



**Roadsafe
Roadshow - don't
be another tragic
statistic**

pg 2

.....
**Supporting
young leaders**

pg 3

.....
**Board meeting
news**

pg 5

.....
**PSNI use of
powers discussed**

pg 7



The Board is an independent body made up of 19 Members to ensure for all the people of Northern Ireland the delivery of an effective, efficient, accountable and impartial police service which will secure the confidence of the whole community by reducing crime and the fear of crime. **Click here** to see the Board membership.

How to contact us:

Northern Ireland Policing Board
Waterside Tower
31 Clarendon Road
Clarendon Dock, Belfast BT1 3BG
Tel: 028 9040 8500
Fax: 028 9040 8525
Email: information@nipolicingboard.org.uk
Textphone: 028 9052 7668
Web: visit www.nipolicingboard.org.uk

[nipolicingboard](https://www.facebook.com/nipolicingboard)

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ROADSAFE ROADSHOW don't be another tragic statistic

Policing Board Vice Chair Debbie Watters helped launch the big Belfast Roadsafe Roadshow to show support for the initiative which has reached thousands of school students across Northern Ireland in recent years. The clue is in the title - it's all about keeping safe on the road but there is nothing flippant about the message. With 114* young people killed or seriously injured on our roads so far this year, the message to young people is a serious one.

The head of PSNI Roads Policing T/ACC Alan Todd maintains that the key to reducing the number of young people killed and seriously injured on our roads is education.

The Roadshow itself is fairly hard hitting and brings together all the emergency services to demonstrate what really happens when people are involved in a collision.

Ms Watters said:

“ **Policing and Community Safety Partnerships (PCSPs) have been supporting Roadsafe Roadshows across the country for a number of years in an effort to get the message out to young people that they need to be aware of the dangers on our roads.** ”



Some of the 800 students who watched the demonstration of the collision.

FRONT COVER CAPTION

Pictured at the Roadsafe Roadshow at the City Hall in Belfast are (l-r): Alan Walmsley Assistant Chief Fire Officer and Mark Smyth, Assistant Group Commander, NI Fire & Rescue Service; Policing Board Vice Chair Debbie Watters; Cllr Matt Garrett, Belfast PCSP Chair; Cool FM DJ Pete Snodden; C/Inspt Diane Pennington, John Mc Poland, Northern Ireland Ambulance Service and Natalie Thompson, AXA Direct.

We can all learn lessons on road safety, even those of who have been driving for years, as it only takes one slip of concentration to end up in a collision. It is important for young people to be aware of dangers as they start out driving so that they don't end up being another tragic statistic. No-one wants to see that happen. It is therefore really important for the Board, the PCSPs, the PSNI and all the emergency services to pool resources and tackle this issue in an attempt to curb the number of injuries and deaths on our roads. ”

[click here](#) to listen to the reactions of some of the young people and those who support the Roadshow.

*Figures correct up until 23 September 2015.

Supporting young leaders

The second of the Policing Board supported programmes for potential young leaders has kicked off with a visit to Washington for 13 new PCSP Members. The Transformation, Advocacy, Leadership, Knowledge (TALK) programme is rolled out in partnership with the US Consulate and the PSNI and aims to support and develop emerging young leaders to provide leadership at a community level and support confidence building in policing.

The first phase in the year long programme included an international component with a busy eight days in Washington. Participants undertook seminars and training programmes provided by the United States Institute of Peace which were designed to

enhance their negotiation and conflict management skills, paving the way for civic leadership.

Accompanying the visit was Chair of the Board's Partnership Committee Dolores Kelly MLA who said: "Through the TALK

programme, these 13 young people will have the opportunity to share experiences and engage on some of the issues that shape views and perceptions of policing.

The overall aim of the programme is to support participants as emerging leaders so that they can provide leadership at a community level which will in turn support confidence in policing. We would hope the TALK leaders will help advise the Board and the PSNI on issues affecting young people and youth delivery within PCSPs."

The US Consul General, Daniel J Lawton explained that the US Government support this initiative to empower young people to bring positive change to their communities. He said: "I very much appreciate the support of the Northern Ireland Policing Board and the Police Service of Northern Ireland for this program and look forward to hearing from the participants on their return from the United States."



Participants at the TALK programme in Washington.



Board Member Dolores Kelly MLA with TALK participants in Washington.

Let's hear from some of the participants, hosts and commentators...

Emma McIlveen @EmmaMcIlveen Engaging in challenging but respectful discussions as part of #TalkNI2015 @USIP #InternationalPeaceDay

Ryan Feeney @ryanjfeeney Good feedback from Young Leaders taking part in the @NIPolicingBoard sponsored #Talk programme organised with US Institute of Peace.

US Consulate Belfast @USAinNI Very best wishes to PCSP members headed to the U.S. on the #TALK program this week @PoliceServiceNI @NIPolicingBoard

Dolores Kelly MLA @doloreskelly @NI_Bureau @PCSP_S @NIPolicingBoard @PoliceServiceNI @USAinNI Great work by Norman and team NI Bureau.

Michele Bryans michele bryans @20Bryans Enjoyable day visiting Congress #Capitolbuilding #WashingtonDC @PCSP_S @NIPolicingBoard

NI Bureau @NI_Bureau Congratulations to the #TalkNI class of 2015 on their graduation at @USIP this afternoon. A great programme.

Róisín Brown @RoisinB2 Discussing our identities @USIP workshop on #prejudice with #TalkNI2015 @PoliceServiceNI @NIPolicingBoard @PCSP_S

Do you want to be a police officer?


The Chair of the Policing Board has encouraged people from all walks of life to consider a career in policing. As the latest campaign launches, this is the chance to get involved in one of the most challenging roles in our community. The PSNI is currently recruiting new officers and you have until Friday 23rd October to get your application in. The recruitment process - like the job itself - will be challenging and rewarding.

Analysis has shown that since September 2013, the pool of applications to be a police officer consistently under-represents young people, females, members of the Catholic community and those living in Fermanagh, Tyrone & Foyle and in areas of social deprivation. Groups who are currently under represented are being asked to consider applying.



Police recruitment campaign leaflet

The PSNI have arranged a series of seminars in Omagh, Belfast and Derry/Londonderry to find out more about the process.

[click here](#)  for more information on the latest recruitment campaign.

PSNI review push-pull test

Members of the Policing Board's Resources Committee have welcomed the decision to drop the push-pull test as a key element of its fitness test for student officers.

Analysis of a recent campaign showed that a large number of females were failing the push-pull test therefore reducing the pool of suitable female candidates.

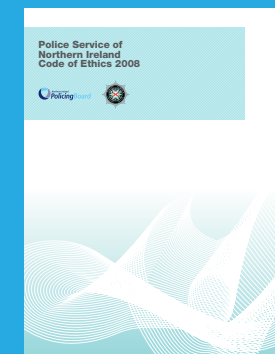
Whilst this decision has been welcomed, Board members have questioned why the opportunity for retest was not extended to those applicants who failed the test in Campaign 1. The Committee also expressed some concern that the circuit element of the Physical Competency Assessment test may also disproportionately affect female candidates. Whilst provision has been made for any candidate who fails the circuit element of the PCA for re-test, Board Members agreed to seek further information from the PSNI on this.

Code of Ethics

Did you know that PSNI officers are bound by a Code of Ethics which sets out standards of behaviour?

This Code was first published in 2003 and revised in 2008 following extensive consultation. It provides guidance on how police officers should conduct themselves and makes them aware of their rights and obligations under human rights laws, protecting both them and members of the public.

[click here](#)  to view the Code of Ethics.



Board meeting news

Opening the October Meeting in Public Board Chair Anne Connolly acknowledged the financial pressures being faced by the PSNI and the serious further challenges to be tackled in the time ahead.

Very aware that officer numbers are currently well below the agreed establishment level, Mrs Connolly emphasised Board support for the recently launched PSNI recruitment campaign and welcomed the withdrawal of the controversial push pull test from the recruitment process.

Monthly Report

In his monthly report the Chief Constable told Members that the ongoing uncertainty with the police budget made strategic financial management “virtually impossible” but vowed to continue to keep people safe despite the challenges. The Chief

* figures correct on 1 October 2015.



Constable also reported that almost 800* people had already applied to become a police officer within 24 hours of the launch of the recruitment campaign and called for community and civic leaders to encourage their communities to consider joining the police.

The review of Local Police Districts is now complete and the Chief Constable

acknowledged the significant effort of officers and staff who delivered the huge programme of change for the organisation while maintaining service delivery to the community.

Questions

Questioned about the current security threat level, ACC Will Kerr confirmed the threat from dissidents remains severe

and told Members that an attack is “highly likely”. Human trafficking and Child Sexual Exploitation were also raised at the meeting and assurances were sought that these continued to be a focus for the PSNI. In responding ACC Kerr reported that, through a joint PSNI / National Crime Agency (NCA) operation, to date 25 people have been arrested resulting in 32 children being protected. He confirmed that 11 of

Continued...

Board meeting news continued

the arrests were by the PSNI and 14 by the NCA, and that the operation was PSNI-led.

During the meeting the Chief Constable was also questioned on the Coronial Inquest system and the urgent need to undertake a review of the PSNI's role in supporting legacy inquests as requested by the Board. In responding the Chief Constable said that his primary concern lay with the bereaved families. He also told Members that he believed a broad review of the system was needed, not just the police role. Acknowledging the impact the delays are having on public confidence the Chief Constable also stated his frustration with the lack of prioritisation of cases by the coroner's office.

With 55 people having been killed on our roads this year to date, the Chief Constable was asked what infrastructural changes were being put in place to reduce these tragic deaths. T/ACC Todd said that

the education of young people was vital, stressing the importance of the recent Roadsafes Roadshow in Belfast. He also assured Members that the Road Traffic Collision Unit investigates all cases and any issues arising are passed to the relevant partner agency.

Other questions raised at the meeting included the volume of drugs entering Northern Ireland, public communications on the PSNI restructuring and analysis around the police powers of arrest under section 41 of the Terrorism Act 2000.

[click here](#) to view footage of the September Meeting in Public.

[click here](#) to view written answers to Chief Constable Questions.

[click here](#) to view the Chief Constable's report to Board Members.



Policing Board Chair Anne Connolly and Chief Constable George Hamilton talk the media through some of the issues raised in the Board meeting in public.

Snap shot of Policing August 2015

42,000 calls for service

- over 9000 were crimes;
- almost 2000 were alcohol related; and
- almost 1200 were domestic related.



PSNI use of powers discussed

Terrorism reviewers David Anderson QC and David Seymour CB pictured with members of the Performance Committee.

Members of the Policing Board's Performance Committee recently met with the Independent Reviewers of terrorism legislation as part of its work to ensure the PSNI correctly exercise their legislative powers.

During the annual meeting, the Committee discussed a range of issues with David Anderson QC, the Independent Reviewer of Terrorism Legislation, and David Seymour CB, the Independent Reviewer of the operation of powers contained in the Justice and Security (Northern Ireland) Act (JSA).

The Committee focused on the need for continued clear and accountable oversight in relation to the use of police powers in this area; and raised questions on a range of issues

highlighted in the annual reports of the Reviewers including assessments of PSNI compliance with the use of the legislation, the authorisation processes and arrest rates.

Issues arising from the Board's Human Rights Thematic Review on the use of Stop and Search were also raised including the small proportion of people who are arrested following the use of stop and search powers and the need to record the community background of those stopped and searched

or questioned under the Terrorism Act 2000 and JSA.

Members have agreed the need for the PSNI to gather information on the community background of those stopped by police under stop and search powers as an important way of ensuring transparency and community confidence in how police powers are being used. A pilot is due to be carried out in Derry/Londonderry and Strabane in October 2015 and the Board hopes that people cooperate in providing this information as it is important

for oversight purposes.

Committee members agreed to ask the Chief Constable for his analysis on the PSNI use of arrest powers under Terrorism Legislation as opposed to those available under the Police and Criminal Evidence Order.

Members also agreed to seek his view on its potential impact on policing in Northern Ireland should the legislation be implemented here.

[click here](#) to read a copy of the latest report from David Anderson QC.

[click here](#) to view reports on powers contained in sections 21 to 32 JSA.

Answering the call

The Board has welcomed a follow up report from the Criminal Justice Inspectorate on the call handling arrangements in the PSNI.



Policing Board Chair Anne Connolly said the Board welcomes the clear progress made by the PSNI in how they handle the thousands of calls they receive each day, particularly given the concerns raised by the Board, the PCSPs and the community in how calls to the police are dealt with.

She said: **"It is vital that when a person picks up the phone to call the police, they get the correct information and the necessary level of support.**

Effective call management is even more important within the current landscape of reducing resources and the implementation of the recommendations made by CJINI ensure that members of the public are more likely to have a positive first encounter when contacting the police."

She added: **"The introduction of the much more memorable and accessible 101 number has also been of benefit and helps ensure ease of access."**

[click here](#) to see the report.

New Survey by Federation

A wide-ranging survey by the Police Federation has highlighted issues relating to pay, conditions, pensions and the impact of organisational changes and budgetary cuts for officers.

Low officer morale was also raised as an issue of serious concern and the Federation has called on the Chief Constable, Board and Justice Minister to take action.

Commenting on the survey, Policing Board Chair Anne Connolly said:

“ **The PSNI has been through a significant programme of policing reform and more recently further organisational changes have been necessary to achieve required reductions to policing budgets.**

The fiscal picture is unlikely to change and, as such, it is important that all resources are used efficiently by the Chief Constable. The PSNI workforce strategy must also provide the necessary support to officers and staff in their work.

The Board very much values the contribution officers make to our community and their commitment to providing a professional policing service to the public despite challenges faced. ”

At the October Board meeting, a number of questions were raised on the survey with the Chief Constable and the Board's Performance Committee will receive a presentation on the findings at its next meeting.

[click here](#) to see more information on the results of the survey.



Supt John Ferris (l) and Andrew McLindon (r) from An Garda Síochána Corporate Communications Department met with Vice Chair Debbie Watters, Chief Constable George Hamilton and Chair Anne Connolly at the October Board meeting to get an insight into how the Board discharges its statutory duties and responsibilities.



Vice Chair of the Policing Board Debbie Watters speaks to the Chief Constable and new recruits at the October graduation ceremony.