

NORTHERN IRELAND POLICING BOARD

MINUTES OF A MEETING OF THE NORTHERN IRELAND POLICING BOARD HELD ON THURSDAY 4 AUGUST 2016 AT 9:30 AM, WATERSIDE TOWER, BELFAST

PRESENT:

MEMBERS:

- (1) Mrs Anne Connolly, Chairperson
Ms Deborah Watters, Vice-Chairperson
- (2) Ms Deirdre Blakely
- (3) Ms Joanne Bunting
Mr Keith Buchanan
Prof Brice Dickson
- (4) Dr Stephen Farry
- (2) Mr Ryan Feeney
- (1) Mr Ross Hussey
Mr Gerry Kelly
- (5) Ms Jennifer McCann
Mr Raymond McCartney
Mr Nelson McCausland
Ms Roisin McGlone
Ms Nichola Mallon
- (2) Dr Paul Nolan
Mrs Wendy Osborne

POLICE SERVICE OF NORTHERN IRELAND IN ATTENDANCE

- (5) Mr George Hamilton, Chief Constable
- (6) Mr Drew Harris, Deputy Chief Constable
- (6) Mr Mark Hamilton, ACC Legacy and Justice Department
- (6) Mr Stephen Martin, ACC District Policing Command
- (6) Mr Alan Todd, ACC Operational Support Department
- (6) D/Chief Superintendent Barbara Gray, Crime Ops
- (6) Mr Mark McNaughten, T/Director of Finance & Support
Services & Human Resources
- (6) Ms Leanne Barnett, Corporate Communications
Department
- (6) Ms Jude Helliker, Head of Human Resources
- (5) Superintendent Andrew Freeburn, Command Secretariat
- (6) One PSNI Officer
- (6) One PSNI Staff Member

HER MAJESTY'S INSPECTORATE OF CONSTABULARY

- (7) Mr Mike Cunningham
- (7) Mr Paul Savill

**BOARD'S HUMAN
RIGHTS ADVISOR
IN ATTENDANCE**

(8) Ms Alyson Kilpatrick

OFFICIALS

Mrs Amanda Stewart, Chief Executive
Three Board Officials

- (1) Except item number 16**
- (2) Except part item number 16**
- (3) Part item number 11 and item number 16**
- (4) Item number 4 to close**
- (5) Item numbers 11 & part item 16**
- (6) Part item number 16**
- (7) Item number 11**
- (8) Item numbers 8 – 15**

1 APOLOGIES, ETC

Apologies were received from Mrs Brenda Hale and Ms Catherine Pollock.

The Chairperson asked Members to declare any conflicts of interest arising from the agenda. No conflicts of interests were declared.

The Board agreed that the Chief Constable should be invited to join the meeting for the discussion with Her Majesty's Inspectorate of Constabulary (HMIC) at item number 11.

**2 DRAFT MINUTES OF MEETING OF THE POLICING BOARD HELD ON 7 JULY
2016**

The Board considered the draft minutes of the Board meeting held on 7 July 2016.

It was:-

RESOLVED:

That the draft minutes of the Policing Board meeting held on 7 July 2016 be approved.

3 MATTERS ARISING FROM THE MINUTES OF THE MEETING

3.1 NIPB Recruitment Procedures (Item 13 of minutes refers)

The Chairperson advised Members that the Board's Recruitment Procedures would be dealt with at the September 2016 Board meeting.
NOTED.

4 CHIEF CONSTABLE'S REPORT

4.1 Questions arising from the Chief Constable's Report

The Board noted a monthly report from the Chief Constable to the Board.
NOTED.

The Board agreed issues to be raised orally with PSNI later in the meeting.

4.2 Responses to Committee questions

The Board noted written responses from PSNI to questions raised by Members. NOTED.

In response to comments from a Member regarding the deployment of Police Officers Part Time, it was:-

AGREED:

That a meeting between the Chair of the Board, the Member concerned and the Chief and Deputy Chief Constable should be arranged to discuss the matter.

4.3 Current and Emerging Issues

The Board noted a paper which provided a summary of some of the key policing issues which have featured in the media since the last Board meeting in public. NOTED.

5 CHAIRPERSON'S BUSINESS

5.1 Chairperson's Report

The Chairperson presented a report to the Board which advised Members of:-

- The Chairperson's engagements during the period 7 July - 3 August 2016.
- Correspondence which had been issued by the Chairperson to Mr Frazer.
- A report which had been published regarding a HMIC inspection of PSNI efficiency and effectiveness.

NOTED.

The Board noted a letter dated 8 July 2016 from the Gun Trade NI Guild regarding changes to the administrative process in applying for a firearms licence. NOTED.

Following discussion it was:-

AGREED:

That representatives from the Gun Trade NI Guild should be invited to give a presentation to the August 2016 Performance Committee on the new firearms licensing process. All Members of the Board should be invited to attend this presentation.

The Board considered a letter dated 29 July 2016 from the Deputy Chief Constable regarding a public statement by the Police Ombudsman under section 62 of the Police (NI) Act 2009 relating to a complaint by Victims and Survivors of the murders in Loughinisland on 18 June 1994.

Following discussion it was:-

AGREED:

That a letter should be sent to the Police Ombudsman seeking clarification on whether he had made referrals to the Public Prosecution Service in relation to the case and where the responsibility lies for any further investigation.

The Vice-Chair presented an outline programme for a conference which the Board would host with PSNI at Queen's University on 2 and 3 November 2016 to mark the milestone of 15 years of the work of the Board.

Members discussed issues relating to the conference including:-

- Suggested names of keynote speakers and facilitators.
 - The showcasing of examples of collaborative working which were being piloted in Derry/Londonderry/Strabane.
 - Representativeness at the conference.
 - The cost of hosting the conference.
 - Aims and objectives of the conference and target audience
- The Chief Executive undertook to provide Members with a copy of this information.

The Chairperson proposed that a Board meeting in private and public should be held on Friday 4 November 2016 and Members agreed with this proposal.

6 CHIEF EXECUTIVE'S REPORT

The Chief Executive updated the Board on the October 2016 monitoring round which had been commissioned by the Department of Justice (DOJ) and undertook to provide the Chair and Vice-Chair of the Resources Committee with details of the Board's monitoring round submission to the Department.

The Chief Executive also updated the Board on human resources issues and training for Members and Staff. She advised the Board that a training session on chairing meetings would be held on 27 October 2016.

7 PARTNERSHIP COMMITTEE

7.1 Chair's Report of a meeting of the Partnership Committee held on 26 July 2016

The Chairperson referred Members to the meeting and highlighted the following matters considered by the Committee:-

7.1.1 The Fresh Start Independent Panel Report

The Board noted that the PSNI would brief the Partnership Committee at the September 2016 meeting on issues relating to the recommendations in the Fresh Start Independent Panel Report. All Members of the Board were invited to attend.

7.1.2 Engagement

7.1.3 PCSP local recruitment campaign for Antrim and Newtownabbey

7.1.4 Anti-Social Behaviour

7.1.5 Annual Policing Plan

In response to a query from a Member regarding a research project which was being undertaken with the PSNI and the University of Ulster in Antrim and Newtownabbey Policing District to determine how far the PSNI had embedded Policing with the Community at a cultural, structural and operational level and it was:-

AGREED:

That information should be obtained from PSNI regarding the selection of the Policing District to participate in the research project.

8 PERFORMANCE COMMITTEE

8.1 Chair's Report of a meeting of the Performance Committee held on 27 July 2016

The Chairperson referred Members to the meeting and highlighted the following matters considered by the Committee:-

8.1.1 Briefing by PSNI Professional Standards Department and Police Ombudsman's Office

8.1.2 Briefing from National Crime Agency on the Quarter 4 Performance Narrative

8.2 Monitoring the Performance of the PSNI

The Board noted a paper which had been provided by Dr Paul Nolan regarding monitoring the performance of the PSNI. NOTED.

9 RESOURCES COMMITTEE

9.1 Chair's Report of a meeting of the Performance Committee held on 28 July 2016

The Chairperson referred Members to the meeting and highlighted the following matters considered by the Committee:-

9.1.1 Review into incidents of impropriety at the Police Training College, Garnerville

9.1.2 Updates on the PSNI ICT Strategy and the PSNI Equality, Diversity and Good Relations Strategy

9.1.3 Managed Services Contract

9.1.4 Research into barriers preventing recruitment to PSNI

9.1.5 Small Unmanned Aircraft (SUA)

9.1.6 Scofield Review Recommendations

9.1.7 Additional information on NIPB finances

9.1.8 Disposal of NIPB Property, Downpatrick

Members noted a paper which had been received from PSNI which notified the Board of the intention to dispose of the former PSNI Station at 43 Irish Street, Downpatrick. NOTED.

The Resources Committee at its meeting on 28 July 2016 had recommended that the Board approves the disposal of the former Downpatrick PSNI Station.

It was:-

RESOLVED:

To approve that PSNI should proceed with the disposal of the PSNI Station at 43 Irish Street, Downpatrick.

10 REVIEW OF INCIDENTS OF IMPROPRIETY AT THE POLICE COLLEGE, GARNERVILLE

The Board considered a paper which included correspondence from the Chief Constable dated 15 July 2016 and copy correspondence from the Chairman of the Police Federation dated 15 July 2016 regarding incidents of impropriety at the Police College, Garnerville. NOTED.

The Board discussed a number of issues relating to the matter including:-

- The cost of re-training of the Student Officers.

- The disciplinary actions taken against the Student Officers.
- The scope of the Terms of Reference for the review of the Police College which Members considered needed to be widened.
- The appointment of an independent person to oversee the review.
- The timescale for completion of the review.
- Public confidence in PSNI as a result of the impropriety of Student Police Officers inappropriately sharing examination information.
- Recruitment to PSNI.

The Board noted that the Resources Committee were of the view that the Board should consider the extent of the review and consideration of an independent and external review of all issues relating to PSNI Training and the issues identified within the Police College. The Board discussed the following options:-

- That the Chief Constable should continue with the review proposed in the correspondence and the Board should consider fully the issues after completion.
- That the Board should advise the Chief Constable that the review proposed is insufficient to satisfy public confidence and seek to expand the scope of the review.
- That the Board considers commissioning a fully independent and external review.

The Board agreed to raise the issue with the PSNI later in the meeting.

Further consideration of this issue was dealt with at item number 16.

11 HMIC REPORTS ON PSNI EFFICIENCY AND EFFECTIVENESS 2016

The Board noted a paper which provided Members with reports on the HMIC inspections of PSNI efficiency and effectiveness (vulnerability) NOTED.

The Chairperson welcomed the Chief Constable, Mr Mike Cunningham, HMIC and Mr Paul Savill, HMIC's Office to the meeting.

HMIC briefed the Board on the key issues and findings of inspections of PSNI efficiency and effectiveness (vulnerability) which provided an independent professional policing assessment of how the PSNI is performing and discharging its responsibilities in a number of areas.

During discussion the following main points were discussed with HMIC:-

- Multi Agency Risk Assessment Conference (MARAC) Arrangements in Northern Ireland.
- Protecting vulnerable people from harm, and supporting victims.
- Criminal offences which were not being reported to the Police by the community.
- Engagement with business owners regarding identification of vulnerable people.
- Sharing of information amongst agencies regarding vulnerable people.
- The need for further training and development of PSNI Staff to identify /assess vulnerable people.
- Future resource allocations for PSNI and the mix of skills required by PSNI.
- Sustainability of the PSNI workforce.
- Demands on PSNI.
- The use of Part Time Police Officers.

The Chairperson thanked Mr Mike Cunningham, HMIC and

Mr Paul Savill, HMIC's Office for attending the meeting and they left.

Members noted that the Board is statutorily required to prepare comments on the published reports and to arrange for its comments and comments submitted by the Chief Constable, and any response which the Board has to these, to be published in such a manner as the Board deems appropriate.

It was:

AGREED:

To ask the Chief Constable to provide a formal response to the reports and for the reports to be considered by the Board's Committees.

INFORMATION PAPERS

The Board noted the following papers:-

12.1 Schedule of Events – August 2016

12.2 Members attendances at meetings during the period 1 July 2015 –
30 April 2016

12.3 Programme of Members Training

NOTED.

13 COMMUNICATION ISSUES

The Board noted details of communication issues. NOTED.

14 ANY OTHER BUSINESS

No other business was conducted.

15 DATE OF NEXT MEETING

The next meeting was arranged for 1 September 2016.

16 PRIVATE SESSION WITH THE CHIEF CONSTABLE

The Chairperson welcomed the Chief Constable and the Service Executive Team to the meeting and invited questions from Members.

The Chief Constable updated the Board on developments regarding the review into incidents of impropriety by some Student Officers within the Police College. Members were advised of the appointment of a Police Officer from Police Scotland to review the recommendations of the review.

Other areas discussed with PSNI included:

- The Terms of Reference for the Review.
- Correspondence which had been received by the Board from former Student Officers outlining concerns around practices within the College.
- The launch of a recruitment campaign for PSNI Officers in September 2016.
- In light of discussions, the Chief Constable undertook to review the date of the commencement of a recruitment launch.
- The ability for the recruitment process to be informed by a review being undertaken by Deloitte of barriers to recruitment to PSNI.

- The disciplinary actions taken against the Student Officers.
- Training within the Police College.
- The timescale for completing the review regarding the allegations of impropriety by some Student Officers within the Police College.
- The next intake of Students to PSNI in October 2016.
- Fast track changes which had been put in place in the Police College.

In response to a question from a Member PSNI advised Members about the evaluation of the PSNI pilot which had been undertaken in Derry/Londonderry and Strabane with regard to the community background monitoring of persons stopped and searched

In response to a question from a Member regarding the cost of policing recent parades and protests the PSNI undertook to provide the Board with a report on the costs by the end of September 2016.

In response to a question from a Members regarding the Fresh Start Panel report on the Disbandment of Paramilitary Groups in Northern Ireland, the PSNI advised the Board about a five year costed strategy to tackle paramilitary activity. In order to ensure consistency and reduce duplication of effort, an overview of areas including the Fresh Start Panel Report was being carried out.

In response to a question from a Member, PSNI advised the Board about plans which had been put in place by PSNI in relation to policing an anti-Internment parade in Belfast on 17 August 2016.

The meeting moved into public session. A verbatim recording of the Board meeting in public is available on the Board's Facebook page at www.facebook.com/policingboard.

16.1 Reviews of Incidents of Impropriety at the Police College, Garnerville

Following the public session of the Board Members discussed the information which the Chief Constable had provided in private regarding incidents of impropriety at the Police College, Garnerville.

During discussion:-

- Members were of the view that the PSNI's proposal regarding the review into incidents of impropriety at the Police College, Garnerville was not sufficient to restore confidence in the operation of the Police College and that there should be an independent review of all issues relating to PSNI training.
- The Board considered that added impetus is required to bring greater confidence to the review that is currently underway.
- The Board expressed concern at the limited role and remit for the PSNI's external critical friend who would be appointed and considered that PSNI should seek to widen this further. The person appointed should be tasked with leading the review and providing independent external oversight to it.
- Members discussed the timescales for finalising the review together with action on implementation and commencement of recruitment in October 2016.
- The ability for the process to be informed by the outworking of the review by Deloitte of barriers to recruitment to PSNI.

In conclusion it was:-

AGREED:

That a letter should be sent to the Chief Constable outlining the Board's views.

(Meeting closed at 4.40 pm)

**Board Support
August 2016**

_____ **Chairperson**