



## FREEDOM OF INFORMATION REQUEST



**Request Number:** F-2018-00175

**Keyword:** Human Resources

**Subject:** Equality Impact Assessment

### 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 some information to which your request relates and the decision has been taken to disclose the following.

#### Request 1

I wish to request again a copy of the Equality Impact Assessment for the Temporary Promotion Guidance (Appendix B) and/or any screening tool.

#### Request 2

In addition I request a copy of the review mentioned in your response in August 2017, F-2017-00787 & F-2017-02125 refer.

**Clarification received:** Please note my request was for the equality impact assessment and the review documents mentioned in the response in August 2017.

#### Answer

Section 17(1) of the Freedom of Information Act 2000 requires the Police Service of Northern Ireland, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which:

- (a) states that fact,
- (b) specifies the exemption in question and
- (c) states (if not otherwise apparent) why the exemption applies.

The exemption, as well as the factors the Department considered when deciding where the public interest lies, are listed below:

#### Section 22 – Information Intended for Future Publication

The full text of exemptions can be found at [www.legislation.gov.uk](http://www.legislation.gov.uk) and further guidance on how they operate can be located on the Information Commissioners Office website [www.ico.org.uk](http://www.ico.org.uk).

Pursuant to the provisions of Section 22 of the Freedom of Information Act 2000 it has been decided to refuse access to the information you have requested. Under Section 22 (1) of the Act the Police Service of Northern Ireland (PSNI) is not obliged to disclose information that is held with a view to its

publication at some future date.

The guidance on Acting Up and Temporary Promotion is in initial draft format only and has not yet been issued for full consultation or had a Section 75 Review completed. Human Resources have confirmed the finalised document will be published internally, via Policenet in the very near future. As your FOI request was submitted via your internal email account, this verifies that you are a serving member of PSNI and will have the appropriate access to the finalised document, once it is published.

Section 22 is a qualified exemption so therefore the PSNI is obliged to carry out a Public Interest Test.

### **Public Interest Test**

#### Factors Favouring Release

Disclosure would demonstrate PSNI's openness and transparency.

#### Factors Favouring Retention

The spending of additional funds in order to facilitate this FOI request would not be in the public interest as this information is due to be released in the near future.

### **Decision**

There needs to be a real and valid reason which identifies a tangible benefit to the public from disclosure of information. As the information is intended to be published at a future date, this year, it is reasonable to exempt it as publication is imminent

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](mailto: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](http://www.psni.police.uk)

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