



FREEDOM OF INFORMATION REQUEST



Request Number: F-2019-00402

Keyword: Human Resources

Subject: CAPES Document

Request and Answer:

Your request for information has now been considered. In respect of Section 1(1)(a) of the Act I can confirm that the Police Service of Northern Ireland does hold information to which your request relates. The decision has been taken to disclose the following.

Request

In relation to the PSNI CAPES document/policy can you please let me know the date and result of :

- the Equality Assessment,
- the Equality Screening (if any) and
- the Equality Impact Assessment (if any).

Answer

The Equality Screening was signed by policy owner on 01/11/18 and accepted by Section 75 lead as screened out with no equality issues on 02/11/18.

Rationale for decision

“Presenting a professional and corporate image are the main rationale behind the CAPES document. Uniform and appearance guidelines are scrutinised to ensure they are neutral, fair and transparent to all persons and meet Health and Safety protection requirements. Efforts have been made to address any area of concern in which an equality issue may arise and systems are in place to merit individual needs. CAPES provides clarity on expectations.”

As a result of this screening an Equality Impact Assessment (EQIA) was not required.

This information has been provided by the PSNI Policing with the Community Department.

If you have any queries regarding your request or the decision please do not hesitate to contact me on 028 9070 0164. When contacting the Freedom of Information Team, please quote the reference number listed at the beginning of this letter.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue

of this letter. In the event that you require a review to be undertaken, you can do so by writing to the Head of Freedom of Information, PSNI Headquarters, 65 Knock Road, Belfast, BT5 6LE or by emailing foi@psni.pnn.police.uk.

If following an internal review, carried out by an independent decision maker, you were to remain dissatisfied in any way with the handling of the request you may make a complaint, under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the PSNI has complied with the terms of the Freedom of Information Act. You can write to the Information Commissioner at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out, however the Commissioner has the option to investigate the matter at his discretion.

Please be advised that PSNI replies under Freedom of Information may be released into the public domain via our website @ www.psni.police.uk

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.