

Police Service of Northern Ireland

HQ Ref: OPS TRIM 22121

PD 06/06

POLICY DIRECTIVE

UNIFORM AND PROTECTIVE EQUIPMENT

1. POLICY IDENTIFICATION

POLICY TITLE: Uniform and Protective Equipment

POLICY OWNERSHIP:

DEPARTMENT	Operational Support Department
BRANCH	Ops Policy and Support

POLICY APPROVED BY:

CCF REF/OTHER	Uniform and Protective Measures Committee
DATE OF APPROVAL	20 October 2005

IMPLEMENTATION DATE: 20 October 2005

DATE OF ISSUE: 2 June 2006

DATE VERSION 2 ISSUED: 11 April 2008

REVIEW DATE: 12 April 2009

INDEX

SECTIONS 1- 6

Section	Subject	Page
1	Policy Identification Page	1
2	Policy Statement	3
3	Introduction	3
4	Implications of the Policy	4
5	Human Rights/Equality/Integrity/Freedom of Information	4
6	Review	4

2. POLICY STATEMENT

The Police Service of Northern Ireland (PSNI) is committed to making Northern Ireland safer through professional, progressive policing. Dress and appearance have an important part to play in enhancing the professional image of any Police Service. The PSNI, therefore, is committed to ensuring that the standard of dress maintained by its staff is calculated to project and enhance a professional image which reflects positively on the service. All officers and police staff are expected to portray a favourable and professional image of the PSNI and maintain a high standard of personal appearance at all times when on duty.

3. INTRODUCTION

- (1) This Policy sets out the standards of professional dress that is expected of all members of the PSNI. All police officers and police staff, whether they normally wear uniform or civilian attire are expected to portray a favourable impression of the PSNI.
- (2) The Uniform Style guide, which is updated on a regular basis, has been introduced to ensure that there is a corporate approach to the wearing of approved uniform and equipment.
- (3) Objective 2 of the PSNI Policing Plan is to increase public confidence in the Police Service. One of the ways in which this can be achieved is through ensuring that all PSNI personnel portray an image which reflects the highest professional standards and which engenders confidence, credibility and trust and is consistent with public expectations.
- (4) This Policy will apply to all police officers and police staff. District Commanders/Heads of Departments have a general responsibility for ensuring that corporate standards are met and that a consistent approach is applied to the dress code as outlined in the style guide.
- (5) All supervisors have the responsibility of setting high standards by example, giving direction and guidance and applying this policy with equal levels of enforcement and in a manner compatible with Human Rights. All decisions should be capable of explanation and be legal and reasonable.
- (6) All officers and police staff are expected to familiarise themselves with the contents of the style guide, and where applicable, comply with the uniform regulations contained therein. Where personal protective equipment or safety equipment is issued, it will be worn or used as directed. Officers are reminded of the Code of Ethics Article 9.3 'Unless on duties that dictate otherwise, officers shall be clean and tidy when on duty whether in uniform or in plain clothes'.
- (7) The Uniform and Protective Measures Committee, acting on behalf of the Chief Constable, is chaired by the Chief Superintendent, Operations Branch, and meets on a regular basis to determine the style, content, scale of issue and guidelines in respect of all aspects of uniform and protective equipment. The Committee devotes considerable effort to ensuring that items of uniform and protective equipment are only considered if they are supported by evidence of proven and credible sources. The Committee determines the nature of the item and tasks experienced staff to draw up exact specifications. Only items of uniform or protective equipment approved by the committee may be worn or used by PSNI staff.
- (8) The Uniform and Protective Measures Committee comprises of representatives from the following:
 - Chief Superintendent Operations Branch;
 - Superintendents Association;
 - Police Federation for Northern Ireland;
 - Procurement and Logistics Services;
 - Health and Safety Branch;
 - Combined Operational Training;
 - Conflict Management Unit;
 - Business Managers.

4. IMPLICATIONS OF THE POLICY

- (1) Effective and consistent application of this Policy will ensure that the Police Service presents a professional image to the public and that the Health and Safety of its staff is protected.
- (2) Consultation has taken place with the following:
 - (a) Police Federation of Northern Ireland;
 - (b) Superintendents' Association;
 - (c) Human Rights Adviser;
 - (d) Equality and Diversity Unit;
 - (e) Health and Safety Branch;
 - (f) Supplies Branch;
 - (g) Legal Adviser.

5. HUMAN RIGHTS/EQUALITY/INTEGRITY/FREEDOM OF INFORMATION

- (1) This Policy Directive and accompanying Procedure is deemed to be Human Rights compliant. It has been screened for Section 75 considerations and meets the organisation's integrity standards.
- (2) This Policy is suitable for public disclosure in accordance with the Freedom of Information Act 2000 and for publication on the PSNI internet site, however the accompanying Procedure is suitable for internal dissemination only.

6. REVIEW

- (1) This Policy was first approved on the 20th October 2005 by the Uniform and Protective Measures Committee.
- (2) The Head of Operations Branch is responsible for reviewing the contents of this Policy on an annual basis.
- (3) Feedback relating to this Policy should be made to the Inspector, Operational Policy and Support Branch, Operational Support Department.