

ANNEX 1

TERMS OF REFERENCE OF THE INDEPENDENT COMMISSION ON POLICING FOR NORTHERN IRELAND

(as set out in the Agreement of 10 April 1998)

Taking account of the principles on policing as set out in the agreement, the Commission will inquire into policing in Northern Ireland and, on the basis of its findings, bring forward proposals for future policing structures and arrangements, including means of encouraging widespread community support for those arrangements.

Its proposals on policing should be designed to ensure that policing arrangements, including composition, recruitment, training, culture, ethos and symbols, are such that in a new approach Northern Ireland has a police service that can enjoy widespread support from, and is seen as an integral part of, the community as a whole.

Its proposals should include recommendations covering any issues such as re-training, job placement and educational and professional development required in the transition to policing in a peaceful society.

Its proposals should also be designed to ensure that:

- the police service is structured, managed and resourced so that it can be effective in discharging its full range of functions (including proposals on any necessary arrangements for the transition to policing in a normal peaceful society);
- the police service is delivered in constructive and inclusive partnerships with the community at all levels with the maximum delegation of authority and responsibility;
- the legislative and constitutional framework requires the impartial discharge of policing functions and conforms with internationally accepted norms in relation to policing standards;
- the police operate within a clear framework of accountability to the law and the community they serve, so:
 - they are constrained by, accountable to and act only within the law;
 - their powers and procedures, like the law they enforce, are clearly established and publicly available;
 - there are open, accessible and independent means of investigating and adjudicating upon complaints against the police;
 - there are clearly established arrangements enabling local people, and their political representatives, to articulate their views and concerns about policing and to establish publicly policing priorities and influence policing policies, subject to safeguards to ensure police impartiality and freedom from partisan political control;
 - there are arrangements for accountability and for the effective, efficient and economic use of resources in achieving policing objectives;
 - there are means to ensure independent professional scrutiny and inspection of the police service to ensure that proper professional standards are maintained;
- the scope for structured co-operation with the Garda Síochána and other police forces is addressed; and
- the management of public order events which can impose exceptional demands on policing resources is also addressed.

The Commission should focus on policing issues, but if it identifies other aspects of the criminal justice system relevant to its work on policing, including the role of the police in prosecution, then it should draw the attention of the Government to those matters.

The Commission should consult widely, including with non-governmental expert organisations, and through such focus groups as they consider it appropriate to establish.

The Government proposes to establish the Commission as soon as possible, with the aim of it starting work as soon as possible and publishing its final report by Summer 1999.

ANNEX 2

POLITICAL PARTIES, BUSINESS AND TRADE UNION GROUPS, AND OTHERS WHO GAVE ORAL SUBMISSIONS TO THE COMMISSION IN PUBLIC SESSION

Alliance Party
Northern Ireland Committee of Irish Congress of Trade Unions
Confederation of British Industry (Northern Ireland)
Democratic Unionist Party
Institute of Directors
Northern Ireland Women's Coalition
Progressive Unionist Party
Relatives for Justice
Sinn Fein
Social Democratic and Labour Party
Ulster Unionist Party
United Campaign Against Plastic Bullets
United Kingdom Unionist Party
Workers Party

ORGANISATIONS AND INDIVIDUALS WHO MET THE COMMISSION IN MEETINGS NOT OPEN TO THE PUBLIC INCLUDED*:

Amnesty International
Ardoyne Community Association
Association of Police Authorities
Blom-Cooper, Sir Louis – Commissioner for Holding Centres
Campbell, Mrs Rosemary, and sons
Catholic Bishops of Northern Ireland
Catholic Head Teachers Association
Church of Ireland
Committee on the Administration of Justice
Community Dialogue
Council of Europe
Cumaraswamy, Dato' Param, UN Special Rapporteur
Disabled Police Officers Association
Equal Opportunities Commission
Evergreens
Fair Employment Commission

* This is not a complete listing of all those who were consulted by or who provided submissions to the Commission. A great many groups and individuals were seen outside the context of formal Commission meetings, by the Chairman and Commissioners either collectively or individually. These were private meetings, and in some cases confidentiality was specifically requested.

Families Acting for Innocent Relatives (FAIR)
Families Against Intimidation and Terror (FAIT)
Faul, Monsignor Denis
Free Presbyterian Church
Grand Orange Lodge of Ireland
Family of Robert Hamill
Home Office
Housing Executive
Human Rights Watch (New York)
International Commission on Decommissioning
Irish Department of Foreign Affairs
Irish Department of Justice, Equity and Law Reform
Lawyers Committee on Human Rights (New York)
Methodist Church
Northern Ireland Association for the Care and Resettlement of Offenders
Northern Ireland Council for Ethnic Minorities
Northern Ireland Gay Rights Association
Northern Ireland Office
Northern Ireland Unionist Party
Pat Finucane Centre
Police Authority for Northern Ireland
Police Retraining and Rehabilitation Trust
Presbyterian Church in Ireland
Royal Black Preceptory
RUC Widows Association
Society of Friends
Standing Advisory Commission on Human Rights
Ulster Democratic Party

ANNEX 3
PUBLIC MEETINGS ORGANIZED BY THE COMMISSION*

VENUE	LOCATION	DATE
Argyle Business Centre	Shankill Road, Belfast	14 October 1998
Whiterock College of F.E.	West Belfast	4 November 1998
St Silas' Hall, Cliftonville Road	North Belfast	5 November 1998
Seaview Presbyterian Church	North Belfast	6 November 1998
Town Hall	Ballymena	30 November 1998
Town Hall	Coleraine	30 November 1998
St Columb's Park House	Londonderry	1 December 1998
Calgach Heritage Centre	Londonderry	1 December 1998
Fir Trees Hotel	Strabane	2 December 1998
College of Further Education	Limavady	2 December 1998
Town Library	Omagh	2 December 1998
Killyhevlin Hotel	Enniskillen	2 December 1998
Rainey Endowed School	Magherafelt	2 December 1998
Community Centre	Crossmaglen	3 December 1998
Town Hall	Ballymoney	3 December 1998
Town Hall	Kilkeel	3 December 1998
Mayor's Parlour, Sheskburn House	Ballycastle	3 December 1998
Mourne Country Hotel	Newry	3 December 1998
Glenavon House Hotel	Cookstown	4 December 1998
Ashgrove Community Centre	Portadown	4 December 1998
Craigavon Civic Centre	Portadown	4 December 1998
Leisure Centre	Dungannon	4 December 1998
St Patrick's Trian	Armagh City	7 December 1998
East Antrim Institute	Newtownabbey	7 December 1998
Forum Leisure Centre	Antrim	7 December 1998
Beechlawn House Hotel, Dunmurry	Lisburn	8 December 1998
Castle Leisure Centre	Bangor	8 December 1998
Friends School	Lisburn	8 December 1998
Dundonald Ice Bowl	Castlereagh	8 December 1998
Queen's Hall	Newtownards	9 December 1998
Down County Museum	Downpatrick	9 December 1998
Boardroom, Enterprise Centre	Banbridge	9 December 1998
Town Hall	Carrickfergus	10 December 1998
Leisure Centre	Larne	10 December 1998
Poleglass Youth Club	Twinbrook/Poleglass	29 March 1999
Park Avenue Hotel	East Belfast	29 March 1999
Whitla Hall	South Belfast	30 March 1999
Town Hall	Ballyclare	30 March 1999
Leisure Centre	Comber	29 June 1999
Marine Court Hotel	Bangor	30 June 1999

* Commissioners also participated in a number of meetings organized by others, and attended by people invited by the organizers.

ANNEX 4
POLICE AND AFFILIATED ORGANIZATIONS
CONSULTED BY THE COMMISSION

UNITED KINGDOM & IRELAND

Association of Chief Police Officers
Garda Siochana
National Police College, Bramshill
HM Inspectorate of Constabulary
Kent County Constabulary
Police Federation for Northern Ireland
Police Federation of England and Wales
Royal Ulster Constabulary
South Wales Police
Superintendents Association RUC
Surrey Police
Thames Valley Police

USA & CANADA

Atlanta Police Department
Boston Police Department
Charlotte-Mecklenburg Police Department
Chicago Police Department
Federal Bureau of Investigation
Glendale Police Department (California)
Los Angeles Police Department
Royal Canadian Mounted Police
Ontario Provincial Police
Philadelphia Police Department
Santa Ana Police Department (California)
Toronto Metropolitan Police
Washington Metro Police Department

OTHER

Ertzaintza (Basque Police)
Madrid National Police Force
South African Police Service
Zuid-Holland-Zuid Police

ANNEX 5

ACPO DRAFT CODE OF ETHICS 1992

As a member of the Police Service, I will:

- Act with fairness, carrying out my responsibilities with integrity and impartiality.
- Perform my duties with diligence and a proper use of discretion.
- In my dealings with all individuals, both outside and inside the Police Service, display self control, tolerance, understanding, and courtesy appropriate to the circumstance.
- Uphold fundamental human rights, treating every person as an individual and display respect and compassion towards them.
- Support all my colleagues in the performance of their lawful duties and in doing so, actively oppose and draw attention to any malpractice by any person.
- Respect the fact that much of the information I receive is confidential and may only be divulged when my duty requires me to do so.
- Exercise force only when justified and use only the minimum amount of force necessary to effect my lawful purpose and restore the peace.
- Act only within the law, in the understanding that I have no authority to depart from due legal process and that no one may place a requirement on me to do so.
- Use resources entrusted to me to the maximum benefit of the public.
- Accept my responsibility for self development, continually seeking to improve the way in which I serve the community.
- Accept personal accountability for my own acts and omissions.

NOTES