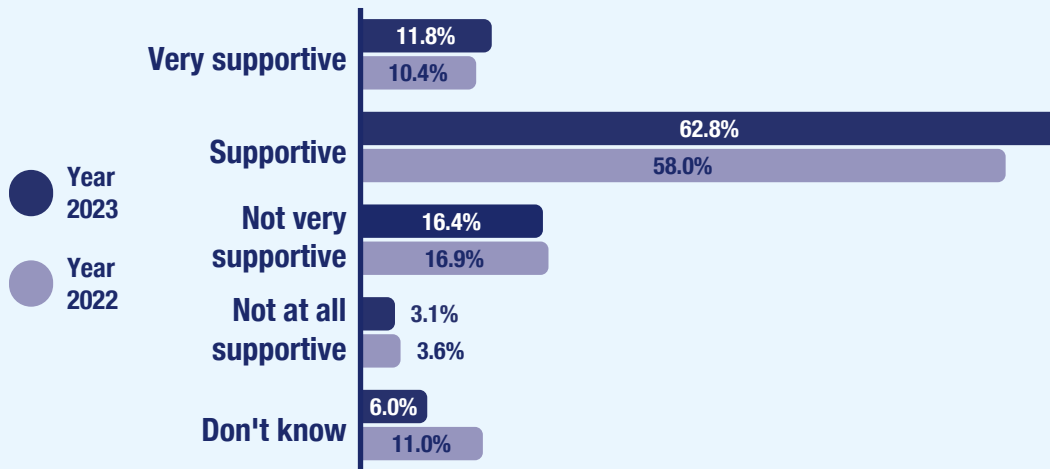
M3.1.1, 3.1.2 & 3.1.3

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

Figure 40 PSNI engagement with local communities – 2022 to 2023



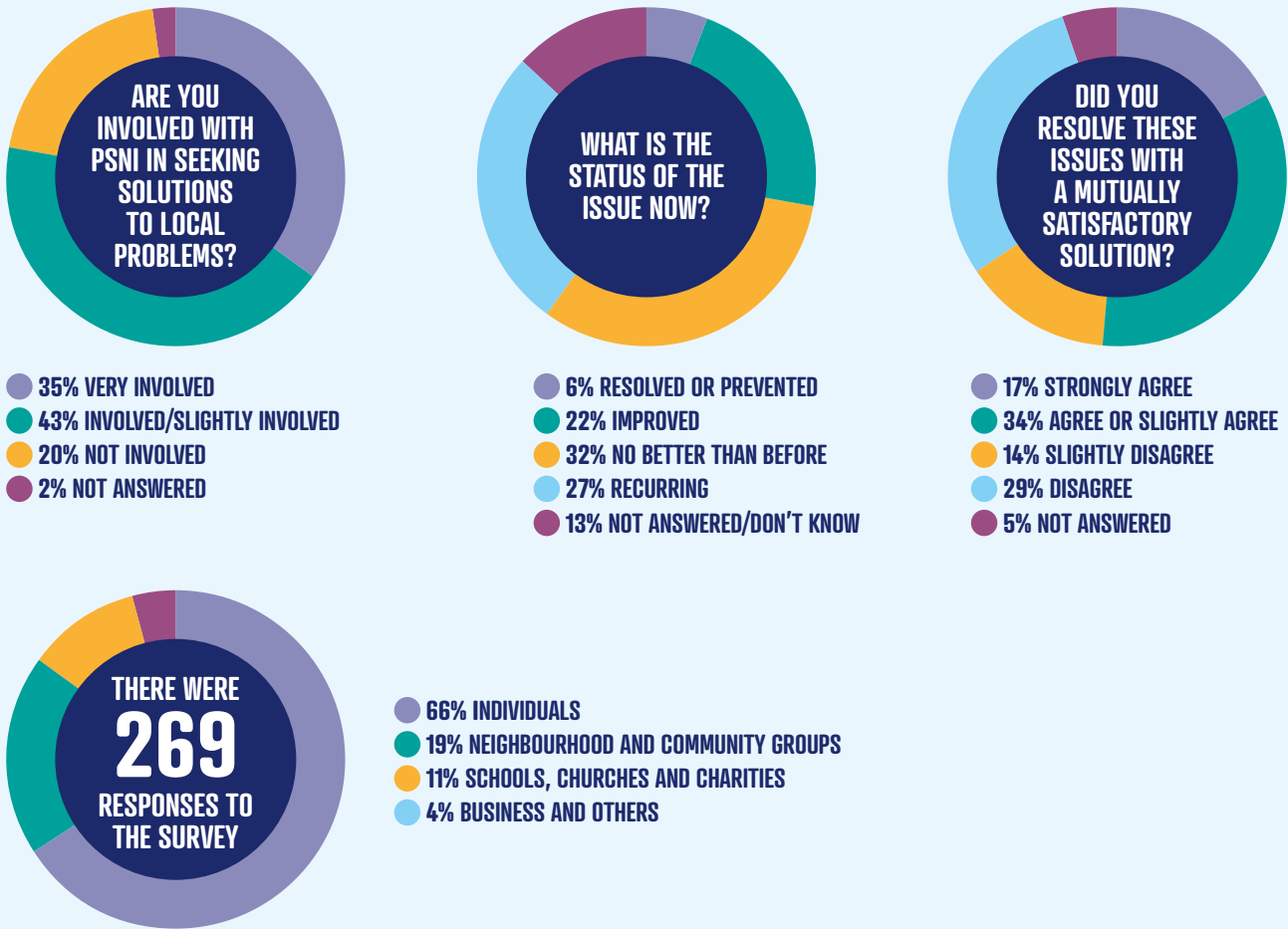
The survey also states, ‘74.6% thought the PSNI were supportive or very supportive of communities in the local area. This has increased by 6.2 percentage points from 2022 (68.4%). Those who thought PSNI were not very supportive or not at all supportive had fallen slightly between 2022 (20.5%) and 2023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

Figure 41 PSNI supportive of local communities – 2022 to 2023

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

The Community Policing Survey 2023 ran from 3rd April–30th June and was commissioned by the Policing Board with the aim ‘to assist in informing the Policing Plan, with specific regard to delivery of measure 3.1.3 (assess and evaluate the impact of partnership working with local communities).’ The survey covers detail including, groups who responded, council areas, police areas, and key issues. The 2023 Survey was an expanded version of the pilot 2022 Community Survey. The pilot survey had focused on specific / selected areas (with 82 responses), whereas the 2023 Community Survey is NI-wide (with 269 responses). Due to the difference in remit and implementation of the 2022 focused survey and the 2023 NI wide survey, we are unable to draw comparisons between the two. Therefore, some of the data presented in the below infographics from the 2023 Community Survey can be used as baseline information for parts of the impacts in Measure 3.1.3 and can be analysed further when the survey is re-run in 2024. Overall, the majority (78%) were either involved, very involved, or slightly involved with PSNI in seeking solutions to local issues according to the 2023 survey. Further data from the 2023 Community Survey is presented in the below **Figure 42**.

Figure 42



BOARD ASSESSMENT OF MEASURE 3.1.3

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

RAG Status (31/3/2024)

Partially Achieved

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

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

3. ACCOUNTABILITY REPORT

Introduction

The Accountability section of the Annual Report outlines how the NIPB meets its key accountability requirements to the Assembly and ensures best practice with corporate governance norms and codes. The three sub-sections within the Accountability Report are outlined below.

- Corporate Governance Report
- Remuneration and Staff Report
- Assembly Accountability and Audit Report

Corporate Governance Report

The purpose of this section is to explain the composition and organisation of the NIPB's governance structures and how they support the achievement of its objectives.

The Director's Report

Senior Management Team

The NIPB Senior Management Team (SMT) which served during the year was as follows:

Mrs. S Simpson	- Chief Executive Officer
Mr. S Hagen	- Acting Chief Executive – From 12 January 2024 to 2 February 2024
Mrs. A McGuckin	- Director of Police Pensions & Injury Benefits
Mrs. N McMahon	- Acting Director of Police Pensions & Injury Benefits – From 22 January 2024
Mr. A McNamee	- Director of Performance
Mrs. J Passmore	- Director of Partnership
Mrs. S Reid	- Acting Director of Partnership – From 18 October 2023 to 4 February 2024
Mr. S Hagen	- Senior Director of Resources – From 17 April 2023

The Chief Executive, supported by the Directors, is responsible for the day-to-day operation and performance of NIPB. They meet regularly to address standing agenda items such as financial, resourcing, operational management, health and safety and business development issues, and other emerging issues to ensure the smooth running of the organisation.

Details of significant interests held by Senior Management

Members of the SMT do not hold any other directorships or any other significant interests which may conflict with their management responsibilities.

Policing Board Membership

The Police (NI) Act 2000 sets out the requirements for membership of the NIPB during devolved government, with the Board comprising of 10 elected NI Assembly members and nine independent members. From 1 April 2023 – 31 March 2024 Board membership comprised:



PERIODS OF APPOINTMENT

(I) 1/4/23 – 31/3/24

(II) 1/4/23 – 08/2/24

(III) 27/2/24 – 31/3/24

(IV) 1/4/23 – 12/2/24

(V) 16/2/24 – 31/3/24

(VI) 20/2/24 – 31/3/24

(VII) 1/4/23 – 6/2/24

(VIII) 1/4/23 – 14/2/24

(IX) 20/2/24 – 31/3/24

- | | |
|----------------------------------------------------------|-------------------------------------------------------|
| 1. Les Allamby (I) Independent Member | 13. Gerry Kelly MLA (I) Political Member Sinn Féin |
| 2. John Blair MLA (II) Political Member Alliance | 14. Liz Kimmins MLA (VIII) Political Member Sinn Féin |
| 3. Cathal Boylan MLA (III) Political Member Sinn Féin | 15. Dr Kate Laverty (I) Independent Member |
| 4. Maurice Bradley MLA (IV) Political Member DUP | 16. Nuala McAllister (I) Political Member Alliance |
| 5. Cheryl Brownlee MLA (V) Political Member DUP | 17. Frank McManus (I) Independent Member |
| 6. Keith Buchanan MLA (VI) Political Member DUP | 18. Brendan Mullan (I) Independent Member |
| 7. Joanne Bunting MLA (VII) Political Member DUP | 19. Mike Nesbitt MLA (I) Political Member UUP |
| 8. Trevor Clarke MLA (I) Political Member DUP | 20. Peter Osborne (II) Independent Member |
| 9. Linda Dillon MLA (I) Political Member Sinn Féin | 21. Mukesh Sharma MBE DL (I) Independent Member |
| 10. Mark H Durkan (I) Political Member SDLP | 22. Eóin Tennyson (IX) Political Member Alliance |
| 11. Dr Janet Gray MBE (I) Independent Member | 23. Deirdre Toner (Chair) (I) Independent Member |
| 12. Edgar Jardine CB (Vice Chair) (I) Independent Member | |

Corporate Governance within the Board

Corporate Governance within the NIPB operates through a formal structure of five Committees:

- Audit and Risk Assurance Committee (ARAC)
- Resources Committee
- Performance Committee
- Partnership Committee
- Discipline Committee

The role of the ARAC is to support the Board in its responsibilities and advise the Chief Executive on the adequacy of arrangements relating to risk, internal control, governance, and assurance by reviewing the comprehensiveness of the Board and PSNI's governance framework in meeting the Board's and the Accounting Officer's assurance needs and reviewing the reliability and integrity of these assurances.

The role of the Resources Committee is to support the Board in fulfilling its legislative and oversight responsibilities for all issues related to Finance, Human Resources (including Representativeness, Police Pensions and Injury on Duty Awards), Land and Property, Information Technology and Equality in the PSNI. The Committee also has responsibility for oversight and approval of the Board's financial management.

The role of the Performance Committee is to support the Board in its responsibilities for issues related to PSNI operational performance to include performance against the Policing Plan measures specific to the committee, Human Rights compliance and the Professional Standards of Police Officers. The Committee also oversees the exercise of the functions of the NCA in Northern Ireland.

The role of the Partnership Committee is to support the Board in its statutory responsibilities for Partnership working, including: Policing and Community Safety Partnerships (PCSPs), implementation of the Police Property Fund grant schemes, oversight of the PSNI Policing with the Community Strategy, Board and PSNI communications activity, strategic engagement and community consultation.

The role of the Discipline Committee is to discharge the Board's responsibilities as appropriate authority for senior officers (those above the rank of Chief Superintendent) in the Police Service of Northern Ireland (PSNI), as set out in the Police (Conduct) Regulations (Northern Ireland) 2016.

Each of the Committees are advisory sub-Committees of the Board with no executive functions and each produces a year-end Report detailing its activities throughout the year. A summary of the Committee activities during 2023-2024 is available on the [Board's website](#).

Non-current Assets

Movements in property, plant and equipment are disclosed in Note 6 to the Financial Statements and movements in intangible assets are disclosed in Note 7. The Board does not believe there is any material difference between the market and net book value of its assets.

Interest Rate and Currency Risk

The NIPB has no borrowings, relies on the DoJ for its cash requirements and is therefore not exposed to liquidity risks. It also has no material deposits, and all material assets and liabilities are denominated in sterling, therefore it is not exposed to interest rate risk or currency risk.

Future Developments

Following the Board's appointment of Independent PCSP Members to the 11 Policing and Community Safety Partnerships (PCSPs) across each government council area and 4 District PCSPs in Belfast, full reconstitution of PCSPs will take place in June 2024. Various training events for PCSP Members will take place throughout the year.

In March 2024 the Board agreed a new draft Annual Business Plan 2024-25 which is the second and final business plan under the current Corporate Plan 2023-2025. Planning for the development of a new Corporate Plan to be in place by 1 April 2025 and to coincide with the new Policing Plan 2025-2030 will commence in the first half of the 2024-25 year with a view to launching a public consultation in the third quarter of the 2024/25 year.

The current Policing Plan runs from 2020 to 2025 and a new plan for the period 2025 to 2030 will need to be in place to start on 1st April 2025. Planning and preparations have started with a public consultation on a new draft Policing Plan 2025-30 expected to take place in the autumn of 2024. The Human Rights Advisor in 2024 plans to publish a major report on PSNI's performance in relation to Human Rights over the past five years and also a thematic report on Children and Young People and Policing.

The Board will continue to engage in DoJ led discussions regarding legislative change to the arrangements for Injury on Duty schemes for officers in PSNI, including a draft consultation on proposed legislative changes, and work to place the joint guidance for medical practitioners on a statutory footing. The need for major reform of the police injury award scheme was included in a March 2020 NIAO report, and further highlighted in a 2023 Judicial Review judgement in a case taken by two former police officers challenging a decision of the Board to refuse them an IOD award. In brief, the Court noted that SMP and IMR decisions were final and the current drafting of the Regulations meant that the Board is bound by the decisions therein. In the penultimate paragraphs of the judgment, Mr. Justice Scoffield acknowledged the difficulties with the Regulations and noted an earlier recommendation for major reform of the police injury award system to replace it with a simpler scheme. Mr. Justice Scoffield also noted that the final recommendation of the March 2020 NIAO report urged the Board to take action in the short term to mitigate the issues arising, including in their role as final decision

maker. Mr. Justice Scoffield acknowledged that this is what the Board had sought to do in the present cases, however the Court ultimately determined that the Board was unable to do so under the current Regulations.

On return of the Assembly the Minister for Justice agreed to take the lead on the review of the Board that was deemed necessary following the outworkings of the Scoffield judgment in August 2023. The Board looks forward to engaging fully in this review.

A review of the PSNI Senior Executive Team structure was also commissioned in aftermath of the Scoffield judgment and the Board will work with PSNI to take forward the recommendations that emerge from that review.

Charitable Donations

No charitable donations were made in the year (2022-23: £Nil).

Health and Safety

The NIPB is committed to providing staff with an environment that is, as far as possible, safe and free from risk to health. In accordance with this commitment, the Board has complied with the relevant legislation.

Payments to Suppliers

The NIPB's policy is to pay bills from suppliers within ten working days following receipt of a properly rendered invoice or in accordance with contractual conditions, whichever is the earlier. During this year the Board achieved a prompt payment performance of 99.80% (2022-23: 99.54%) of all properly rendered invoices within ten days and no interest or penalties were incurred.

Pensions

Past and present employees are covered by the provisions of the Principal Civil Service Pension Scheme (NI) (PCSPS) (NI). Detailed information on Pensions can be found in the Remuneration and Staff Report and in the Notes to the Financial Statements.

Audit

Financial statements for 2023-2024 are audited by the Comptroller and Auditor General for Northern Ireland (C&AG), who heads the Northern Ireland Audit Office (NIAO), is appointed by statute and reports to the NI Assembly. Her certificate is produced at page 161.

The audit fee for the work performed by the staff of the C&AG during the reporting period, and which relates solely to the audit of these Financial Statements, was £23,100 (2022 -23: £16,750). The C&AG carried out an annual review of the Board's obligations under Part V of the Police (NI) Act 2000 to provide an independent assessment of the NIPB's approach to Best Value/Continuous Improvement and made conclusions which resulted in an unqualified audit opinion for the year 2023-2024.

Information Assurance

The Senior Information Risk Owner (SIRO) is the Chief Executive who has responsibility, on behalf of the Board, for Information Assurance (IA) governance and risk ownership in the organisation. Information Asset Owners (IAO) are responsible for the management of the information assurance risks in their respective business areas.

The Chief Executive sits on the DoJ Information Risk Owners Council (IROC). The membership is made up of lead senior representative Information Asset Owners at Senior Civil Service level drawn from across the business areas of the core DoJ, its Agencies and Arm's Length Bodies.

The role of the IROC is to ensure that the value of information held and used by its membership is identified and utilised to the fullest extent to support the Government's strategic objectives, while understanding the risks to the information and ensuring that the necessary controls are in place to protect information from inappropriate use. The members are also responsible for managing all information in their business areas in ways that preserve its confidentiality, integrity and availability.

The UK GDPR gives individuals the right to access information held about them by public authorities. Such a request is known as a Subject Access Request and the public authority must provide the information promptly and no later than one calendar month after the request was received, unless there are grounds for withholding the information.

During the period 1 April 2023 – 31 March 2024 the Board received 42 Subject Access Requests. The Board responded to 36% of these requests within regulatory timeframes. This compares to 53% in the 2022-23 period. The delay in responding to requests outside of timeframes was as a result of the volume of material sought coupled with operational and staffing pressures throughout the organisation. This is an issue that the Board keeps under constant review.

Security / Data incident management is a critical activity for the Board. Under Data Protection legislation organisations have a mandatory requirement to notify the Information Commissioner's Office (ICO) of notifiable data breach incidents within 72 hours.

During the reporting period 1 April 2023 – 31 March 2024 the Board did not have cause to report any security / data incidents to the ICO.

The Board will continue to monitor and assess its information risk to identify any weaknesses and to ensure continuous improvement of its systems.

Statement of Accounting Officer Responsibilities

Under paragraph 16 of Schedule 1 to the Police (NI) Act 2000 as amended by the Police (NI) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010, the Northern Ireland Policing Board is required to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the NIPB and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual (FReM) and in particular to:

- observe the accounts direction issued by the DoJ, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis
- make judgements and estimates on a reasonable basis
- state whether applicable accounting standards as set out in the FReM Reporting Manual have been followed, and disclose and explain any material departures in the accounts
- prepare the accounts on a going concern basis
- confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgements required for determining that it is fair, balanced and understandable

The Principal Accounting Officer of the DoJ has designated the Chief Executive as Accounting Officer for the NIPB. The responsibilities of an Accounting Officer include responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the NIPB's assets, as set out in Managing Public Money Northern Ireland published by HM Treasury.

As the Accounting Officer I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the NIPB's auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

GOVERNANCE STATEMENT 2023-2024

Scope of Responsibility

As Accounting Officer, I have responsibility for maintaining a sound system of governance and internal control to support the achievement of the NIPB's objectives and measures set out in our two-year Corporate Plan and associated annual Business Plans, whilst safeguarding the public funds and assets for which I am directly responsible. This is carried out in accordance with the responsibilities assigned to me in *Managing Public Money Northern Ireland*.

The NIPB is a Non-Departmental Public Body (NDPB) sponsored by the DoJ and is made up of 19 Political and Independent members, including a Chair and Vice-Chair. The Policing Board takes its powers primarily from the Police (NI) Act 2000 and 2003 and the Justice Act (NI) 2011. Members of the Board are responsible for overseeing policing in Northern Ireland and holding the PSNI to account through the Chief Constable.

The Board is legislatively responsible for the oversight of the work of the PSNI and has a range of key legislative functions to fulfil. These areas are detailed in the NIPB's Corporate and Business Plans and details can be found at section 2 of this Annual Report.

Purpose of the Corporate Governance Framework

The NIPB's Corporate Governance Framework sets out the arrangements for how the organisation is directed and controlled and how its responsibilities are discharged. It enables the setting of corporate objectives, the efficient deployment of resources towards the delivery of these priorities and monitoring of organisational performance.

This governance framework is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the NIPB's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively, and economically. The system of internal control has been in place in the Board for the year ended 31 March 2024 and up to the date of approval of the annual report and accounts and accords with DoF guidance.

NIPB's Governance Framework is available on our website and can be accessed via the link below: [Framework Document for the Governance of the Northern Ireland Policing Board | Northern Ireland Policing Board \(nipoliceboard.org.uk\)](https://www.nipoliceboard.org.uk/governance-framework).

The Governance Framework

(i) Sponsorship Arrangements

Within the DoJ, the Safer Communities Directorate is the Sponsor Branch for the NIPB. The Sponsor Branch monitors the NIPB's activities on a quarterly basis through a report from the Chief Executive on performance, budgeting, control and risk management. Sponsor Branch in turn keeps the NIPB informed of relevant Executive/Government policy, advising on interpretation, and issuing specific guidance as necessary.

I meet with DoJ officials twice per year along with the Board's Director of Resources and Finance Manager to review the Board's performance. The Board Chair and Vice Chair report to the Minister of Justice (or Permanent Secretary if no Minister is in place) on the Policing Board's performance on an annual basis.

A Management Statement and Financial Memorandum (MSFM) document is in place between the NIPB and DoJ. The Management Statement sets out the broad framework within which the NIPB will operate, in particular:

- The NIPB's overall purpose, objectives and measures in support of the DoJ's wider strategic aims
- The rules and guidelines relevant to the exercise of the NIPB's functions, duties and powers
- The conditions under which any public funds are paid to the NIPB
- How the NIPB is held to account for its performance

The associated Financial Memorandum sets out in greater detail certain aspects of the financial provisions which the NIPB shall observe. Engagement is ongoing between DoJ and NIPB Officials about the development of Partnership Agreement which will be based upon the principle of Proportionate Autonomy and in accordance with a model Agreement that has been drafted by the Department of Finance.

(ii) The Policing Board

The NIPB is governed by its 19 members. Membership of the Board is governed by Part III of Schedule 2 to the Police (NI) Act 2000 which states that the Board shall comprise of ten political members of the Assembly appointed under D'Hondt and nine Independent Members. Members work together and act as a single corporate body.

The Board has corporate responsibility for the strategic direction of the organisation and for developing the Corporate and Annual Business Plans, for monitoring the organisation in the effective and efficient performance of its statutory duties and ensuring the Policing Board complies with statutory requirements for the use of public monies.

In terms of governance oversight, the Board has a specific responsibility, outlined in the Management Statement, to:

'...ensure that any statutory or administrative requirements for the use of public funds are complied with; that NIPB operates within the limits of its statutory authority and any delegated authority agreed with the DoJ, and in accordance with any other conditions relating to the use of public funds; and that, in reaching decisions, NIPB takes into account all relevant guidance issued by DoF and DoJ.

The Chair has particular responsibility to provide effective and strategic leadership to the Board. The Chair will ensure that all members of the Board, when taking up office, are fully briefed on the terms of their appointment and on their duties, and responsibilities and will undertake an annual appraisal of Independent Members of the Board. I work closely with the Chair to facilitate the business of the Board.

Following appointment Board Members are required to:

- adhere to the Members Code of Conduct
- not misuse information gained in the course of their public service for personal gain
- declare publicly and to the Board any private interests that may be perceived to conflict with their public duties
- comply with the NIPB's rules on gifts and hospitality, and of business interests; and
- act in good faith and in the best interests of the NIPB

With regard to declaring interests or conflicts of interest, on an annual basis Board Members complete a Register of Interests which is published on the NIPB website and available via the following link [Board Members' Register of Interest 2023-2024 | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](#). Likewise, members of the Board's Senior Management Team (SMT) also complete an annual register of interests' declaration. At the beginning of each Board and Committee meeting, Members are asked whether they have any conflicts of interest to declare regarding the agenda items to be discussed, this is recorded in the minutes of each meeting.

Members each have a corporate and collective responsibility to ensure that the Board properly discharges its functions. In doing so, each Member is required to spend a minimum of four days per month on Policing Board matters, to perform a representative role on behalf of the Board at a variety of events and to attend NIPB Board meetings and the meetings of those Committees to which they have been appointed. In addition to attendance at formal Board and Committee meetings, the Board may agree that Members should take on additional roles to assist in furthering the NIPB's objectives.

The Board meets on a monthly basis to discuss and oversee matters of strategic significance as set out in the Standing Orders and the Board's MSFM. The Board has met on 17 occasions between 1 April 2023 and 31 March 2024. Each of these Board meetings were quorate. The table on page 133 provides details of the number of Board and Committee meetings attended by Board Members in the course of the year.

There are five main committees of the Board, the Audit and Risk Assurance Committee; the Partnership Committee; the Performance Committee, the Resources Committee and the Discipline Committee.

The Board's Standing Orders also provides for a Special Purposes Committee and the Chair's Advisory Group to be convened as required. The main responsibilities of each Committee are published on the Policing Board's website at [Terms of Reference of the Standing Committees of the Board | Northern Ireland Policing Board \(nipoliceboard.org.uk\)](https://www.nipoliceboard.org.uk/terms-of-reference-of-the-standing-committees-of-the-board).

(iii) Audit and Risk Assurance Committee

In accordance with the Management Statement, the Board has established an Audit and Risk Assurance Committee (ARAC). DoJ and representatives from both the Board's Internal and External Auditors also attend ARAC meetings.

The responsibilities of the ARAC include advising the NIPB and Accounting Officer on strategic processes for risk, control and governance and the Governance Statement and assurances relating to the risk management framework, and also the processes and corporate governance requirements for the organisation. The ARAC is also responsible for the planned activity and results of Internal and External Audit and has delegated authority from the Board to approve the annual Internal Audit Programme of Work. I attend PSNI's ARAC on behalf of the Board as an observer and provide feedback to the Board's ARAC on relevant matters discussed.

The Committee met five times during the reporting year, (23 May 2023, 22 June 2023, 28 September 2023, 19 December 2023 and 28 March 2024). Key items considered by the Committee for the year included:

- Recommending Board approval of the Annual Report and Financial Statements for the year ended 31 March 2023
- Approving a new Internal Audit Charter for 2023-24
- Receiving quarterly progress updates on the work of Internal Audit and monitoring progress towards the implementation of any outstanding Internal Audit recommendations
- Consideration and agreement of external Audit's NIPB Audit Strategy for the 2024/25 year
- Consideration on a quarterly basis of the Board's Corporate Risk Register

- Receiving regular governance updates in respect of complaints made under the Board's Complaint's Policy, issues raised under the Board's Raising Concerns (Whistleblowing) policy, the Board's Gifts and Hospitality Register, the Board Members' Register of Interests, Fraud, and Direct Award Contracts (DACs)

The Committee kept itself informed regarding the various statutory responsibilities and obligations of the Board as the Police Pension Scheme Manager. This included receiving a presentation from the Board's Independent Pensions Advisor in December 2023 and attendance in March 2024 by the Police Pension Board Chair to discuss the PPB Risk Register. Throughout the reporting period the Committee also considered and agreed the Board's updated Risk Management Framework, Raising Concerns and Complaints Handling policies, and the updated Business Continuity and Disaster Recovery Plan, all of which have been revised on foot of internal audit recommendations. [Further detail on the work of the ARAC is included in the Committee's Annual Report.](#)

(iv) Performance Committee

The role of the Performance Committee is to support the Board in its responsibilities for issues related to PSNI operational performance to include performance against the Policing Plan measures specific to the committee, Human Rights compliance and the Professional Standards of Police Officers. The Committee also oversees the exercise of the functions of the NCA in Northern Ireland. The Committee met eight times throughout the year.

(v) Resources Committee

The role of the Resources Committee is to support the Board in its responsibilities for all issues related to Finance, Human Resources (including, Representativeness, Pensions and Injury on Duty Awards), Estates, Information Technology and Equality in the PSNI. The Committee met nine times during the year.

(vi) Partnership Committee

The role of the Partnership Committee is to support the Board to fulfil its responsibilities for partnership working, including: Policing and Community Safety Partnerships (PCSPs); oversight of the PSNI Policing with the Community Strategy, strategic engagement and community consultation. The Committee met nine times during the year.

(vii) Special Purposes Committee

The role of the Special Purposes Committee is to receive confidential briefings for the purpose of monitoring the PSNI in accordance with the statutory functions of the Board set out in Sections 59¹⁴ and 60¹⁵ of the Police (Northern Ireland) Act 2000. The Board's Special Purposes Committee was not required to meet during the year.

14 <https://www.legislation.gov.uk/ukpga/2000/32/section/59>

15 <https://www.legislation.gov.uk/ukpga/2000/32/section/60>

(viii) Chair's Advisory Group

The role of the Chair's Advisory Group is to provide advice to the Board Chair and to discuss urgent issues which may arise between Board meetings. The Chair's Advisory Group met once during the 2023-24 year.

(ix) Discipline Committee

The role of the Discipline Committee is to discharge the Board's responsibilities as Appropriate Authority for senior officers (those above the rank of Chief Superintendent) in the Police Service of Northern Ireland, as set out in the Police (Conduct) Regulations (Northern Ireland) 2016. The Committee met four times during the year.

(x) Senior Officer Employee Matters Group (SOEM)

In addition to the above, in December 2023 the Board established the Senior Officer Employee Matters Group. The role of this Group is to consider sensitive personnel matters relating to senior officers. The group consists of 5 Members including the Board Chair, Vice Chair and representatives of the 3 main political parties and meets only as required. Support is provided by the Chief Executive and updates are provided to the Board by the Chair of the Group following each meeting. As at 31 March the development of the terms of reference remains ongoing and will be approved by the Board in due course.

Pursuant to the Board's Standing Orders Section 20 (a), the Terms of Reference for each of the Board's Committees have been approved by the Board and are reviewed at the beginning of each financial year.

A detailed Report on issues scrutinised and considered by each of the Committee's during the course of the reporting period [can be found here](#).

(xi) Members' Attendance at Meetings

The table below provides details of attendance by the Members at Board and Committee meetings from 1 April 2023 – 31 March 2024.

Members	Board Attendance	Audit and Risk Assurance Committee Attendance	Partnership Committee Attendance	Performance Committee Attendance	Resources Committee Attendance	Discipline Committee
Les Allamby	15/17		9/9	6/8		
John Blair MLA (1)	15/16		6/7		7/8	3/4
Cathal Boylan MLA (2)	1/1		1/1	1/1		
Maurice Bradley MLA (3)	12/16	1/4	5/7		6/8	
Cheryl Brownlee MLA (4)	1/1		1/1	1/1		
Keith Buchanan MLA (5)	1/1	1/1	1/1		0/1	
Joanne Bunting MLA (6) (7)	15/16		5/7	5/6	2 (11)	2/4
Trevor Clarke MLA	17/17			6/8	9/9	
Linda Dillon MLA	16/17		7/9	7/7	8/9	
Mark H Durkan MLA	16/17		6/9	7/8		
Janet Gray (7) (10)	17/17		7/9	8/8	1 (11)	
Edgar Jardine (7) (10)	17/17		7/9 (7)	7/8 (7)	6/9 (7)	4/4
Gerry Kelly MLA	16/17	3/5	6/8	8/8	8/9	1/4
Liz Kimmins MLA (8)	0/16		0/9	0/8		
Kate Laverty	11/17		6/9		7/9	3/4
Nuala McAllister MLA	16/17	2/5		8/8	6/9	
Frank McManus	15/17	3/5		4/8	7/9	
Brendan Mullan	15/17	5/5		7/8	9/9	
Mike Nesbitt MLA	15/17			7/8	8/9	
Peter Osborne (7)	16/17	5/5	8/9	7/8	2 (11)	
Mukesh Sharma	14/17		8/9		6/9	
Eóin Tennyson (9)	1/1		1/1		1/1	
Deirdre Toner (7) (10)	16/17				4/9 (7)	

(1) Mr John Blair MLA resigned from the Policing Board on 8 February 2024

(2) Mr Cathal Boylan MLA was appointed to the Policing Board on 27 February 2024

(3) Mr Maurice Bradley MLA resigned from the Policing Board on 12 February 2024

(4) Mrs Cheryl Brownlee MLA was appointed to the Policing Board on 16 February 2024

(5) Mr Keith Buchanan MLA was appointed to the Policing Board on 20 February 2024

(6) Ms Joanne Bunting resigned from the Policing Board on 6 February 2024

(7) Attended these meetings in ex-officio capacity

(8) Absences for Ms Liz Kimmins MLA were due to a period of maternity leave, prior to her resignation from the Policing Board on 14 February 2024

(9) Mr Eóin Tennyson MLA was appointed to the Policing Board on 20 February 2024

(10) The term of office for Ms Deirdre Toner, Mr Edgar Jardine and Dr Janet Gray ended on 31 March 2024

(11) Attended following special invite to all Members – not a standing Member of this committee

(xii) The Accounting Officer

As the Chief Executive of the NIPB, I am designated, by the Principal Accounting Officer of the DoJ, as the NIPB's Accounting Officer. As Accounting Officer, I am personally responsible for safeguarding the public funds for which I have charge; for ensuring propriety and regularity in the handling of those public funds; and for the day-to-day operations and management of the Policing Board.

As Accounting Officer, my principal responsibilities are to ensure that the Board and its Committees are fully supported in developing and promoting a programme of work consistent with its statutory responsibilities.

On a six-monthly basis, I provide stewardship statements to the DoJ Accounting Officer, based on receipt of appropriate assurance from the Senior Management Team [SMT] at the Board.

(xiii) Internal Audit Arrangements

The Northern Ireland Civil Service's (NICS) Group Internal Audit Team, from the Department for Communities (DfC) were appointed NIPB's Internal Auditors from 1 July 2019. The Department of Justice (DoJ) Internal Audit Team audit the PSNI and therefore to avoid any perceived conflict of interest, it was agreed in 2019 that the Board's Audit Team would be from DfC. In December 2023 Members noted the updated Memorandum of Understanding and Data Sharing Agreements between NIPB and Internal Audit for the period 01 April 2023 to 31 March 2026. Ms. Lacey Walker is the current Head of Internal Audit.

The ARAC, on behalf of the Board, receives internal audit reports and approves management responses to recommendations arising from such reports. The table below summarises the internal audits undertaken during 2023-24 and the recommendations made as a result of the audits.

Audit	Assurance Rating	Number of Recommendations by Risk Priority Rating		
		Priority 1	Priority 2	Priority 3
Review of Raising Concerns/ Complaints Handling	Satisfactory	0	1	8
Review of NIPB's Procurement & Contract Management	Satisfactory	0	0	3
Fact Finding Review of NIPB's Assurance Framework	Not complete as at year end. Report expected July 2024.			
Verification Review of Causeway Coast & Glens Council's Compliance with Procurement Policies & Procedures	Not complete as at year end. Report provided June 2024.			

(xiv) External Audit Arrangements

The Northern Ireland Audit Office (NIAO) is the Policing Board's external auditor.

The Comptroller and Auditor General (C&AG) provided a Report to Those Charged with Governance which included the C&AG's unqualified opinion on the Annual Report and Financial Statements to 31 March 2023. NIAO provided an Audit Strategy which detailed the NIAO approach to the audit, the roles and responsibilities of Board and Audit staff and the cost of the audit, for the certification of the Board's Annual Report and Accounts for the year ended 31 March 2024.

Risk Management and Internal Control

As Accounting Officer, I ensure that the NIPB manages risk at all levels in the organisation. The NIPB has a Risk Management Framework in place which is available on the Board's Intranet making it readily available to all staff. The Framework is consistent with recognised principles of sound risk management practice and HM Treasury's Orange Book on Risk Management Principles and Concepts. Guidance on risk is provided through meetings of senior management, each directorate and branch. Training is also provided for staff to equip them with the necessary knowledge and skills to manage risk in a way appropriate to their authority and duties. This Framework outlines the Board's approach to identifying and managing risks which impact the achievement of the organisation's objectives. It also details the roles and responsibilities of the Board and staff in managing risks. The NIPB's approach to risk management is governed by other formal documents such as the MSFM, as well as "*Dear Accounting Officer*" letters issued by the DoF.

As part of the risk management processes, the NIPB's SMT identifies and evaluates those risks which may affect the Board's ability to discharge its business and takes appropriate mitigating actions to manage and minimise the risks. The Corporate Risk Register (CRR) is consistent with the Policing Board's 2023-2025 Corporate Plan and the 2 Annual Business Plans covering that period. The Register was reviewed at 4 of the 5 ARAC meetings which took place during the reporting period.

At the start of the 2023-24 year there were 5 risks on the Board's CRR. During the reporting period the Boards' Senior Management Team (SMT) regularly reviewed the Board's CRR and kept the identified risks under review, considering escalation or de-escalation of each risk as appropriate. At each quarterly ARAC meeting in 2023-24 Members reviewed the Corporate Risk Register and received an update from Board Officials about the material changes to the register since the last review.

At the December 2023 meeting ARAC Members considered the CRR in an updated format and noted that where appropriate the 5 corporate risks had been updated to reflect current circumstances and updated information was included in the "*Key Controls in Place*" and "*Action Planned with Target Dates*" sections of the CRR. As at the end of the reporting period there remained five risks on the Board's CRR.

SMT also regularly review Directorate Risk Registers, and it was agreed during the reporting period that each Directorate Risk Register would be reviewed annually by the ARAC. To date ARAC Members have considered the Performance Committee Risk Register in December 2023 and in March 2023 the Police Pension Board Chair attended to discuss the PPB's risk register. In addition, SMT monitor progress in respect of the implementation of recommendations arising from Internal and External Audits.

Details in respect of the ARAC's consideration of the Board's Corporate Risk Register throughout the year can be found in the ARAC minutes which are available on the Board's website via the link below: [Board Committee Minutes | Northern Ireland Policing Board \(nipolicingboard.org.uk\)](https://www.nipolicingboard.org.uk).

Review of Effectiveness of the Governance Framework

(i) Provision of information to the Board and Committees

Board and Committee meeting agendas and papers are circulated a week in advance to provide sufficient time for consideration of evidence and for sound decision making. Agendas are planned between the Lead Official and the respective Board/Committee Chair, on the basis of an Annual Programme of Work, to ensure all areas of the Board's responsibilities are examined during the year. Monthly Board Meetings include consideration of the following standing agenda items:

- Chair's Report (to include, Chair's engagements and correspondence received and issued)
- Chief Executive's Report (to include governance and other key organisational issues for the Board)
- Committee Reports and draft minutes (where available)
- Board Business
- Chief Constable's Report (to include governance and other key organisational issues for PSNI)

The quality of information received by the Board is kept under review to ensure that the Board's discussion and decisions are effective. All documents for meetings are held and distributed electronically to Members and SMT.

(ii) Highlights of the Board and Committee Reports

In addition to the standing agenda items listed above, in April 2023 following an appointment process conducted by the DoJ, 2 new Independent Board Members took up their posts. The NCA Director attended the Board meetings in June and December 2023 and participated in the public accountability sessions alongside the Chief Constable. Where appropriate the Board also considered and agreed recommendations put forward from the Board's Standing Committees, further details on these items can be found in the [Committee Annual Reports](#).

At the March 2023 Board meeting Members agreed to approve the draft NIPB Corporate Plan 2023-2025, and in May 2023 also approved the Board's draft Annual Business Plan for 2023-24. In line with the Board's MSFM, both draft documents were submitted to the DoJ seeking Ministerial approval. However, in the absence of a Minister, at that time the DoJ advised that both documents should remain in draft format and in the interim, both could be published and implemented in draft form. Following the restoration of the NI Assembly, both the Corporate Plan 2023-25 and the Annual Business Plan 2023-24 received Ministerial approval in April 2024.

Following the presentation of the PSNI Resource Plan 2023-24 to the June 2023 Resources Committee showing a £38m funding gap remaining even after significant cost saving steps, the Board Chair convened a meeting of the Chair's Advisory Group to take the views of Group Members and urgently discuss proposed next steps in terms of a response to the DoJ, and wider communications in respect of the management of the July 2023 Board meeting and maximising this opportunity to highlight the likely impact on the delivery of policing.

The 2023 summer period was dominated by the PSNI data breach and subsequent events including the Scofield Judgement on the Ormeau Rd incident and the resignation of the Chief Constable. Several special meetings were convened to manage the implications and consequences of these events. Further detail on this is provided elsewhere in this report in the Performance Analysis against the Annual Business Plan 2023-24.

Development of the Annual Business Plan 2024-25 was progressed in early 2024 with the Board agreeing 23 actions to be progressed under the Board's 4 objectives for the second and last year of the current Corporate Plan.

Throughout the year the Board was also kept updated, by way of the Chief Executive's report, on matters relating to the Board's relocation from Waterside Tower to new premises at James House within the Gasworks complex on the Lower Ormeau Road. Fully operating out of our new premises from 27 March 2023 has required a new way of working with less meeting space and forward planning required for committee and Board meetings. Staff and Board Members have continued to adapt to the new working environment throughout the year. Other matters reported on by way of the Chief Executive's monthly report included but were not limited to:

- The Board's performance against the Annual Business Plan 2023-24
- Financial and legal matters pertaining to the Board
- Internal Audit updates
- Senior Officer issues
- Ongoing FOI and DPA matters

The Board and its Committees also considered and where applicable, approved or made decisions in relation to the following items throughout 2023-2024:

- Monitoring of the Policing Plan measure on PSNI Representativeness
- Matters relating to the assessment of Injury on Duty awards and the Board responsibilities as Police Pension Scheme Manager that included:
 - Quarterly scheme manager reports
 - A full briefing in July 2023 regarding the work of the branch to include staffing, roles and responsibilities, an overview of the IHR and IOD processes, number of cases, the McCloud reassessment project and budget
 - A number of consultation responses to include: a response to the Department of Justice (DoJ) consultation on the draft Police Pensions (Remediable Service) Regulations (Northern Ireland) in May 2023; a response to the DoJ consultation on the draft Police Pension (Amendment) Regulations (Northern Ireland) 2024 in November and December 2023; and a response to the DoJ consultation on draft amendment for injury on duty medical guidance in November and December 2023
 - 2 cases in relation to pension forfeiture in November 2023
 - The Boards responsibilities regarding IHR and IOD and where this work potentially sits in the future
- Consideration of a number of PSNI Strategies and their implementation (People, Estates, Transformation, Procurement & Contract Management, Police College & Learning and Development)
- PSNI Above Delegated Authority Requests
- PSNI legal services processes and procedures
- PSNI Finance including the severe financial constraints experienced during the year and their implications for service delivery
- The implementation by PSNI of the Resources Allocation Model (RAM) and significant future liabilities
- NIPB Finance
- Submission to the Police Remuneration and Review Body
- Disposal of former PSNI stations
- Publication of the NI Policing Board Policing Plan Survey and Community Survey 2023
- PSNI Performance Plan Annual Assessment 2023/24 (Published 1st April 2024)
- The Policing Plan was reported on fully throughout the year in each of the Board's Committees and reviewed effectively with continued focus on impact and baseline data
- Drafting and publication of a number of Human Rights Reports that included:
 - Human Rights Review of PSNI's Strip Searching of Children and Young People in Custody
 - Human Rights Review of Privacy and Policing
 - Publication of Review of PSNI Professional Standards

- Eight Police Appeals Tribunals received and progressed
- Police Property Fund - third call for small grant scheme
- Independent Custody Visitor Recruitment
- PCSP Independent Member Recruitment

(iii) Stewardship Statements

As the Accounting Officer I am required to provide assurances to the Department's Principal Accounting Officer on internal controls within the NIPB and that any non-compliance with relevant guidelines or instructions have been included in my report as required and, where necessary, controls have been strengthened to prevent recurrence.

As noted earlier in this Statement, every six months each Director has responsibility to provide me with a signed Stewardship Statement which is assessed against their Directorate Business Plan. Within this statement they demonstrate how they have controlled risks associated with their Directorate objectives during these periods and highlight any areas which may adversely affect the performance of their Directorate or the organisation as a whole. On receipt of these signed statements, as Accounting Officer I provide a signed declaration to the DoJ to support the Departmental Governance Statement.

As it relates to the 2023-24 year there were no instances of non-compliance to report, and my Stewardship Statements were submitted to the DoJ in line with their reporting timeframes.

(iv) PCSP Assurance

As joint funders (with the DoJ) of the Policing and Community Safety Partnerships (PCSPs), assurance mechanisms have been put in place to ensure the probity of the funds including, an Annual Assurance Statement from Council Chief Executives (as Accounting Officers at Council level), sign-off of quarterly funding claims by Council.

CEOs, and the receipt and review of annual Internal Audit reports performed by Council Internal Audit.

As detailed earlier in this report, ((xii) Internal Audit Arrangements), in addition to the foregoing, during the reporting period an Internal Audit Advisory Review of Causeway Coast and Glens Council's Management of any Potential and/or Perceived PCSP Conflicts of Interests took place as well as an Internal audit Verification Review of Causeway Coast & Glens Council's compliance with procurement policies and procedures - 2023/24 PCSP funding.

(v) Assurance Received from the Chief Constable

In accordance with the Police (Northern Ireland) Act 2000, specified functions and responsibilities are delegated to the Chief Constable and are performed by him, in the name of, and on behalf of the Board. The specified functions and responsibilities are:

1. Directing and controlling senior and other employees, and all other powers and duties of the Board as an employer, other than the power to appoint and dismiss senior employees
2. Providing and maintaining buildings and equipment for police purposes
3. Keeping proper accounts and related records
4. Preparing and submitting an annual statement of accounts in relation to amounts put at the Chief Constable's disposal

The Chief Constable completed an Annual Assurance Statement, and submitted it to me as Accounting Officer, for the year ended 31 March 2024. In the Assurance Statement, he acknowledged his personal responsibility in performing the above responsibilities on behalf of the Board and confirmed the delegated functions and responsibilities were carried out during the financial year ending 31 March 2024.

(vi) Internal and External Audit

The NIPB has an Internal Audit service provider which operates to defined standards and whose work is informed by an analysis of risk to which the Board is exposed and provides me with assurance on issues of internal control, governance and risk. The Head of Internal Audit issues an independent opinion on the adequacy and effectiveness of the Board's system of internal control.

The C&AG for Northern Ireland also carried out a statutory audit of the Board's Annual Report and financial statements for 2022-23. Within her Report To Those Charged With Governance (dated 22 August 2023) she gave the Board an unqualified audit opinion on the financial statements and the regularity opinion and raised two recommendations. This report was presented and considered by the ARAC Committee at its meeting on 28 September 2023.

The C&AG is required to carry out a statutory audit of the Board's 'Continuous Improvement Arrangements' as per Part V of the Police (NI) Act 2000. In August 2023, the C&AG published her findings and gave an unqualified audit opinion on the 2021/22 Performance Summary and the 2022/23 Performance Plan.

(vii) Board Effectiveness

Throughout the 2023-24-year work on building the Board's effectiveness has continued to evolve.

During the year the Board continued with the revised structure for the monthly public session of the Board meeting. This included holding the public session with the Chief Constable immediately after NIPB private business followed by a private session with the Chief Constable and his team.

As noted above, the summer 2023 period was extremely challenging for the Board and the PSNI and ultimately led to the need to carry out an appointment process for first an interim and then substantive Chief Constable. The Board worked at pace to convene panels for both appointment processes and successfully appointed the new Chief Constable, Jon Boutcher who took up the position on 12 October 2023.

In January 2024 a 2-day development event was held for Members to provide an opportunity for the Board to continue discussions on improving the effectiveness of how the Board conducts its business. The agenda was developed and informed by results from a questionnaire completed by Members. This included presentations from the newly appointed Chief Constable and the PSNI Assistant Chief Officer for People and Organisational development on current strategic priorities, and the unprecedented events of the past year. Members were also briefed by Dr Rick Muir on UK policing developments. The event built on previous similar events in previous years and considered the themes of:

- The Board's advocacy role, particularly in light of the PSNI's very challenging budgetary circumstances, and the unprecedented events of the past year
- How awareness of the role of the Board can be increased/enhanced
- The Board's connection to PCSPs
- Development of the Board's Engagement Strategy
- Better understanding of policing delivery

The following actions were identified by Members as priorities:

- Ongoing implementation of the Engagement Strategy
- Outreach work by the Board with media, around monthly meetings and with stakeholders around thematic issues
- That Board Members recommit to confidentiality by signing a Members Code of Conduct (including a clause on confidentiality)

Budget Position and Authority

The Northern Ireland Budget Bill which authorised the use for public service of certain resources for the year ending 31 March 2024 (including income) received royal assent on 18th September 2023.

Significant Internal Control Issues Identified

Effective governance arrangements and oversight is maintained to ensure appropriate responses to issues that arise. During the reporting period the Policing Board has not identified or had to address any significant internal control issues.

Ministerial Directions

During 2023-24 no Ministerial directions were sought or given.

Accounting Officer Statement on Assurance

The 2023-24 Internal Audit Plan was agreed by the Board's ARAC at its Committee meeting in March 2023. Throughout the course of the year Internal Audit worked closely with the ARAC and CE regarding the Annual Audit Plan. Following consultation between Internal Audit, the ARAC Chair and myself, during quarter 3, two amendments to the original audit plan agreed at the March 2023 ARAC meeting were approved. In relation to the planned assurance audit of the Police Property Fund: Call 2 the scope of which related to Compliance with Policy and Procedures, due to a number of factors it was agreed that this audit should be deferred and instead be included in the 2024-25 Internal Audit Plan. Internal Audit advised that they were content with the review's deferral given previous work completed by them in this area. Also, the proposed Corporate Governance audit relating to the PSNI Assurance Process was deferred due to the ongoing fact-finding review of NIPB's Assurance Framework and assurance mapping and the likelihood of overlap between these two audits.

Members were updated by Internal Audit on these revised arrangements at the March 2024 ARAC meeting and the Committee noted it was content with the rationale provided in relation to both deferrals.

Regular Internal Audit reports were submitted to the Chief Executive and Board's ARAC together with recommendations for improvements where appropriate. Management provided responses on issues raised as a result of the audits and confirm that recommendations for improvements are being implemented.

I am therefore confident that the NIPB has in place a robust system of accountability, which I can rely on as Accounting Officer, and which complies with the *Corporate Governance Code*. The system allows me to provide assurance that the Policing Board will spend its money in line with the principles set out in *Managing Public Money Northern Ireland*.

Having reviewed the evidence provided to me by the management assurance exercises, the risk registers and the external audit *Report To Those Charged With Governance*, I am satisfied that the NIPB has maintained a sound system of internal control during the financial year 2023-2024.



Sinead Simpson

Chief Executive

21 June 2024

Remuneration and Staff Report

Remuneration Policy

The Board remunerates three distinct categories of employees and Members, which are disclosed below.

Independent Board Members

Independent Members are appointed by the DoJ. The remuneration and allowances of members is dictated by the requirements of the Police (NI) Act 2000, Schedule 1, part 3, paragraph 12-(1) – “*The Board may pay the Chair, Vice-Chair and other members of the Board such remuneration and allowances as the Minister of Justice may determine.*”

Political Board Members

Political Members are appointed using the D'Hondt principles pertaining to the Local Northern Ireland Assembly. When the Assembly is fully operational, Political Members of the Board do not receive additional remuneration for their work on the Board, above their MLA allowance.

A Scheme for a Research Allowance to support all the political parties represented on the Policing Board is paid to each political party represented on the Board.

Officials

The Chief Executive post is aligned with the Senior Civil Service (SCS) and is remunerated accordingly. The pay of senior civil servants is based on a system of pay scales for each SCS grade containing a number of pay points from minima to maxima, allowing progression towards the maxima based on performance.

The pay remit for the Northern Ireland (NI) public sector, including senior civil servants (SCS) in the NICS, is normally approved by the Minister of Finance. Following the Secretary of State for Northern Ireland's 27th April 2023 Written Ministerial Statement (WMS) on the Budget, the NI public sector pay policy guidance was published on 31st May 2023 in FD (DoF) 05/23. This was subsequently updated on 12th March 2024 in FD (DoF) 04/24 to reflect the return of Executive Ministers and revised departmental budgets.

The Directors and other staff are all remunerated in accordance with NICS remuneration conditions and pay scales. Annual NICS pay awards are made in the context of the wider public sector pay policy. The pay awards for NICS non-industrial staff, including SCS, for 2023-2024 has been finalised and is due to be paid in June 2024. The 2023-2024 pay award for NICS industrial staff has also been finalised and paid in May 2024.

Service Contracts

Independent Members are appointed for a period of up to four years in accordance with the Police (NI) Act 2000, Schedule 1, part 3, paragraph 8. NIPB officials are appointed on merit on the basis of fair and open competition.

The officials covered by this report hold appointments which are open-ended. Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme.

Further information about the work of the Civil Service Commissioners for Northern Ireland can be found at www.nicscommissioners.org

Remuneration and Pension Entitlements

The following sections provide details of the remuneration of Board Members and the remuneration and pension interests of the senior officials of the Board.

Remuneration of Board members is disclosed below. None of the posts are pensionable and the only other primary benefit is the payment of expenses for home to office travel and the associated taxation, totalling £12,685 (2022-23: £8,661).

Remuneration for Independent Board Members is set out below.

Audited Information	2023-2024			2022-23		
	Salary	Benefit In Kind	Total	Salary	Benefit In Kind	Total
Name and Title	(£'000)	(£'000)	(£'000)	(£'000)	(£'000)	(£'000)
Les Allamby	15	-	15	5	-	5
Michael Atkinson	-	-	-	15	-	15
John Blair MLA	-	-	-	-	-	-
Maurice Bradley MLA	-	-	-	-	-	-
Jonathan Buckley MLA	-	-	-	-	-	-
Joanne Bunting MLA	-	-	-	-	-	-
Trevor Clarke MLA	-	-	-	-	-	-
Linda Dillon MLA	-	2	2	-	-	-
Mark H Durkan	-	2	2	-	1	1
Tom Frawley (Vice Chair, retired)	-	-	-	20	3	23
Doug Garrett (Chair, retired)	-	-	-	33	1	34
Dr Janet Gray, MBE	15	2	17	15	1	16
Edgar Jardine, CB (Vice Chair)	30	1	31	20	1	21
Dolores Kelly MLA	-	-	-	-	-	-
Gerry Kelly MLA	-	-	-	-	-	-
Liz Kimmins MLA	-	-	-	-	1	1
Dr Kate Laverty	15	1	16	5	-	5
Nuala McAllister MLA	-	-	-	-	-	-
Colm McKenna	-	-	-	10	-	10
Carmel McKinney, OBE	-	-	-	15	-	15
Sinead McLaughlin MLA	-	-	-	-	1	1
Frank McManus	15	1	16	15	-	15
Brendan Mullan	15	-	15	-	-	-
Mike Nesbitt MLA	-	-	-	-	-	-
Peter Osborne	15	-	15	5	-	5
Mukesh Sharma	15	1	16	-	-	-
Deirdre Toner (Chair)	50	3	53	27	-	27

From April 2020 both Board and Committee meetings have operated on a hybrid basis i.e. members could attend in person or via video conference.

Senior Officials' Remuneration and pension entitlements (Audited Information)

Senior Officials	Salary (£'000)		Pension Benefits* (to nearest £1000)		Total (£'000)	
	2023-2024	2022-23	2023-2024	2022-23	2023-2024	2022-23
Mrs. Sinead Simpson, Chief Executive	75-80	70-75	-10	42	65-70	115-120
Mr Sam Hagen, Director of Resources (From 17 April 2023), Acting Chief Executive (From 12 January 2024 to 2 February 2024)	60-65 (60-65 full year equivalent)	-	21	-	80-85 (80-85 full year equivalent)	-
Mrs. Dympna Thornton, Acting Director of Partnership (To 30 November 2022)	-	35-40 (50-55 full year equivalent)	-	36	-	75-80 (85-90 full year equivalent)
Ms. Aislinn McGuckin, Director of Police Pensions & Injury Benefits	55-60	50-55	23	22	75-80	70-75
Ms. Natalia McMahon, Acting Director of Police Pensions & Injury Benefits (From 22 January 2024)	10-15 (50-55 full year equivalent)	-	4	-	10-15 (50-55 full year equivalent)	-
Ms Jenny Passmore, Director of Resources (To 30 November 2022), Director of Partnership (From 1 December 2022)	55-60	55-60	-9	-12	45-50	40-45
Ms Charis Hilditch, Acting Director of Resources (From 21 February 2022 to 16 May 2022)	-	5-10 (50-55 full year equivalent)	-	3	-	5-10 (50-55 full year equivalent)
Mr Adrian McNamee Director of Partnership	55-60	55-60	7	6	60-65	60-65
Mrs Sarah Reid Acting Director of Partnership (From 18 October 2023 to 5 February 2024)	15-20 (50-55 full year equivalent)	-	7	-	20-25 (55-60 full year equivalent)	-

* The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation and any increase or decrease due to a transfer of pension rights.

Remuneration Senior Officials

'Salary' includes gross salary, overtime and any other allowance to the extent that it is subject to UK taxation and any gratia payments. This report is based on payments made by the Board and thus recorded in these accounts.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument. No benefits in kind were paid to senior employees.

Fair Pay Disclosure (Audited Information)

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the lower quartile, median and upper quartile remuneration of the organisation's workforce.

The banded remuneration of the highest-paid director in the financial year 2023-2024 was £75,000 - £80,000 (2022-23, £70,000 - £75,000). The relationship between the mid-point of this band and the remuneration of the organisation's workforce is disclosed below.

2023-2024	25th percentile	Median	75th percentile
Total remuneration (£)	29,711	33,445	40,493
Pay ratio	2.6:1	2.3:1	1.9:1

2022-23	25th percentile	Median	75th percentile
Total remuneration (£)	26,710	32,328	39,748
Pay ratio	2.7:1	2.2:1	1.8:1

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

For 2023-2024 and 2022-23, the 25th percentile, median and 75th percentile remuneration values consisted solely of salary payments.

In 2023-2024, and in 2022-23, no employees received remuneration in excess of the highest-paid director.

Remuneration ranged from £24,000 to £77,500 (2022-23, £24,000 to £72,500).

Percentage Change in Remuneration

Reporting bodies are also required to disclose the percentage change from the previous financial year in the:

- a) salary and allowances
- b) performance pay and bonuses of the highest paid director and of their employees as a whole

The percentage changes in respect of the Board are shown in the following table. It should be noted that the calculation for the highest paid director is based on the mid-point of the band within which their remuneration fell in each year.

Percentage change for:	2023-2024 v 2022-23	2022-23 v 2021-22
Average employee salary and allowances	7.85%	-2.52%
Highest paid director's salary and allowances	6.9%	0%
Average employee performance pay and bonuses	N/a ¹	N/a ¹
Highest paid director's performance pay and bonuses	N/a ²	N/a ²

1, 2 No performance pay or bonuses were payable to employees or the highest paid director in these years.

Pension Benefits (audited information)

Pension benefits of the most senior employees are shown below:

Senior Employees	Accrued pension at pension age as at 31/03/24 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/03/24	CETV at 31/03/23	Real increase in CETV	Employer Contribution to partnership pension account
	£000	£000	£000	£000	£000	Nearest £100
Mrs. Sinead Simpson, Chief Executive	30.0 - 35.0 Plus lump sum of 80.0 – 85.0	0.0 – 2.5 Plus lump sum of 0.0	685	644	-20	-
Mr Sam Hagen, Director of Resources (From 17 April 2023), Acting Chief Executive (From 12 January 2024 to 2 February 2024)	30.0 - 35.0 Plus lump sum of 85.0-90.0	0 – 2.5 Plus lump sum of 0.0	747	674	14	-
Mrs. Dympna Thornton, Acting Director of Partnership (From 22 June 2020 to 30 November 2022)	-	-	-	521	-	-
Ms. Aislinn McGuckin, Director of Police Pensions & Injury Benefits	5.0 – 10.0	0.0 – 2.5	82	61	11	-
Ms. Natalia McMahon, Acting Director of Police Pensions & Injury Benefits (From 22 January 2024)	0.0 – 5.0	0 – 2.5	29	26	2	-
Ms Jenny Passmore, Director of Resources (To 30 November 2022), Director of Partnership (From 1 December 2022)	20.0 – 25.0 Plus lump sum of 60.0 – 65.0	0.0 Plus lump sum of 0.0	551	519	-17	-
Ms Charis Hilditch, Acting Director of Resources (From 21 February 2022 to 16 May 2022)	-	-	-	41	-	-
Mr Adrian McNamee, Director of Performance	25.0 – 30.0	0 – 2.5	437	390	3	-
Mrs Sarah Reid Acting Director of Partnership (From 18 October 2023 to 4 February 2024)	5.0 – 10.0	0 – 2.5	88	80	4	-

Note: Any members affected by the [Public Service Pensions Remedy](#) may have been reported in the 2015 scheme for the period between 1 April 2015 and 31 March 2022 in 2022-23, but are reported in the legacy scheme for the same period in 2023-2024.

No member of the Senior Management Team is in a supplementary pension scheme.

Northern Ireland Civil Service (NICS) Pension Schemes

Pension benefits are provided through the Northern Ireland Civil Service pension schemes which are administered by Civil Service Pensions (CSP).

The alpha pension scheme was initially introduced for new entrants from 1 April 2015. The alpha scheme and all previous scheme arrangements are unfunded with the cost of benefits met by monies voted each year. The majority of members of the classic, premium, classic plus and nuvos pension arrangements (collectively known as the Principal Civil Service Pension Scheme (Northern Ireland) [PCSPS(NI)]) also moved to alpha from that date. At that time, members who on 1 April 2012 were within 10 years of their normal pension age did not move to alpha (full protection) and those who were within 13.5 years and 10 years of their normal pension age were given a choice between moving to alpha on 1 April 2015 or at a later date determined by their age (tapered protection).

McCloud Judgment

In 2018, the Court of Appeal found that the transitional protections put in place back in 2015 that allowed older workers to remain in their original scheme, were discriminatory on the basis of age. As a result, steps have been taken by the Department of Finance to remedy this discrimination.

The Department has now made regulations which remedy the discrimination by:

- ensuring all active members are treated equally for future service as members of the reformed alpha scheme only from 1 April 2022
- providing each eligible member with options to have their pension entitlements for the period when the discrimination existed between 1 April 2015 and 31 March 2022 (the remedy period) retrospectively calculated under either the current (reformed) scheme rules, or the old (pre-reform) legacy rules which existed before 2015

This means that all active NICS Pension Scheme members are in the same pension scheme, alpha, from 1 April 2022 onwards, regardless of age. This removes the discrimination going forwards in providing equal pension provision for all scheme members.

The Department is now implementing the second part of the remedy, which addresses the discrimination which was incurred by affected members between 1 April 2015 and 31 March 2022.

Eligible members with relevant service between 1 April 2015 and 31 March 2022 (the Remedy Period) will now be entitled to a choice of alternative pension benefits in relation to that period i.e. calculated under the pre-reformed PCSPS(NI) 'Classic', 'Premium' or 'Nuvos'

rules or alternatively calculated under the reformed alpha rules. As part of this ‘retrospective’ remedy most active members will now receive a choice about their remedy period benefits at the point of retirement. This is known as the Deferred Choice Underpin (DCU). For those members who already have pension benefits in payment in relation to the Remedy Period, they will receive an Immediate Choice which will be issued by 31 March 2025.

At this stage, allowance has not yet been made within CETVs for this remedy. Further information on the remedy will be included in the NICS pension scheme accounts which, once published, are available at <https://www.finance-ni.gov.uk/publications/dof-resource-accounts>.

As part of the remedy involves rolling back all remediable service into the relevant legacy PCSPS(NI) arrangement for the 7-Year Remedy Period, the value of pension benefits may change for affected members and some figures previously reported may change. The 2023-2024 pension disclosures above are calculated based on HM Treasury guidance using:

- a. Rolled back opening balance
- b. Rolled back closing balance
- c. CETV calculated by CSP on the rolled back basis
- d. No restatement of prior year figures where disclosed

Alpha

Alpha is a ‘Career Average Revalued Earnings’ (CARE) arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The current accrual rate is 2.32%.

From 1 April 2015, all new entrants joining the NICS can choose between membership of alpha or joining a ‘money purchase’ stakeholder arrangement with a significant employer contribution (Partnership Pension Account).

Information on the PCSPS(NI) – Closed Scheme

New entrants who joined on or after 30 July 2007 were eligible for membership of the legacy PCSPS(NI) Nuvos arrangement or they could have opted for a Partnership Pension Account. Nuvos was also a CARE arrangement in which members accrued pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The rate of accrual was 2.3%.

Staff in post prior to 30 July 2007 were eligible to be in one of three statutory based ‘final salary’ legacy defined benefit arrangements (Classic, Premium and Classic Plus). From April 2011, pensions payable under these arrangements have been reviewed annually in line with changes in the cost of living. New entrants who joined on or after 1 October 2002 and before 30 July 2007 will have chosen between membership of premium or joining the Partnership Pension Account.

Benefits in Classic accrue at the rate of 1/80th of pensionable salary for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For Premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike Classic, there is no automatic lump sum (but members may give up (commute) some of their pension to provide a lump sum). Classic Plus is essentially a variation of Premium, but with benefits in respect of service before 1 October 2002 calculated broadly as per Classic.

Partnership Pension Account

The Partnership Pension Account is a stakeholder pension arrangement. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member) into a stakeholder pension product chosen by the employee. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally provided risk benefit cover (death in service and ill health retirement).

Active members of the pension scheme will receive an Annual Benefit Statement. The accrued pension quoted is the pension the member is entitled to receive when they reach their scheme pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. The normal scheme pension age in alpha is linked to the member's State Pension Age but cannot be before age 65. The Scheme Pension age is 60 for any pension accrued in the legacy **Classic**, **Premium**, and **Classic Plus** arrangements and 65 for any benefits accrued in **Nuvos**. Further details about the NICS pension schemes can be found at the website www.finance-ni.gov.uk/civilservicepensions-ni.

All pension benefits are reviewed annually in line with changes in the cost of living. Any applicable increases are applied from April and are determined by the Consumer Prices Index (CPI) figure for the preceding September. The CPI in September 2023 was 6.7% and HM Treasury has announced that public service pensions will be increased accordingly from April 2024.

Employee contribution rates for all members for the period covering 1 April 2024 – 31 March 2025 are as follows:

Scheme Year 1 April 2024 to 31 March 2025

Annualised Rate of Pensionable Earnings (Salary Bands)		Contribution rates – All members
From	To	From 01 April 2024 to 31 March 2025
£0	£26,302.49	4.6%
£26,302.5	£59,849.99	5.45%
£59,850.00	£160,964.99	7.35%
£160,965.00 and above		8.05%

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NICS pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) Regulations 1996 (as amended) and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken. The Lifetime Allowance will end in April 2024 and will be replaced by the Lump Sum Allowance and The Lump Sum And Death Benefit Allowance.

HM Treasury provides the assumptions for discount rates for calculating CETVs payable from the public service pension schemes. On 27 April 2023, HM Treasury published guidance on the basis for setting the discount rates for calculating cash equivalent transfer values payable by public service pension schemes. In their guidance of 27 April 2023, HM Treasury advised that, with immediate effect, the discount rate adopted for calculating CETVs should be in line with the new SCAPE discount rate of 1.7.% above CPI inflation, superseding the previous SCAPE discount rate of 2.4% above CPI inflation. All else being the same, a lower SCAPE discount rate leads to higher CETVs. The HM Treasury Guidance of 27 April 2023 can be found at <https://www.gov.uk/government/publications/basis-for-setting-the-discount-rates-for-calculating-cash-equivalent-transfer-values-payable-by-public-service-pension-schemes/basis-for-setting-the-discount-rates-for-calculating-cash-equivalent-transfer-values-payable-by-public-service-pension-schemes>.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period. (which therefore disregards the effect of any changes in factors).

Compensation for loss of office (Audited Information)

There were no compensation benefits paid by the Board during this financial year (2022-23: Nil).

Staff Report

Staff Numbers and Related Costs (Audited Information)

Details of the total staff costs and breakdown of staff between permanently employed and other staff are shown below:

Staff costs comprise:	2023-24	2022-23
	£000	£000
Permanently employed staff		
Wages and salaries	1,849	1,643
Social security costs	190	174
Other pension costs	481	435
Total permanent staff costs	2,520	2,252
Secondments	219	158
Agency costs	182	248
Total staff costs	2,921	2,658

The NICS main pension schemes are unfunded multi-employer defined benefit schemes, but the Board is unable to identify its share of the underlying assets and liabilities.

The Public Service Pensions Act (NI) 2014 provides the legal framework for regular actuarial valuations of the public service pension schemes to measure the costs of the benefits being provided. These valuations inform the future contribution rates to be paid into the schemes by employers every four years following the scheme valuation. The Act also provides for the establishment of an employer cost cap mechanism to ensure that the costs of the pension schemes remain sustainable in future.

The Government Actuary's Department (GAD) is responsible for carrying out scheme valuations. The Actuary reviews employer contributions every four years following the scheme valuation. The 2020 scheme valuation was completed by GAD in October 2023. The outcome of this valuation was used to set the level of contributions for employers from 1 April 2024 to 31 March 2027.

The Cost Cap Mechanism (CCM) is a measure of scheme costs and determines whether member costs or scheme benefits require adjustment to maintain costs within a set corridor.

Reforms were made to the CCM which was applied to the 2020 scheme valuations and included the introduction of a reformed-scheme-only cost control mechanism which assesses just the costs relating to reformed schemes (alpha for the NICS) and introduced an economic check. Prior to the cost control mechanism reforms, legacy scheme (PCSPS(NI)) costs associated with active members were also captured in the mechanism. The reformed-scheme-only design and the economic check were applied to the 2020 scheme valuations for the devolved public sector pension schemes, including the NICS pension scheme. The 2020 scheme valuation outcome was that the core cost cap cost of the scheme lies within the 3% cost cap corridor. As there is no breach of the cost control mechanism, there is no requirement for the Department of Finance to consult on changes to the scheme. Further information can be found on the Department of Finance website <https://www.finance-ni.gov.uk/articles/northern-ireland-civil-service-pension-scheme-valuations>.

For 2023-2024, employers' contributions of £480,671 were payable to the NICS pension arrangements (2022-23, £435,219) at one of three rates in the range 28.7% to 34.2% of pensionable pay, based on salary bands.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £Nil (2022-23, £Nil) were paid to one or more of the panel of two appointed stakeholder pension providers. Employer contributions are age-related and range from 8% to 14.75% (2022-23, 8% to 14.75%) of pensionable pay.

The partnership pension account offers the member the opportunity of having a 'free' pension. The employer will pay the age-related contribution and if the member does contribute, the employer will pay an additional amount to match member contributions up to 3% of pensionable earnings.

Employer contributions of £Nil, 0.5% (2022-23 £Nil, 0.5%) of pensionable pay, were payable to the NICS Pension schemes to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of these employees. Contributions due to the partnership pension providers at the reporting period date were £Nil. Contributions prepaid at that date were £Nil.

No persons (2022-23: 0 persons) retired early on ill-health grounds; the total additional accrued pension liabilities in the year amounted to £Nil (2022-23: £Nil).

Average number of persons employed (Audited Information)

The average number of whole-time equivalent persons employed during the year was as follows. These figures include those working in the department as well as in agencies and other bodies included within the consolidated departmental Accounts.

	2023-24	2022-23
	Number	Number
Senior management	4	4
Other directly employed staff	36	35
Total permanent staff numbers	40	39
Secondments/agency	10	12
Total number of employees	50	51

The average number of Independent Board Members during the year was 9 (2022-23: 9).

Staff numbers

Staffing at 31 March 2024 comprised of 11 staff seconded from the NICS, NISRA and PSNI, 31 direct recruits appointed following public advertisement (1 of which is aligned with the Senior Civil Service (SCS)) and 7 agency staff.

The breakdown by gender:

	2023-2024		2022-23	
	Male	Female	Male	Female
Senior civil service equivalent	-	1	-	1
Directors	2	3	1	2
Staff	17	26	16	29
Total	19	30	17	32

Staff turnover

Details of staff turnover for the financial year is outlined below:

	2023-24	2022-23
	%	%
Staff turnover percentage	13.5	38.5

The decrease in staff turnover percentage is due to improved staff retention as a consequence of the Board's investment in staff development and engagement. This has consequently created fewer vacancies within the Board.

Staff Engagement

The NIPB as an NDPB did not participate in any Civil Service People Survey during 2023-2024 and therefore no engagement indicators are available. However, the NIPB engages extensively with staff, as noted below, in relation to staff policies and other employee matters through our monthly Team Briefs and Directorate team meetings, which provide a strategic overview of organisational issues, Directorate updates and general staff news e.g. new starts/leavers, and staff development updates. The Board has continued to build on the assessment results from our IIP accreditation in June 2022 and this has continued to provide a framework to evaluate the NIPB approach to people management and development and the development of the NIPB People Strategy and Action Plan; the Board has also undertaken an Investor in People survey in March 2024, the purpose of which is to assess the progress that has been made since receiving accreditation. The NIPB has also focused on greater usage of the NIPB Intranet as an effective tool to engage with staff. Work has been taken forward to update the information on the Intranet and to make it a more user-friendly experience for NIPB staff.

The Board's Be You group continues to deliver staff wellbeing initiatives such as a session with NICSWell in February 23 on healthy eating/exercise and a Mental Health Awareness session with Inspire March 2023. The Be You group are currently developing a plan for a 'walking group' for staff physical and mental well-being and as an opportunity for staff from the various Directorates to engage in a non-work setting. The Board continues to make use of the feedback received from the IIP assessment which led to accreditation in June 2022; as part of this process the Board has undertaken an Investor in People survey in March 2024, the purpose of which is to assess the progress that has been made since receiving accreditation.

Voluntary Redundancy Scheme – exit packages (Audited Information)

Exit costs are accounted for in the year of departure. No staff left under Voluntary Exit terms during the 2023-2024 year (Nil, 2022-23).

Staff Policies and Other Employee Matters

The NIPB places considerable value on the involvement of its employees and has continued to keep them informed on matters affecting them and on the various factors affecting performance of the organisation. This is achieved through formal and informal meetings, regular briefings, information bulletins, and staff memos. The NIPB has made greater use of its staff Intranet as a means of communicating any updates and or changes in regards of employee matters. In relation to staff policies, NIPB adopt the staff policies of the NICS as the Board's staff includes a mix of direct recruits and NICS employees therefore all staff are bound by the same terms and conditions as NICS employees.

Employment, training and advancement of disabled persons

The NIPB has also adopted the NICS commitment to working towards creating a truly inclusive workplace where all colleagues feel valued.

In keeping with the wider NICS, the NIPB applies the recruitment principles as set out in the Recruitment Code of the Civil Service Commissioners for Northern Ireland, appointing candidates based on merit through fair and open competition. Mandatory training for recruitment and selection panel members includes raising awareness of unconscious bias.

The NICS offers a Guaranteed Interview Scheme (GIS) and NIPB has aligned with this approach. To maintain and promote a diverse and inclusive workforce, the NIPB has adopted wider NICS policies to support reasonable adjustments to working practices or the work environment as required by disabled persons.

The Board has worked with Employers for Disability NI (EFDNI) to identify and deliver disability awareness training to staff.

Other Employee Matters

Equality, Diversity and Inclusion

NIPB is committed to building an inclusive work culture where diversity is truly valued at all levels, where you are valued for who you are and where you can bring your true self to work.

The NIPB Equality Scheme sets out our commitments to promote equality, diversity and inclusion and we continue to meet our statutory obligations under the Fair Employment and Treatment (NI) Order 1998, which includes submission of annual Fair Employment Monitoring Return and a tri-annual Article 55 Review to the Equality Commission for NI (ECNI), both of which assess the composition of the workforce and the composition of applicants and appointees. Further information on the Board's Equality Scheme is available at [Equality Action Plan April 2019 - March 2023 | Northern Ireland Policing Board \(nipoliceboard.org.uk\)](https://www.nipoliceboard.org.uk/equality-action-plan).

Learning and Development

The NIPB recognises the importance of having skilled and engaged employees and continues to invest in learning and development.

Development and delivery of generic staff training is centralised in NICS HR. Training is delivered using a variety of learning delivery channels (including on-line, webinars), providing flexible access to learning. Coherent learning pathways are aligned to both corporate need and the NICS Competency Framework. Additional bespoke training, determined by current business need, is provided by NIPB. The Board has developed a draft People Strategy which aligns with the Board's staff focused 'vision & values'. The NIPB has also introduced a 'Training Matrix' which is available for staff to download from the NIPB Intranet. The Matrix allows individuals and teams to track their training requirements and identify any skills/knowledge gaps.

Employee Consultation and Trade Union Relationships

The DoF is responsible for the NICS Industrial Relations Policy. NICSHR, consults on HR policy with all recognised Trade Unions and local departmental arrangements are in place to enable consultation on matters specific to a department or individual business area.

Sickness absence data

The average number of working days lost per employee due to sickness was 16.03 up to 31 March 2024 (2022-23: 0.42). The total number of working days lost due to sickness was 653 days for 2023-2024.

Disclosures in Annual Report for Off-Payroll Payments (Audited Information)

During the year the NIPB engaged the services of one individual for a period greater than six months, costing more than £245 per day. All off-payroll engagement arrangements are now assessed in line with IR35 requirements.

Table 1: All temporary off-payroll workers engaged at any point during the year ended 31 March 2024

	2023-2024
Number of off-payroll workers engaged during the year ended 31 March 2024	1
Of Which:	
Number determined as out-of-scope of IR35	1
Number determined as in-scope of IR35	-
Number of engagements reassessed for compliance or assurance purposes during the year	-
Of which: Number of engagements that saw a change to IR35 status following review	-
Number of engagements where the status was disputed under provisions in the off-payroll legislation	-
Of which: Number of engagements that saw a change to IR35 status following review	-

Consultancy costs (Audited Information)

Details of all consultancy costs are outlined below:

	2023-2024	2022-23
	£	£
Consultancy costs	-	356

ASSEMBLY ACCOUNTABILITY AND AUDIT REPORT

Losses and Special Payments (Audited Information)

Losses and special payments over £300,000 - £Nil (2022-23: £Nil).

Remote Contingent Liabilities (Audited Information)

NIPB has no remote contingent liabilities (2022-23: none).



Sinead Simpson

Chief Executive

Date: 21 June 2024

THE CERTIFICATE OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY

Opinion on financial statements

I certify that I have audited the financial statements of the Northern Ireland Policing Board for the year ended 31 March 2024 under the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003, as amended by the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010. The financial statements comprise: the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, Changes in Taxpayers' Equity; and the related notes, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Government Financial Reporting Manual.

I have also audited the information in the Accountability Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the Northern Ireland Policing Board's affairs as at 31 March 2024 and of the Northern Ireland Policing Board's net expenditure for the year then ended; and
- have been properly prepared in accordance with the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010 and Department of Justice directions issued thereunder.

Opinion on regularity

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate.

My staff and I are independent of the Northern Ireland Policing Board in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the Northern Ireland Policing Board's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Northern Ireland Policing Board's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

The going concern basis of accounting for the Northern Ireland Policing Board is adopted in consideration of the requirements set out in the Government Financial Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it anticipated that the services which they provide will continue into the future.

My responsibilities and the responsibilities of the Policing Board Members and the Accounting Officer with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the annual report other than the financial statements, the parts of the Accountability Report described in that report as having been audited, and my audit certificate and report. The Northern Ireland Policing Board Members and the Accounting Officer are responsible for the other information included in the annual report. My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my report I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report to be audited have been properly prepared in accordance with the Department of Justice directions made under the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010; and
- the information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Northern Ireland Policing Board and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Accountability Report. I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Accountability Report to be audited are not in agreement with the accounting records; or
- certain disclosures of remuneration specified by the Government Financial Reporting Manual are not made; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance's guidance.

Responsibilities of the Northern Ireland Policing Board Members and Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer Responsibilities, the Northern Ireland Policing Board Members and the Accounting Officer are responsible for:

- the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- such internal controls as the Accounting Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error;
- ensuring the annual report, which includes the Remuneration and Staff Report is prepared in accordance with the applicable financial reporting framework; and

- assessing the Northern Ireland Policing Board's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by the Northern Ireland Policing Board will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

My procedures included:

- obtaining an understanding of the legal and regulatory framework applicable to the Northern Ireland Policing Board through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included the Police (Northern Ireland) Act 2000, as amended by the Police (Northern Ireland) Act 2003 and the Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010;
- making enquires of management and those charged with governance on the Northern Ireland Policing Board's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of the Northern Ireland Policing Board's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud. As part of this discussion, I identified potential for fraud in the following areas: management override of controls through the posting of unusual journals and the extent of management bias within accounting estimates;

- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;
- documenting and evaluating the design and implementation of internal controls in place to mitigate risk of material misstatement due to fraud and non-compliance with laws and regulations;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate; and
- addressing the risk of fraud as a result of management override of controls by:
 - performing analytical procedures to identify unusual or unexpected relationships or movements;
 - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
 - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and
 - investigating significant or unusual transactions made outside of the normal course of business.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Report

I have no observations to make on these financial statements.



Dorinnia Carville

Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
BELFAST BT7 1EU

01 July 2024

4. NI POLICING BOARD FINANCIAL STATEMENTS

Statement of Comprehensive Net Expenditure for the year ended 31 March 2024

		2023-2024	2022-23
	Note	£000	£000
Other Operating Income	5	(7)	(25)
Total Operating Income		(7)	(25)
Staff costs	3	2,921	2,658
Depreciation	6 & 7	47	43
Provision Expense	4	(19)	711
Other Operating Expenditure	4	2,954	3,426
Total Operating Expenditure		5,903	6,838
Net Operating Expenditure		5,896	6,813
Net expenditure for the year		5,896	6,813
Other Comprehensive Net Expenditure			
Items that will not be reclassified to net operating costs:			
Net (gain) on revaluation of Property Plant and Equipment	6	(1)	(6)
Net (gain) on revaluation of Intangibles	7	(1)	-
Comprehensive Net Expenditure for the year		5,894	6,807

The notes on page 170-184 form part of these accounts.

Statement of Financial Position as at 31 March 2024

	Note	2024 £000	2023 £000
Non-current assets:			
Property, plant and equipment	6	65	101
Intangible assets	7	66	70
Total non-current assets		131	171
Current assets:			
Trade and other receivables	9	58	115
Cash and cash equivalents	10	378	62
Total current assets		436	177
Total assets		567	348
Current liabilities:			
Trade and other payables	11	(1,885)	(1,705)
Provisions	12	(1,506)	(1,678)
Total current liabilities		(3,391)	(3,383)
Total assets less current liabilities		(2,824)	(3,035)
Non-current liabilities			
Provisions	12	(109)	(140)
Total non-current liabilities		(109)	(140)
Total assets less total liabilities		(2,933)	(3,175)
Taxpayers' equity and other reserves			
Revaluation reserve		72	70
General reserve		(3,005)	(3,245)
Total Equity		(2,933)	(3,175)

The financial statements on pages 166 to 169 were approved and authorised by NIPB on 4 July 2024 and were signed on its behalf by:



Sinead Simpson

Chief Executive

Date 21 June 2024

The notes on pages 170-184 form part of these accounts.

Statement of Cash Flows for the year ended 31 March 2024

		2023-24	2022-23
	Note	£000	£000
Cash flows from operating activities			
Net Operating Expenditure		(5,894)	(6,807)
Adjustment for non-cash transactions	4,6 & 7	39	743
Decrease in trade and other receivables	9	57	15
Increase (Decrease) in trade and other payables	11	180	(329)
Use of provisions	12	(184)	(101)
Net cash outflow from operating activities		(5,802)	(6,479)
Cash flows from investing activities			
Purchase of property, plant and equipment	6	(13)	(2)
Purchase of intangible assets	7	(5)	(44)
Net cash outflow from investing activities		(18)	(46)
Cash flows from financing activities			
Grants from sponsoring department		6,136	6,087
Net financing		6,136	6,087
Net increase (decrease) in cash and cash equivalents in the period	10	316	(438)
Cash and cash equivalents at the beginning of the period	10	62	500
Cash and cash equivalents at the end of the period	10	378	62

The notes on pages 170-184 form part of these accounts.

Statement of Changes in Taxpayers' Equity for the year ended 31 March 2024

	General Reserve	Revaluation Reserve	Taxpayers' Equity
	£000	£000	£000
Balance at 31 March 2022	(2,519)	64	(2,455)
Changes in Taxpayers' Equity 2022-23			
Grants from Sponsoring department	6,087	-	6,087
Comprehensive Net Expenditure for the year	(6,807)	-	(6,807)
Transfers between reserves	(6)	6	-
Balance at 31 March 2023	(3,245)	70	(3,175)

Changes in Taxpayers' Equity for 2023-24			
Grants from Sponsoring department	6,136	-	6,136
Comprehensive net expenditure for the year	(5,894)	-	(5,894)
Transfers between reserves	(2)	2	-
Balance at 31 March 2024	(3,005)	72	(2,933)

The notes on pages 170-184 form part of these accounts.

Notes to the Accounts

1. Statement of accounting policies

These financial statements have been prepared in accordance with the 2023-2024 Government Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Board for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Board are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

1.1 Accounting convention

These accounts have been prepared under the historical cost convention modified to account for the revaluation of property, plant and equipment and intangible assets.

The accounts are stated in sterling, which is the Board's functional and presentational currency. Unless otherwise noted, the amounts shown in these financial statements are in thousands of pounds sterling (£000).

1.2 Property, plant and equipment

Property, plant and equipment are capitalised at their cost of acquisition. The level for capitalisation as an individual or grouped non-current asset has been applied for the year shown at £1,000. The NIPB does not own any land or buildings¹⁶. All property, plant and equipment is valued annually in accordance with the Office for National Statistics indices as published by the Stationery Office. Surpluses on revaluation are taken to the revaluation reserve. Deficits on revaluation are charged to the Statement of Comprehensive Net Expenditure to the extent that the loss exceeds the amount held in the revaluation reserve for the same asset.

1.3 Depreciation

Depreciation is provided on all non-current assets from the month they are brought into service, on a straight-line basis in order to write off cost or valuation over their expected useful lives.

Estimated useful lives, which are reviewed regularly, are:

IT equipment	-	5 years
Office equipment and furniture	-	5 - 12 years
Intangible assets (software licences)	-	2 - 10 years

¹⁶ NIPB is the legal owner of the PSNI Estate, however day to day responsibility for estate management is delegated to the Chief Constable and the assets are presented within the PSNI's financial statements.

1.4 Intangible Assets

The Board recognises software licences as intangible non-current assets. Purchases of software licences are capitalised as intangible non-current assets where the purchase cost of an individual licence exceeds £1,000. Software licences are amortised over the shorter of the term of the licence and the useful economic life. Software licences are revalued annually using appropriate indices provided by the Office for National Statistics.

1.5 Operating income

Operating income comprises the recoupment of salaries for staff on secondment and externally generated programme funding received or receivable.

1.6 Foreign exchange

Transactions that are denominated in a foreign currency are translated into sterling at the exchange rate ruling on the date of each transaction.

1.7 Leases

Finance Leases:

Leases of property, plant and equipment where NIPB holds substantially all the risks and rewards of ownership are classified as finance leases. NIPB did not hold any finance leases during 2023-2024. The implementation of IFRS 16 took effect from 1 April 2022 however the NIPB availed of the short-term lease exemption for property leases as the lease at that time covered a period of 12 months or less from its commencement date. The impact of this applied similar accounting to that of operating leases under IAS 17.

Operating Leases:

Leases where substantially all of the risks and rewards are held by the lessor, are classified as operating leases. These relate to the rental of the NIPB's headquarters. Rentals are charged to the Statement of Comprehensive Net Expenditure in equal instalments over the life of the lease.

1.8 Financial instruments

The NIPB does not hold any complex financial instruments. This is due to the organisation being a non-trading entity and is financed as a Non-Departmental Public Body. The only financial instruments included in the accounts are receivables and payables (Notes 9 and 11).

1.9 Financing

The NIPB is resourced by funds approved by NI Assembly through the latest comprehensive spending review. Resources are drawn down as required to meet expenditure requirements and are credited to the Statement of Comprehensive Net Expenditure Reserve.

1.10 Provisions

Provisions are recognised when: the NIPB has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

1.11 Critical accounting estimates and judgments

The preparation of financial statements in conformity with IFRS requires the use of accounting estimates and assumptions. It also requires management to exercise this judgment in the process of applying the NIPB's accounting policies. We continually evaluate our estimates, assumptions and judgments based on available information and experience. As the use of estimates is inherent in financial reporting, actual results could differ from these estimates. The areas involving a higher degree of judgment or complexity are described below:

Depreciation and Amortisation: The NIPB assesses the useful economic life of assets on an annual basis.

Provision for Medical Appeals: The NIPB provides for the cost of appeals on the basis of either the refusal of Ill Health Retirement/ and or Retrospective/ Injury on Duty Awards, or the level of disablement awarded by Medical Practitioners who undertake the medical assessments of Appellants.

Provision for Injury on Duty (IOD) cases: The NIPB provides for the cost of outstanding cases whereby both serving and former PSNI officers can apply for Ill Health Retirement and/ or a Retrospective/Injury on Duty Award. The cost of these cases is provided for on the basis of a contract with the Board's Selected Medical Practitioners, who undertake the medical assessments of applicants. The Board also provides for the cost of cases which may be subsequently appealed.

Provision for McCloud cases: The NIPB provides for the cost of cases following the Government's changes to the public service pension schemes in 2015 which were then found to have discriminated against younger members who couldn't remain in their existing scheme. Following consultation, it was proposed that the discrimination would be ended at 31 March 2022, by moving all members into the reformed schemes, and offering members a choice between legacy or reformed benefits for service in the period between 1 April 2015 and 31 March 2022 (known as the remedy period). NIPB is currently undertaking a project relating to the remedy for those affected members who applied for IHR on 1988 legacy scheme, who have been asked to provide consent to reassess their IHR to see if they are entitled to higher tier under the 2015 scheme. The deadline for the first phase of this project was 1 October 2023 and included those officers who consented to reassessment. The second phase of the project relates to those former officers who have not consented to assessment (as initiated by guidance produced by the National Police Chiefs Council) and is currently ongoing.

1.12 Value Added Tax (VAT)

Where output VAT is charged or input VAT is recoverable, the amounts are stated net of VAT. Irrecoverable VAT is charged to the relevant expenditure category or included in the capitalised purchase cost of property, plant and equipment.

1.13 Pension costs

Past and present employees are covered by the provisions of the Principal Civil Service Pension Schemes (PCSPS (NI)). The defined benefit elements of the schemes are unfunded and are non-contributory except in respect of dependents benefits. The Board recognises the expected cost of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payments to the PCSPS (NI) of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS (NI). In respect of the defined contribution elements of the schemes, the Board recognises the contributions payable for the year.

1.14 Trade and other receivables

Financial assets within trade and other receivables are initially recognised at fair value, which is usually the original invoiced amount.

1.15 Cash and cash equivalents

Cash and cash equivalents comprise cash in hand and current balances with banks which are readily convertible to known amounts of cash and which are subject to insignificant risk of changes in value and have an original maturity of three months or less.

1.16 Impairment of financial assets

The NIPB assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, the Board makes an estimate of the asset's recoverable amount. An asset's recoverable amount is the higher of an asset's or cash-generating unit's fair value less costs to sell and its value in use and is determined for an individual asset. Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. In assessing value in use, the estimated future cash flows are discounted to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Impairment losses of continuing operations are recognised in the Statement of Comprehensive Net Expenditure in those expense categories consistent with the function of the impaired asset.

1.17 Trade and other payables

Trade and other payables are recognised initially at fair value, which is usually the original invoiced amount. The most significant accrual is in relation to the PCSPs. This is due to the timing of claims submitted for payment and represents the final quarter's expenditure of the current financial year which will be paid post year end.

1.18 Employee benefits

Under IAS 19, an employing entity should recognise the undiscounted amount of short-term employee benefits expected to be paid in exchange for the service. The NIPB has therefore recognised annual and flexi leave entitlements, bonuses and unpaid overtime that have been earned by the year end but not taken or paid. These are included in current liabilities for all staff across the NIPB.

1.19 Contingent liabilities

In addition to contingent liabilities disclosed in accordance with IAS 37, the Board discloses for Assembly reporting and accountability purposes certain statutory and non-statutory contingent liabilities where the likelihood of a transfer of economic benefit is remote, but which have been reported to the Assembly in accordance with the requirements of Managing Public Money Northern Ireland.

Where the time value of money is material, contingent liabilities which are required to be disclosed under IAS 37 are stated at discounted amounts and the amount reported to the Assembly separately noted. Contingent liabilities that are not required to be disclosed by IAS 37 are stated at the amounts reported to the Assembly.

1.20 Insurance

The NIPB does not take out general insurance, except where there is a statutory requirement to do so. Instead, expenditure in connection with uninsured risks is charged as incurred.

1.21 Accounting standards, amendments, interpretations, or other updates that were issued and effective for the 2023-2024 financial year

The NIPB has reviewed the standards, interpretations, and amendments to published standards that became effective during 2023-2024 and which are relevant to its operations.

No changes are material to NIPB accounts.

1.22 Accounting standards, interpretations and amendments to published Standards not yet effective

In addition, certain new standards, interpretations and amendments to existing standards have been published that are mandatory for accounting periods beginning on or after 1 April 2023 or later periods, but which the NIPB has not adopted early. Following a review, the NIPB considers that these standards are not relevant to its operations.

2. Statement of operating expenditure by operating segment

At 31 March 2024 NIPB organised into two main business segments reported to the Chief Operating Decision Maker through monthly Management Accounts:

- expenditure which supports the statutory and other objectives of the NIPB
- expenditure which supports the statutory and other objectives of the Policing and Community Safety Partnerships (PCSPs). Further information in relation to the PCSPs can be found in the Performance Analysis section of the annual report

The segmental results for the year ended 31 March 2024 are as follows:

	NIPB	PCSPs	Total
	£000	£000	£000
Gross expenditure	4,364	1,539	5,903
Income	(7)	-	(7)
Net Expenditure	4,357	1,539	5,896

The segmental results for the year ended 31 March 2023 are as follows:

	NIPB	PCSPs	Total
	£000	£000	£000
Gross expenditure	5,245	1,593	6,838
Income	(25)	-	(25)
Net Expenditure	5,220	1,593	6,813

3. Staff costs

Staff costs comprise:	2023-24	2022-23
	£000	£000
Permanently employed staff		
Wages and salaries	1,849	1,643
Social security costs	190	174
Other pension costs	481	435
Total permanent staff costs	2,520	2,252
Secondments/agency costs	401	406
Total cost	2,921	2,658

4. Other operating expenditure and provision expense

		2023-24	2022-23
	Note	£000	£000
Other operating expenditure			
Grants to PCSPs		1,412	1,586
PCSP Recruitment costs		126	6
PCSP Training costs		1	1
Running costs		562	681
Accommodation costs		391	254
Rentals under operating leases		37	432
Press and public relations		50	56
Information technology		153	203
Human rights monitoring		99	94
Pension medical services and appeals		100	88
External audit fees		23	17
Loss on disposal – tangible		-	8
Total Other operating Expenditure		2,954	3,426
Provision income (expense)			
Provisions provided for in year	12	185	856
Provisions released in year not required	12	(204)	(145)
Total Provision income (expense)		(19)	711

PCSPs are funded jointly by the Board and the DoJ reporting through a Joint Committee. The Joint Committee agrees the level of funding for each PCSP based on approval of their Partnership Plans. The PCSP expenditure, above, only relates to the Board's share of the cost.

5. Income

	2023-24	2022-23
	£000	£000
Income source		
Reimbursement of payroll costs for secondments	7	25
Total income	7	25

6. Property, plant and equipment

2023-2024	Information Technology £000	Furniture & Fittings £000	Total £000
Cost or valuation			
At 1 April 2023	177	97	274
Additions	-	-	-
Disposals	-	-	-
Revaluations	2	-	2
At 31 March 2024	179	97	276
Depreciation			
At 1 April 2023	98	75	173
Charged in year	32	5	37
Disposals	-	-	-
Revaluations	1	-	1
At 31 March 2024	131	80	211
Carrying amount at 31 March 2023	79	22	101
Carrying amount at 31 March 2024	48	17	65
Asset financing:			
Owned	48	17	65
Carrying amount at 31 March 2024	48	17	65

Information technology and furniture and fittings are valued using relevant indices.

6. Property, plant and equipment (cont'd.)

2022-23	Information Technology £000	Furniture & Fittings £000	Total £000
Cost or valuation			
At 1 April 2022	203	307	510
Additions	5	10	15
Disposals	(39)	(223)	(262)
Revaluations	8	3	11
At 31 March 2023	177	97	274
Depreciation			
At 1 April 2022	95	289	384
Charged in year	31	7	38
Disposals	(32)	(222)	(254)
Revaluations	4	1	5
At 31 March 2023	98	75	173
Carrying amount at 31 March 2022	108	18	126
Carrying amount at 31 March 2023	79	22	101
Asset financing:			
Owned	79	22	101
Carrying amount at 31 March 2023	79	22	101

Information technology and furniture and fittings are valued using relevant indices.

7. Intangible Assets

	Software Licences
	£000
2023-24	
Cost or valuation	
At 1 April 2023	97
Additions	5
Disposals	(14)
Revaluations	1
At 31 March 2024	89
Amortisation	
At 1 April 2023	27
Charged in year	10
Disposals	(14)
Revaluations	-
At 31 March 2024	23
Carrying amount at 31 March 2023	70
Carrying amount at 31 March 2024	66
Asset financing:	
Owned	66
Carrying amount at 31 March 2024	66

7. Intangible Assets (cont'd.)

	Software Licences
	£000
2022-23	
Cost or valuation	
At 1 April 2022	52
Additions	44
Disposals	-
Revaluations	1
At 31 March 2023	97
Amortisation	
At 1 April 2022	21
Charged in year	5
Disposals	-
Revaluations	1
At 31 March 2023	27
Carrying amount at 31 March 2022	31
Carrying amount at 31 March 2023	70
Asset financing:	
Owned	70
Carrying amount at 31 March 2023	70

8. Financial instruments

As the cash requirements of the NIPB are met through Grant-in-Aid provided by the Department of Justice, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with the Board's expected purchase and usage requirements and the NIPB is therefore exposed to little credit, liquidity or market risk.

9. Trade receivables and other current assets

	2023-24	2022-23
	£000	£000
Amounts falling due within one year:		
VAT	34	59
Trade receivables	8	-
Prepayments and accrued income	16	56
Total receivables at 31 March	58	115

10. Cash and cash equivalents

	2023-24	2022-23
	£000	£000
Commercial banks and cash in hand		
Balance at 1 April	62	500
Net change in cash and cash equivalent balances	316	(438)
Balance at 31 March	378	62

11. Trade payables and other current liabilities

	2023-24	2022-23
	£000	£000
Amounts falling due within one year:		
Trade payables	102	83
Balances due to PCSPs	754	830
Accruals	1029	792
Total payables at 31 March	1,885	1,705

12. Provisions for liabilities and charges

2023-2024	McCloud Cases	Medical Appeals	IOD Cases	Legal Cases	Total
	£000	£000	£000	£000	£000
Balance at 1 April 2023	133	95	1,080	510	1,818
Provided in the year	-	53	132	-	185
Provisions not required written back	(17)	(3)	(52)	(132)	(204)
Provisions utilised in the year	(107)	-	(54)	(23)	(184)
At 31 March 2024	9	145	1,106	355	1,615

Analysis of expected timing of discounted flows.

	McCloud Cases £000	Medical Appeals £000	IOD Cases £000	Legal Cases £000	Total £000
Not later than one year	9	145	997	355	1,506
Later than one year and not later than five years	-	-	109	-	109
At 31 March 2024	9	145	1,106	355	1,615

2022-23	McCloud Cases £000	Medical Appeals £000	IOD Cases £000	Legal Cases £000	Total £000
Balance at 1 April 2022	-	58	1,010	140	1,208
Provided in the year	133	58	197	468	856
Provisions not required written back	-	(4)	(61)	(80)	(145)
Provisions utilised in the year	-	(17)	(66)	(18)	(101)
At 31 March 2023	133	95	1,080	510	1,818

Analysis of expected timing of discounted flows.

	McCloud Cases £000	Medical Appeals £000	IOD Cases £000	Legal Cases £000	Total £000
Not later than one year	133	95	940	510	1,678
Later than one year and not later than five years	-	-	140	-	140
At 31 March 2023	133	95	1,080	510	1,818

12. Provisions for liabilities and charges (cont'd.)

(i) McCloud Cases

This provision relates to outstanding cases where ex-serving PSNI officers provide consent to reassess their IHR to see if they are entitled to a higher tier pension under the 2015 pension scheme relating to the remedy period following the discrimination ruling. The deadline for the first phase of this project was 1 October 2023 and included those officers who consented to reassessment. The second phase of the project relates to those former officers who have not consented to assessment (as initiated by guidance produced by the National Police Chiefs Council) and is currently ongoing.

(ii) Medical Appeals

This provision relates to appeals from serving or former officers for either the refusal of Ill Health Retirement and/ or Retrospective/ Injury on Duty Awards, or as the result of the level of disablement awarded.

(iii) Injury on Duty (IOD) Cases

This provision relates to cases whereby serving and former PSNI officers can apply for Ill Health Retirement and/or Retrospective/ Injury on Duty Awards.

(iv) Legal Cases

There are currently a number of outstanding legal cases in which the NIPB is named as defendant.

13. Capital commitments

There were no capital commitments outstanding at the year-end for which contracts had been entered into or which had been authorised by the Management Board (2022-23: £Nil).

14. Commitments under leases***Operating Leases***

Total future minimum lease payments under operating leases are given in the table below for each of the following periods:

	2023-24	2022-23
	£000	£000
Premises		
Not later than one year	-	36
Later than one year and not later than five years	-	-
	<u>-</u>	<u>-</u>
	<u>-</u>	<u>36</u>

The NIPB Headquarters lease at Waterside Tower expired on 30 April 2023 following the move of to James House based at the Gas Works Business Park which is owned by the Department of Finance. The accommodation arrangements going forward will be in the form of a license agreement for an initial period of 5 years at a cost of £1 per annum if requested, after which the license can be renewed.

15. Contingent liabilities disclosed under IAS 37

The NIPB has no contingent liabilities (2022-23: £Nil).

16. Related party transactions

The NIPB is a NDPB of the DoJ. The DoJ is regarded as a related party. During the year the NIPB has had a number of material transactions with the Department and with other government departments and central government bodies. Most of these transactions have been with the DoF, the NI Assembly, the Crown Solicitor's Office, the Central Procurement Directorate, the Rate Collection Agency and the Northern Ireland Statistics and Research Agency (the last two are executive agencies of the DoF), the PSNI and Local Councils through the PCSPs.

No Board member, key manager or other related parties have undertaken any related party transactions with the Board during the year.

17. Events after the reporting period

No events as defined in IAS 10 have occurred subsequent to the year-end that require disclosure.

Date of authorisation for issue

The Accounting Officer authorised these financial statements for issue on 4 July 2024.

5. GLOSSARY

ACC	Assistant Chief Constable
ACO	Assistant Chief Officer
AME	Annual Managed Expenditure
ARAC	Audit and Risk Assurance Committee
ASB	Anti-Social Behaviour
BSC	Business Consultancy Service
BWV	Body Worn Video
CARE	Career Average Re-valued Earnings
C&AG	Comptroller and Auditor General
CETV	Cash Equivalent Transfer Value
CI	Continuous Improvement
CIPT	Child Internet Protection Team
COO	Chief Operating Officer
CJINI	Criminal Justice Inspection NI
CMS	Case Management System
CPI	Consumer Prices Index
CSAE	Child Sexual Abuse and Exploitation
CSP	Civil Service Pensions
DA	Domestic Abuse
DAPO	Domestic Abuse Protection Order
DCC	Deputy Chief Constable
DoF	Department of Finance
DoJ	Department of Justice
DPA	Data Protection Act
DPCSPs	District Policing and Community Safety Partnerships
DV/A	Domestic Violence and Abuse
ECHR	European Convention on Human Rights
EU	European Union
FoIA	Freedom of Information Act
FRem	Financial Reporting Manual
FYTD	Financial Year to Date

GDPR	General Data Protection Regulations
HCAS	Hate Crime Advocacy Service
HMICFRS	His Majesty's Inspectorate of Constabulary, Fire and Rescue Services
HMRC	His Majesty's Revenue and Customs
HR	Human Resources
IA	Information Assurance
IAO	Information Asset Owner
ICO	Independent Community Observer
ICV	Independent Custody Visitor
IHR	Ill Health Retirement
IFRS	International Financial Reporting Standards
IOD	Injury on Duty
IMR	Independent Medical Referee
IROC	Information Risk Owners Council
IT	Information Technology
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer (and Questioning)
LPR	Local Policing Review
MARAC	Multi-Agency Risk Assessment Centre
MLA	Member of the Legislative Assembly
MSFM	Management Statement and Financial Memorandum
NCA	National Crime Agency
NDPB	Non-Departmental Public Body
NI	Northern Ireland
NIA	Northern Ireland Assembly
NIAO	Northern Ireland Audit Office
NICS	Northern Ireland Civil Service
NISCS	Northern Ireland Safer Community Survey
NIO	Northern Ireland Office
NIPB	Northern Ireland Policing Board
NIPS	Northern Ireland Prison Service
NIPSA	Northern Ireland Public Services Alliance
NPT	Neighbourhood Policing Team
OBA	Outcomes Based Accountability

OCG	Organised Crime Group
OCTF	Organised Crime Task Force
OPONI	Office of the Police Ombudsman NI
PCSP	Policing and Community Safety Partnership
PCSPS(NI)	Principal Civil Service Pension Scheme
PCTF	Paramilitary Crime Task Force
PEEL	Police Effectiveness Efficiency and Legitimacy
PFYTD	Previous Financial Year to Date
PPB	Public Protection Branch
PPF	Police Property Fund
PPRWG	Policing Plan Review Working Group
PPS	Public Prosecution Service
PSNI	Police Service of Northern Ireland
PwC	Policing with the Community
RAG	Red Amber Green
ROP	Reducing Offending in Partnership
ROU	Reducing Offender Unit
SBNI	Safeguarding Board for Northern Ireland
SCS	Senior Civil Service
SIRO	Senior Information Risk Owner
SLA	Service Level Agreement
SMP	Selected Medical Practitioner
SMS	Short Messaging Service
SMT	Senior Management Team
VAT	Value Added Tax
VAWGS	Violence Against Women and Girls Strategy
VSS	Victim Satisfaction Survey



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Annual Report and Accounts
For the Period 1 April 2023 – 31 March 2024

Laid before the Northern Ireland Assembly in accordance with paragraph 16 of Schedule 1 to the Police (NI) Act 2000 as amended by the Police (NI) Act 2003 and Northern Ireland Act 1998 (Devolution of Policing and Justice Functions) Order 2010.

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