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is all it takes

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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.

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A few simple steps is all it takes

A new campaign recently launched by the PSNI and PCSPs is encouraging the public to take a few simple steps to protect their home, their family, and their belongings from opportunistic crime. Approximately one third of domestic burglaries across Northern Ireland are committed because home owners leave doors and windows open. The campaign is designed to raise awareness of the crime prevention measures that can be taken to keep people and property safe, particularly for our older people.

The campaign highlights things like checking and securing your back doors and windows, securing door chains, security marking your valuables and keeping them out of sight which will all help to prevent burglaries in your home.

Speaking about the campaign, Board Chair Anne Connolly said:

“ I would urge everyone to take heed of the prevention advice to better protect yourself, your family and your belongings. All it takes is changing a few simple things in your daily routine to help you and your family feel safer. ”

The PSNI, working with the Commissioner for Older People is also launching the ‘Nominated Neighbour’ scheme. This is an initiative that if an unrecognised caller comes to the address of an older person when they are alone in the house, the caller will be handed a card instructing them to contact their ‘Nominated Neighbour’, who will then try and check the caller’s identity.

[click here](#) for advice on how to protect your home, your family and your belongings.

[click here](#) to find out more about the Nominated Neighbour scheme.



FRONT COVER CAPTION

Launching the domestic burglary campaign are (l-r): PCSP Chair Cllr Matt Garrett, Supt Simon Walls, Policing Board Chair Anne Connolly and Justice Minister David Ford.

Board meeting news

At the November Meeting in Public Board Chair Anne Connolly sought assurances from the Chief Constable that the PSNI had a strategy in place to deal with paramilitary activity following the publication of the assessment report by the Secretary of State.

Referring to the failures of the Historical Enquiries Team (HET) Mrs Connolly also emphasised the necessity to make sure future proposals addressed these issues for the Historical Investigations Unit. The Chair also emphasised the Board's ongoing concern around the disclosure process in relation to legacy inquests and confirmed that a meeting will be arranged with the Justice Minister and the Chief Constable to try to move the issue forward.

Pleased that the 5605 applications received in the recent PSNI recruitment campaign are on a par with previous competitions, she also welcomed that funding is now available to ensure the opening of RADAR, the Risk Avoidance

Danger Awareness Resource lifeskills safety centre for young people in early 2016.

Chief Constable's Report

In his report to Board Members the Chief Constable focused on the ongoing uncertainty around budgets and the impact this would have on frontline policing. Asked by the DOJ to complete a scenario planning exercise to consider the impact 5% or 10% budget cuts would have on service provision in 2016/17, George Hamilton warned Board Members that such cuts would require a fundamental redraft of the Policing Plan and a systematic review of police functions.

Responding to the assessment report on paramilitary activity the Chief Constable told Members that he completely understood the need for public debate on the issue. He also offered support to the political parties and their ongoing work to agree a plan to tackle this serious issue. However, he stated that the assessment cannot be allowed to become a distraction and was resolute that any information or



Board Members questioning the Chief Constable and his senior team at the November Board Meeting in Public.

evidence showing groups or individuals involvement in criminality or paramilitary brutality would be investigated. The Chief Constable also reported that in the last year 14 crime gangs have been dismantled, 80 frustrated or disrupted which has included the seizure of £7m drugs and 3 million cigarettes.

Questions

During the meeting the Chief Constable was questioned about his views on the commentaries following the murders of Jock Davison and Kevin McGuigan and

Costs of Parades and Protests

At the Board Meeting the cost of policing of parades and protests for the period 1 April 2015 – 31 August 2015 was confirmed as £6.7m. This figure includes opportunity costs which arise from diverting officers from other duties.

the potential impact this could have on public confidence in policing. In responding George Hamilton told Members he

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Board meeting news continued

was mindful of the commentary and the sensitivities around recent events, however acknowledged that there was no easy formula and in being resolute in investigations his officers have to go where the evidence takes them.

The Deputy Chief Constable Drew Harris was also asked to provide an update on the Community Safety College at

Desertcreat at the meeting. In answering DCC Harris confirmed that a revised Business Case has been prepared and explained that the preferred option would be to base the Northern Ireland Fire and Rescue Service at the site while the PSNI would remain at Garnerville and also continue to use other PSNI training sites such as Steeple. It was noted that the final decision was a matter for the NI Executive.

that all Domestic Burglaries where the victim is 60 plus are dealt with by CID. He also assured Members that work is being undertaken to identify organised crime gangs that might be involved in targeting older people. He also referred to the new Domestic Burglary awareness campaign which has a specific focus on older people and the relaunch of the Nominated Neighbour scheme.

the increase in sexual offending being committed online that cannot be ignored.

Domestic Burglaries and Robberies against Older People* 1 April - 29 Oct 2015

- 914 compared to 720 for same period last year
- 194 increase (26.9%)
- 23.6% of total number of Domestic Burglaries and Robberies
- 7.5% outcome rate compared to 8.5% for same period last year

*aged 60 or over

[click here](#) to view latest police performance against the Policing Plan 2015/16

Focus on Police Performance

Questioned on police performance concerns were raised about the increase in crimes against older people and what the police are doing to not only prevent these attacks but also to ensure that the offenders are caught and prosecuted. Agreeing that the figures were worrying ACC Martin also acknowledged the impact that crimes against older people can have across the community. He outlined the four strands of work that are in place to respond to this crime: Investigative; Operational; Reassurance/preventative; and Partnership Working.

Accepting that outcome rates for these crimes are poor ACC Martin explained

The Chief Constable was also questioned about the key areas of work around serious sexual crime and how confidence in police, reporting and partnership working can be built so victims can feel safe again. In his response the Chief Constable acknowledged that some victims do not necessarily want a Criminal Justice outcome and simply want to feel safe. He also stated that a more intelligent plan was needed to better understand what victims want and allow people to shape this. Concerned at the attrition rate ACC Will Kerr also emphasised the importance of getting the balance right between prevention and support highlighting the Rowan Centre as a tremendous resource in assisting with this. He also warned of

Loss of two police colleagues

At the November Board meeting in Public Board Chair Anne Connolly recorded condolences to the Chief Constable of Merseyside and the Commissioner of the Garda Síochána following the deaths of two officers, Constable Phillips and Garda Officer Golden, in the course of their duties. Endorsing these sentiments the Chief Constable also acknowledged the bravery of the officers who had given their lives in the protection of their communities and confirmed that the PSNI was fully co-operating with the An Garda Síochána investigation.

[click here](#) to view footage of the November 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.

PCSP Members Training event

To give the new PCSP Members a better understanding of the role and work of the Policing Committee, which forms part of the PCSP, the Board held a training event at its offices.



Board Member Dolores Kelly MLA speaking at the training event.

Opening the session Dolores Kelly MLA, Chair of the Board's Partnership Committee, explained the Board's role in overseeing the Policing Committee. Mrs Kelly also detailed the main functions of the Committee including: engaging with the community and promoting confidence in the PSNI to help the police prevent crime; identifying, through community consultation police priorities for consideration in the development of the local Policing Plan; and monitoring local police performance.

Emphasis was also placed on the importance of PCSPs through the Policing Committee using the resources available through the designated partnerships to help address issues that in the past may purely have been given a policing response.

This was followed by input from C/Supt Henry Irvine who outlined what the Policing Committee could and should expect from

the PSNI and the type of information they would receive. He also gave an overview of how the PSNI engage with the Committee, the relationship with the Local Commanders and reporting against the Local Policing Plan. Armagh Banbridge and Craigavon PCSP, alongside Area Commander Supt. David Moore then had the opportunity to share their experiences on engagement, collaboration and monitoring of a local policing plan.

After a session by a Board Statistician on monitoring the Local Policing Plans the event ended with a panel discussion giving PCSP members the chance to ask further questions on the operation of the Policing Committee and reporting arrangements to the Board.

Visit to Cornerstone House

Board Chair Anne Connolly, Vice Chair Debbie Watters and Chief Constable George Hamilton recently met with Women's Aid and other PSNI representatives at Cornerstone House, a facility dedicated to providing services and support to children and young people who have been impacted upon by domestic violence.

The meeting was an opportunity to find out at first hand the collaborative work that is being undertaken by both Women's Aid and the PSNI to tackle Domestic Violence.


During the session the group were given an overview of how partnership working has assisted in effectively tackling this serious issue highlighting the work of the Multi Agency Risk Assessment Conference (MARAC) as a good example. Focus groups with both women and young people were also identified as adding value as well as the DVD 'Family Portrait: Voice of a Victim' which was developed by both Women's Aid Antrim, Ballymena, Carrickfergus, Larne and Newtownabbey and PSNI.



Pictured at Cornerstone House are: (l-r standing) C/Insp David McBurney; D/Ch/Supt George Clarke; Fran O' Boyle, Women's Aid; Chief Constable George Hamilton; Board Vice Debbie Watters; and Clare Fordyce, Women's Aid. (l-r seated) Board Chair Anne Connolly and Rosemary Magill, Women's Aid.

Future collaborative working was also outlined including the Safe Churches initiative, the '16 Days of Action' Domestic Violence campaign and launch of the 'Stopping Domestic and Sexual Violence Strategy'.

During the visit the group also had a chance to view the facilities on offer in the Centre and had a viewing of a video launched last year by Women's Aid to raise awareness about domestic violence titled 'Don't Silence the Violence'.

[click here](#)  to view the 'Don't Silence the Violence' video.

Committee Updates

PSNI Workforce Survey discussed

To hear at first hand concerns highlighted in a recent independent PSNI workforce survey the Policing Board's Performance Committee met with Mark Lindsay, Police Federation NI (PFNI) Chair.

Speaking about the findings Performance Committee Chair Jonathan Craig MLA said:

“ **This wide-ranging survey, commissioned by the PFNI, has highlighted issues relating to pay, conditions, pensions and the impact of organisational changes and budgetary cuts for officers. Serious concern over low officer morale was also raised and the Committee wanted the opportunity to discuss these issues in more detail with Mark Lindsay, PFNI Chair.**

While efficient use of police resources is a priority for the Board, the welfare of officers is also important and we understand how these issues can impact on the delivery of good policing.

In his presentation Mark Lindsay highlighted sick pay provision, flexible working arrangements, Individual Performance Reviews, and adequate rest days as the 4 key issues that need to be addressed as a matter of urgency. Having met with the Chief Constable about the survey, Mr Lindsay also told the Committee he was heartened by George Hamilton's willingness to address the issues identified.



Mark Lindsay, PFNI Chair discussing the survey with Performance Committee Members

During the meeting there was also an opportunity to question ACC Mark Hamilton on the survey and the steps the PSNI are taking to resolve the concerns raised.

This is the Committee's first engagement with the new PFNI Chair and Members welcomed the frank and open discussions. The Chief

Constable's response to the survey is also positive.

We will continue to build good working relations with the PFNI and look forward to further engagements in the future. ”

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Moving forward with body worn video

Members of the Board's Performance Committee met with the PSNI recently for an update on the use of body worn video cameras by police officers. Following a pilot study last year, it has been agreed to roll the cameras out to officers in all 11 Districts.



Chair of the Performance Committee Jonathan Craig MLA said:

“The decision to routinely equip officers across the service with body worn video cameras as part of their kit is a positive move forward for policing.

The Board's 2009 Human Rights Thematic Review of Domestic Abuse first proposed and called for the use of such equipment. Whilst it has taken some time to get to the position of full roll out, the benefits of having recorded evidence to support prosecution and court cases are clear as are the protections this equipment gives to the public and officers.

The cost of the cameras - £3.6m over a 5 year period - is significant, yet the benefit to evidence gathering and processing prosecutions is substantial.

The evaluation pilot last year demonstrated the benefits to officers and Criminal Justice partners in relation to the quality of footage made available for prosecution cases.”

Members also questioned T/ACC Noble on the systems, processes and procedures for the use of the cameras and storage of the footage to ensure compliance with the PSNI Data Protection and human rights responsibilities. The phased introduction of the cameras across all policing Districts will commence early next year and is due to be completed by mid 2017.

Briefing on PSNI Sickness Absence

One of the key roles of the Resources Committee is to monitor the PSNI People Strategy. As part of this work the Committee received a first update report covering a 4 month period on the implementation of the new Strategy. The briefing presented by ACC Mark Hamilton included an overview of the 5 PSNI Strategic Objectives, Sick Absence, Community Background and Gender and Police Recruitment and Wastage.

During the meeting ACC Hamilton provided Members with the latest sick absence figures which show that the police target, as set in the Policing Plan 2015/16, to reduce the Average Working Days Lost (AWDL) for police officers by 25% compared to 2014/15 will not be met. Whilst the situation is improving the current projection is now 14.12 AWDL against the target of 10.64 days.

Providing more detail on figures Mr Hamilton explained that long-term absence, in excess of 29 days, continues to represent 83% of days lost due to sick absence and the main reasons are psychological (26%) and musculoskeletal (19%). On average females availed of 34% more days sickness absence than

their male counterparts in 2014/15 and so far in 2015/16* this figure has risen to 53%.

Acknowledging that the overall figures were a concern within the PSNI, ACC Hamilton explained that a Gold Group had been established focusing on Sick Absence management. Meeting once a month the group has 4 key strands which cover Policy Review; Education and Empowerment; Welfare and Maximising the use of IT.

The Committee will continue to monitor sick absence against the target set in the Policing Plan and the overall implementation of the People Strategy.

* as of 31 August 2015'

Public Confidence in policing figures published

A recently published report shows an overall confidence rating of almost 81% in the police and police accountability arrangements across Northern Ireland.

The results come from the Northern Ireland Crime Survey quarterly update, based on the 12-months to March 2015 published by the Department of Justice.

Findings show that 85% of respondents believe that police provide an ordinary day-to-day service for all the people of Northern Ireland, 81.5% believing

the police treat Catholics and Protestants equally. When asked if the Policing Board helps ensure police do a good job, 81% of respondents agreed.

[click here](#) to view the full survey.

Victims Charter goes statutory

The Victims Charter published by the DOJ in June this year is now about to become statutory. The Charter advises victims of crime about what they should expect from the justice system, what sort of information they

are entitled to receive and what services are available to support them as their case is processed.

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

Policing Plan consultations published

As part of the process to develop the Northern Ireland Policing Plan, the Board undertook an Equality Impact Assessment (EQIA) on the 2015-16 Plan. Alongside the EQIA a wider public consultation focusing on identifying policing priorities for the 2016-2020 period was also conducted.

During the consultation period the Board arranged to meet with key S75 groups to make them aware of the consultation/EQIA and to encourage responses from them. The consultation process also included an online questionnaire,

targeted meetings, a series of focus groups and a public meeting.

The EQIA process is designed to provide detailed information on the potential impacts of the Policing Plan 2015-16, in

terms of the promotion of equality of opportunity and good relations. The EQIA report has identified recommendations to be followed in the development of the new 2016-2020 Plan to mitigate any adverse impacts.

[click here](#) to view the Policing Plan EQIA Consultation Report.

[click here](#) to view the Outcome of consultation on Policing Plan priorities.



A delegation from Columbia recently visited the Board to find out more about its roles and responsibilities. Particularly interested in the implementation of the Patten report the group also had the opportunity to hear from the PSNI.

Pictured with the delegation are Board Vice Chair Debbie Watters (4th left), Board Member Roisin McGlone (3rd right) and T/ACC Chris Noble (2nd left).