



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Minutes of Meeting of Policing Strategy and Performance Committee

Date: 11 January 2018

Venue: 90 North King Street, Smithfield,
Dublin 7

Attendance

Authority: Judith Gillespie (Chair), Noel Brett

Apologies: Vicky Conway, Maureen Lynott, John Barrett Executive Director Human Resources and People Development

Secretary: Richard O'Neill

Executive: Margaret Tumelty (Part A and B), Karen Shelly (Part A and B), Úna Ní Éigeartaigh (Part A and B), Aoife Clabby (Part A and B), Sophia Carey (Part B), Fiona Larthwell (Part B)

Garda Síochána - Part B only:

- Assistant Commissioner Patrick Leahy, Community Engagement and Public Safety
- Assistant Commissioner Michael Finn, Roads Policing and Major Event/Emergency Management
- Mr. David Gilbride, Executive Director for Strategy and Transformation
- Dr. Gurchand Singh, Head of the Garda Síochána Analysis Service
- Chief Superintendent Anthony McLouglin, HR
- Alan Mulligan, HR
- Superintendent Jo O'Leary, HR
- Inspector Paul Franey, Strategic Planning
- Sergeant David McInerney, Garda Bureau of Community, Diversity, and Integration

1. The following matters were considered and discussed as set out in the agenda:

Part A

- 1.1. 2018 Committee meeting dates, themes, and proposed visit locations
- 1.2. Diversity and Inclusion
- 1.3. Policing Plan 2017 Performance Evaluation – Year-end review
- 1.4. Follow up to Roads Policing questions
- 1.5. Approach to biannual reports on Policing Plan 2018

Part B

- 1.6. Diversity and Inclusion
- 1.7. Policing Plan 2017 Performance Evaluation – Year-end review
- 1.8. Follow up to Roads Policing questions
- 1.9. Approach to biannual reports on Policing Plan 2018

2. Actions and matter of note

Part A

- 2.1 The Committee considered an Executive paper setting out proposed site visits to support the evidencing of Garda Síochána performance against the Policing Plan 2018 and was satisfied that the visits proposed were appropriate. The Executive will revert to Members with a schedule of dates and times.
- 2.2 The Committee considered a range of papers that had been prepared in respect of diversity and inclusion.
- 2.3 The Executive advised that the year-end evaluation of performance against the 2017 Policing Plan and supporting documents were still to be finalised by the Garda Síochána. The Executive advised that a review of Garda Síochána performance against the 2017 Policing Plan would be discussed at the January meeting of the Authority.
- 2.4 The Committee discussed the Policing Plan 2018 and noted that any commitments not achieved from the 2017 plan will be incorporated into the 2018 Plan.
- 2.5 It was agreed that the Executive would liaise further with the Garda Síochána with respect to the responses provided to the roads policing questions. The Committee again expressed frustration at the timeframe taken for the submission of comprehensive responses and asked that every effort would be made to bring the matter to a conclusion.
- 2.6 The Committee discussed the approach to the biannual report on the Policing Plan 2018. The Committee agreed that the report should:
 - Provide for a focussed assessment of progress made and where it is behind;
 - Deliver increased transparency on the Authority's oversight work in respect of the plan;
 - Inform stakeholders as to the Authority's views on Garda performance.

It was agreed that the assessment framework should have the necessary rigour to track and acknowledge progress as well as highlighting challenges to the achievement of targets set. With regard to the approach to drafting, it was agreed that the Report would be drafted by the Executive with input from the Committee before consideration by the Authority.

Part B – Meeting with Garda Síochána representatives

2.7 At the outset of the item, the Chairperson highlighted a number of matters to provide context to the discussion as follows:

- The critical importance of matters of diversity and inclusion to the Policing Authority's oversight role and to public confidence in the Garda Síochána. In this regard, the Committee flagged that the issue of diversity would be the focus of the meeting of the Authority with the Garda Commissioner to be held in public in June 2018.
- The Committee stressed the importance that the Q2 target for the production of the Garda Síochána Diversity and Inclusion Strategy be met and that the Strategy sets out a clear, unambiguous and coherent picture of its approach to diversity, both internally, as an organisation, and externally in its approach to various groups.
- The opportunity presented at this time to address diversity given the accelerated levels of recruitment.

The Committee sought clarification in respect of a number of issues including:

- The Diversity Strategy & Implementation Plan 2009-2012 and its status.
- Diversity training provided
- Reporting on statutory requirements in respect of diversity

2.8 Garda Síochána representatives confirmed that in the absence of a new strategy the 2009-12 Strategy remains in place, no evaluation of the Strategy was available. Representatives confirmed that the Diversity Strategy will be finalised by the end of Q2 and that a priority in respect of diversity would be the development of baseline data. The Committee was advised that it would be two years until the IT system to support this work is up and running fully. In the interim, the measures currently being undertaken to gather data on diversity were outlined and Garda representatives set out the initiatives currently being undertaken to address the diversity of the workforce

2.9 The Committee requested a verbal update in respect of key issues arising from the year-end review of the Policing plan 2017. Key achievement discussed included the rate of burglaries, robberies, the increased reporting of sexual assault and the further reduction in road fatalities. Detections, assaults and the decrease in victim satisfaction were highlighted as performance targets that were not achieved.

2.10 In the context of a forthcoming discussion on 2017 performance, the Committee signalled that it expected the full year report for 2017 to be submitted for review and

analysis. The Committee also signalled that matters relating to victim satisfaction, assaults and detections would be an area of particular focus for the Authority and the Committee expects that the Garda Síochána be in a position to outline what corrective actions will be taken in relation to these areas.

- 2.11 The Committee Chair highlighted the importance of embedding the Policing Plan as a key driver of performance within the Garda Síochána and Garda representatives outlined the steps being taken to create and disseminate a policing plan template at divisional level with in-built quarterly milestones and a set of instructions to accompany the plan. The importance of achieving engagement with the plan at a local and regional level was also emphasised, specifically the role of the PAF in linking from a national to a local level. It was acknowledged that this would be a significant learning curve, particularly in a context where planning at a local level has been limited.
- 2.12 The Chairperson highlighted the critical need to conclude the roads policing questions to enable their publication. The importance of urgently providing accurate, comprehensive responses to the questions posed to enable the matter to be concluded was emphasised.
- 2.13 The Committee sought clarification in respect of a response provided at a previous meeting with regard to increased resources for roads policing and an apparent inconsistency in respect of a public statement given by the Chair of the Road Safety Authority. Garda representatives confirmed that while the process for recruitment had commenced, it had not yet concluded.
- 2.14 The Chairperson set out the approach to the development of a six-month report on the Policing Plan to be produced biannually by the Authority.
- 2.15 Garda Representatives provided an update in relation to the review of homicides reporting and classification to be discussed at the February meeting of the Authority with the Garda Commissioner to be held in public.

Judith Gillespie

Chair of Policing Strategy and Performance Committee

Tuesday, 22 May 2018