

# ***Criminal Justice Inspection Northern Ireland***



## **Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2020-21**

### **Contact:**

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Documents published relating to our Equality Scheme can be found at:

<http://www.cjini.org>

### **Signature:**



**This report has been prepared using a template circulated by the  
Equality Commission.**

**It presents our progress in fulfilling our statutory equality and good  
relations duties, and implementing Equality Scheme commitments and  
Disability Action Plans.**

**This report reflects progress made between April 2020 and March 2021**

## **PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme**

### **Section I: Equality and good relations outcomes, impacts and good practice**

- I In 2020-21, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.

*Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.*

CJI does not provide services or goods directly to the public in the way that other front line public authorities do. However, we regard our customers as being the users of the criminal justice system, the organisations we inspect, the general public in Northern Ireland, and our sponsoring body, the Department of Justice (DOJ), and to the Justice Minister and the Justice Committee.

Policy developments are those made by CJI which relate to our activities, and those developments made as a result of inspection activity, inspection findings and recommendations made by CJI for other organisations to implement.

Recommendations are monitored in follow-up inspections and the outcomes of these inspections are shared with the inspected organisations and are referred to and reported on in our Corporate Plan and annual Business Plan.

#### Internal CJI activities

Within the reporting period CJI continued consulting on its proposed inspection programme. CJI continued to contact our consultees directly with the proposed inspection programme and invited them to attend a series of meetings to supply their feedback. Information from these meetings and any feedback received in other formats was collated and used to further define our inspection programme. The approach included direct engagement with elected representatives to enable them to raise issues concerning any of the s.75 categories. The outcome is that we are assured that the inspection programme has had input from a wide selection of groups and individuals representing the s.75 categories.

During the period no new or revised policies were developed.

#### Inspection work

S.75 equality remains a key component of all inspections. In the reporting period CJI published 8 inspection reports. The following inspections identified particular areas to better promote equality of opportunity and good relations:

- An Inspection on Probation Practice;
- Report on an Unannounced Inspection Ash House Women's Prison Hydebank Wood;
- Report on an Unannounced Inspection of Hydebank Wood Secure College;
- Child Sexual Exploitation in Northern Ireland;
- The care and treatment of victims and witnesses by the Criminal Justice System in N.I.;

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- The detention of persons in The detention of persons in police custody in Northern Ireland; and
- An inspection of how the Criminal Justice System deals with Modern Slavery and Human Trafficking in Northern Ireland.

CJI continued to promote equality of opportunity and good relations through our OPCAT obligations to monitor places of detention.

**2** Please provide **examples** of outcomes and/or the impact of **equality action plans/** measures in 2020-21 (*or append the plan with progress/examples identified*).

- In its role as a member of the National Preventive Mechanism, in 2020-21 CJI inspected a range of places of detention in Northern Ireland, including publishing inspection reports on Hydebank Wood Prison and Secure College. There was good promotion of equality of opportunity in terms of access to education by women and young men in the prison system.
- In the Inspection of Probation, CJI acknowledged the PBNI had undertaken additional work in support of the design of Enhanced Combination Orders, problem solving justice initiatives and projects designed to support and prevent young men at risk of becoming involved or further involved, in paramilitary and other criminal behaviour. There was some evidence that the PBNI had included diversity factors within its measurement of outcomes, however, Inspectors recommend that the PBNI should ensure that diversity and personal circumstances are recorded in all cases and that it continues to enhance its equality monitoring for Section 75 purposes including through better integration of equality data in assessing outcomes. There was scope for the PBNI to integrate a greater range of equality factors in its scrutiny of outcomes. Its analysis had not routinely demonstrated outcomes for the range of equality groups. Analysis of sentence completion and breach rates had included analysis by gender and age. The PBNI had developed specific projects to address the particular needs of women (Inspire and Engage), young men (Aspire) and, through the problem-solving justice initiatives individuals involved in substance misuse and domestic abuse.
- CJI Inspectors examined Child Sexual Exploitation in Northern Ireland and highlighted a lack of clear leadership and strategic direction around tackling child sexual exploitation. It also identified concerning gaps in the operational practice of the police with the risk of serious consequences for the safety of the children involved. CJI called for a cross-Departmental strategic framework to be established that would support a collaborative response to child sexual abuse and exploitation in Northern Ireland, provide clear leadership and promote good frontline practice across the criminal justice system and beyond.
- The care and treatment of victims and witnesses inspection identified that victims and witnesses remained fundamentally unaware of their rights to information, support and protection and that services to assist them were still not being consistently delivered to a quality standard across Northern Ireland. There was evidence of dedicated individuals from across the criminal justice system and the voluntary sector working to identify personal needs and provide meaningful support to children and adults who were both victims and witnesses. A number of strategic recommendations to senior leaders were made to improve the identification of individual victim and witness needs, and a number of operational recommendations were designed to assist staff engaging directly with victims and witnesses and improve partnership working across the criminal justice system with organisations such as Victim Support Northern Ireland and the National Society for the Prevention of Cruelty to Children.
- CJI commented in the inspection of police custody that PSNI officers, police staff and health care colleagues were working with detainees with individual needs with many having a complex range of mental health, alcohol and substance misuse and behaviour issues. A new nurse-led model of health care provision at Musgrave custody suite in

Belfast in partnership with the Belfast Health and Social Care Trust and the Public Health Agency, focuses on the health and wellbeing of the detained person, provided good signposting to mental health and addiction interventions and pathways as well as essential support within the custody environment. Inspectors found 'Looked After' children were more likely to be brought to police custody than young people living with their parents or guardians and were more likely to be held in police custody for longer periods of time. CJI recommended the Department of Justice prioritise the legislative reform that is needed to tackle this longstanding issue and that discussions between the PSNI and health and social care partners to address the issue of 'Looked After' children being held in police custody cells which had previously stalled, should recommence.

- In the inspection of modern slavery and human trafficking, CJI found that there was exploitation of men, women and children who are already vulnerable. There was excellent working relationships between specialist police officers working in the PSNI's Modern Slavery and Human Trafficking Unit and specialist prosecutors working in the PPS with good links established between the PSNI and the National Crime Agency.

- Further work was required to better understand the nature and scale of modern slavery and human trafficking and develop a more effective legislative and strategic response. There also needed to be a greater strategic focus on pursuing perpetrators of trafficking offences against children. It was also important that frontline police officers understood modern slavery as child abuse and applied the appropriate child protection referral arrangements.

**3** Has the **application of the Equality Scheme** commitments resulted in any **changes** to policy, practice, procedures and/or service delivery areas during the 2020-21 reporting period? *(tick one box only)*

- Yes                       No (go to Q.4)                       Not applicable (go to Q.4)

Please provide any details and examples:

**3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

Numerous recommendations made by CJI as outlined above, if achieved, will improve the CJS for individuals in terms of s.75.

**3b** What aspect of the Equality Scheme prompted or led to the change(s)? *(tick all that apply)*

- As a result of the organisation's screening of a policy *(please give details):*
- As a result of what was identified through the EQIA and consultation exercise *(please give details):*
- As a result of analysis from monitoring the impact *(please give details):*
- As a result of changes to access to information and services *(please specify and give details):*
- Other *(please specify and give details):*

Recommendations contained within CJI reports, if achieved, will change CJS approach to s.75.

## Section 2: Progress on Equality Scheme commitments and action plans/measures

### Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4 Were the Section 75 statutory duties integrated within job descriptions during the 2020-21 reporting period? (*tick one box only*)

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

Each job description on the Inspection and administrative side of the business includes the obligations under the S75 statutory duties to "Promote equality of opportunity between the nine equality categories of persons and have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group." Inclusion of the statutory duty into the role of Chief Inspector of Criminal Justice in Northern Ireland is a matter for the Department of Justice.

5 Were the Section 75 statutory duties integrated within performance plans during the 2020-21 reporting period? (*tick one box only*)

- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

Equality obligations were integrated into the performance plan of the Equality Officer for the year as well as the Deputy Chief Inspector / Chief Executive.

In the 2020-21 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? (*tick all that apply*)

- Yes, through the work to prepare or develop the new corporate plan

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- Yes, through organisation wide annual business planning
- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2018-19 report
- Not applicable

Please provide any details and examples:

**Equality action plans/measures**

**7** Within the 2020-21 reporting period, please indicate the **number** of:

Actions completed:  Actions ongoing:  Actions to commence:

Please provide any details and examples (*in addition to question 2*):

Six inspections delivered outcomes with regard to men, women and children generally, those with disabilities and more particularly in prisons and with regard to young people in the justice system. These are three separate action plan measures identified in the CJI Equality Scheme.

**8** Please give details of changes or amendments made to the equality action plan/measures during the 2020-21 reporting period (*points not identified in an appended plan*):

None

**9** In reviewing progress on the equality action plan/action measures during the 2020-21 reporting period, the following have been identified: (*tick all that apply*)

- Continuing action(s), to progress the next stage addressing the known inequality
- Action(s) to address the known inequality in a different way
- Action(s) to address newly identified inequalities/recently prioritised inequalities
- Measures to address a prioritised inequality have been completed

**Arrangements for consulting (Model Equality Scheme Chapter 3)**



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**10** Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*

- All the time                       Sometimes                       Never

**11** Please provide any **details and examples of good practice** in consultation during the 2020-21 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

**12** In the 2020-21 reporting period, given the consultation methods offered, which consultation methods were **most frequently used by consultees**: *(tick all that apply)*

- Face to face meetings
- Focus groups
- Written documents with the opportunity to comment in writing
- Questionnaires
- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other *(please specify)*:

Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:

Face to face meetings and focus groups were the preferred methods of consultation across the categories.

**13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2020-21 reporting period? *(tick one box only)*

- Yes                       No                       Not applicable

Please provide any details and examples:

**14** Was the consultation list reviewed during the 2020-21 reporting period? *(tick one box only)*

- Yes       No       Not applicable – no commitment to review

**Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)**

[Insert link to any web pages where screening templates and/or other reports associated with Equality Scheme commitments are published]

**15** Please provide the **number** of policies screened during the year *(as recorded in screening reports)*:

0
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**16** Please provide the **number of assessments** that were consulted upon during 2020-21:

0	Policy consultations conducted with <b>screening</b> assessment presented.
0	Policy consultations conducted <b>with an equality impact assessment (EQIA)</b> presented.
0	Consultations for an <b>EQIA</b> alone.

**17** Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

The inspection programme is the overarching strategic document detailing the planned work of the Inspectorate. During the reporting period consultations were undertaken regarding its formulation, development and final content.

**18** Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

- Yes       No concerns were raised       No       Not applicable

Please provide any details and examples:

**Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)**



- 24** Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2020-21, and the extent to which they met the training objectives in the Equality Scheme.

Diversity training was undertaken by e-learning and was up-to-date. Staff also attended a number of information sessions, seminars and events including areas of children and children facilities in the justice system, public protection, women's strategy events, and in general, events hosted by the main CJS agencies. Equality issues were regular considered during weekly team meetings.

- 25** Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

Consultations and interviews with agencies, support groups, victims and witnesses across the criminal justice system.

### **Public Access to Information and Services (Model Equality Scheme Chapter 6)**

- 26** Please list **any examples** of where monitoring during 2020-21, across all functions, has resulted in action and improvement in relation **to access to information and services**:

Continuation of practice of tagging of key information in all Inspection reports and follow-up reviews, delivering fast-web optimisation to improve access for everyone.

### **Complaints (Model Equality Scheme Chapter 8)**

- 27** How many complaints **in relation to the Equality Scheme** have been received during 2020-21?

Insert number here:

0
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Please provide any details of each complaint raised and outcome:

## **Section 3: Looking Forward**

- 28** Please indicate when the Equality Scheme is due for review:

November 2021

- 29** Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? (*please provide details*)

No

**30** In relation to the advice and services that the Commission offers, what **equality and good relations priorities** are anticipated over the next (2020-21) reporting period? *(please tick any that apply)*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

**PART B - Section 49A of the Disability Discrimination Act 1995 (as amended) and Disability Action Plans**

**1. Number of action measures** for this reporting period that have been:

1

Fully achieved

Partially achieved

Not achieved

**2. Please outline below details on all actions that have been fully achieved in the reporting period.**

2 (a) Please highlight what **public life measures** have been achieved to encourage disabled people to participate in public life at National, Regional and Local levels:

Level	Public Life Action Measures	Outputs <sup>i</sup>	Outcomes / Impact <sup>ii</sup>
National <sup>iii</sup>			
Regional <sup>iv</sup>			
Local <sup>v</sup>			

2(b) What **training action measures** were achieved in this reporting period?

	Training Action Measures	Outputs	Outcome / Impact
1	Train staff on Equality and Diversity.	All staff completed e-learning programme. Better knowledge of Equality and Diversity in the workplace.	Up to date training and knowledge of Equality and Diversity issues. Training supports CJI

PART B

		Regular updates on equality and Diversity are recorded in General Staff Meetings. Furthermore, staff attended seminars, events and specific training regarding and overlapping with equality and diversity (specified in Q24 above).	inspection processes and the independent nature of CJI reports.
2			

2(c) What Positive attitudes **action measures** in the area of **Communications** were achieved in this reporting period?

	Communications Action Measures	Outputs	Outcome / Impact
1			
2			

2 (d) What action measures were achieved to '**encourage others**' to promote the two duties:

	Encourage others Action Measures	Outputs	Outcome / Impact
1			
2			

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2 (e) Please outline **any additional action measures** that were fully achieved other than those listed in the tables above:

	Action Measures fully implemented (other than Training and specific public life measures)	Outputs	Outcomes / Impact
1			
2			

3. Please outline what action measures have been **partly achieved** as follows:

	Action Measures partly achieved	Milestonesvi / Outputs	Outcomes/Impacts	Reasons not fully achieved
1				
2				

4. Please outline what action measures **have not been achieved** and the reasons why.

	Action Measures not met	Reasons
1		
2		



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5. What **monitoring tools** have been put in place to evaluate the degree to which actions have been effective / develop new opportunities for action?

(a) Qualitative

(b) Quantitative

6. As a result of monitoring progress against actions has your organisation either:

- made any **revisions** to your plan during the reporting period or
- taken any **additional steps** to meet the disability duties which were **not outlined in your original** disability action plan / any other changes?

Please select

If yes please outline below:

	Revised/Additional Action Measures	Performance Indicator	Timescale
1			
2			

PART B

3			
4			
5			

7. Do you intend to make any further **revisions to your plan** in light of your organisation’s annual review of the plan? If so, please outline proposed changes?

No

- 
- <sup>i</sup> **Outputs** – defined as act of producing, amount of something produced over a period, processes undertaken to implement the action measure e.g. Undertook 10 training sessions with 100 people at customer service level.
  - <sup>ii</sup> **Outcome / Impact** – what specifically and tangibly has changed in making progress towards the duties? What impact can directly be attributed to taking this action? Indicate the results of undertaking this action e.g. Evaluation indicating a tangible shift in attitudes before and after training.
  - <sup>iii</sup> **National** : Situations where people can influence policy at a high impact level e.g. Public Appointments
  - <sup>iv</sup> **Regional**: Situations where people can influence policy decision making at a middle impact level
  - <sup>v</sup> **Local**: Situations where people can influence policy decision making at lower impact level e.g. one off consultations, local fora.
  - <sup>vi</sup> **Milestones** – Please outline what part progress has been made towards the particular measures; even if full output or outcomes/ impact have not been achieved.