

Title of Policy	Aim of Policy	Screening complete	Screening Decision	Date screening outcome approved	Summary of Screening Findings
Bail (Electronic Monitoring)	The current service instruction has a reduced relevance. The guidance section on what to do when a notification of breach is received is now covered in the new Service Instruction Bail. It is decided the Electronic Monitoring SI is no longer required as a standalone document.	Complete	Screened out	04/03/2019	The Service Instruction is in relation to the management of persons on bail within the PSNI and the management of those persons on bail and therefore does not impact any Section 75 groupings. Agreed – S75 – policy is applied equally and fairly irrespective of any S75 groupings
Bail	The aim of the Service Instruction is to improve the consistency of how we manage persons on bail, improve how we set bail conditions and how we focus efforts on those posing the. manage persons on bail, improve how we set bail conditions and how we focus efforts on those posing the.	Complete	Screened out	25/10/2018	The Service Instruction is in relation to the management of persons on bail within the PSNI and the management of those persons on bail and therefore does not impact any Section 75 groupings. Agreed – S75 – policy is applied equally and fairly irrespective of any S75 groupings
Corporate Governance Commtee Structure	Corporate Governance is the system by which organisations are directed and controlled. It is concerned with the systems, processes, controls, accountability and decision making at the heart of and at the highest levels of an organisation. It is about the way the organisation establishes and lives by its values. There is also a responsibility on all staff to support the Chief Constable and the Senior Executive Team in carrying out these functions. There are no equality implications involved in this formalising of current practice in policy.	Complete	Screened out	21/02/2019	There are no equality implications involved in this formalising of current practice in policy.
PPAC Competence Related Threshold Payment	The aim of this review is to implement a fit-for-purpose Competence Related Threshold Payment policy for Police Officers. The review has been initiated by the Senior Executive Board on the requirement to provide enhanced guidance for Claiming and Assessing Offers on Police Officers meeting the four National Standards and associated 12 Criteria. Amendments also incorporate the changes in Attendance Management triggers.	Complete	Screened out	21/02/2019	The amendments to the policy aim to provide uniformity in relation to allowances and affect all regular Police Officers regardless of the protected groupings described in Section 75.
First Aid Training	The Aim of this Service Procedure is to outline procedures and guidance regarding the provision of First Aid at Work facilities and First Aid training for officers and staff of the Police Service of Northern Ireland (the Police Service).	Complete	Screened out	08/03/2019	The cancellation of the SP has no equality issues as the availability and maintenance of the information will be managed via PoliceNet giving officers sight of expected standards.
Inspectors Promotion Process	Revised process to deliver substantive Inspectors to the organisation	Complete	Screened out	13/02/2019	Additional measures have been outlined in Questions 5 & 6. Additional review of this process for future promotion campaigns as part of PSNI commitment to supporting equality and diversity including learning from “What Works” and “What Doesn’t Work” in terms of workforce composition and equality of opportunity.
Police College Tainer SPOE Ext Recruitment	The Police College have introduced a change from the previous practice of training area specific selection processes to a Single Point of Entry (SPOE) process for both internal and external recruitment where possible. A number of very specialist posts continue to have non-SPOE processes applied due to the additional specialist qualifications required for those role i.e. Firearms Trainers, First Aid Trainers and Investigatory Trainers. This external recruitment process will create a merit list and from that main merit list only those posts that require further very specific assessment will require additional selection assessment processes applied. This applies to posts in PSP training where a further suitability assessment and further training is required. This change is considered positive in relation to increase the opportunity for as wide a range as possible of police staff candidates to apply for these College trainer posts. The number of posts where a further specific role-related assessment is required has been reduced considerably from previous selection processes to ensure Point 1 below applies as fully as possible. Benefits of the change include: 1. The pool of eligible candidates is as wide as possible therefore maximising the opportunity for anyone falling under a Section 75 category to apply	Complete	Screened out	22/03/2019	This measure is designed as a proactive approach by the College to ensure that the career opportunity is available to as wide an applicant pool as possible. The family friendly shift pattern is noted as a means to make the posts as attractive as possible. This may also encourage underrepresented groups to apply. External Recruitment will publish appropriate and relevant welcome statements as part of this recruitment process in line with wider PSNI requirements. In addition PSNI will continue to engage with Minority Staff Associations to support and encourage their members to consider application to Police College Trainer recruitment competitions
Police Support to Civil Authorities	Provides guidance on the tasking and deployment of police resources to assist civil authorities in three circumstances; 1. To provide assistance whilst the requesting agency retains primacy, i.e. PSNI provide security cover for an operation, or specialist search equipment; 2. When a partner agency reaches its capacity and can no longer perform their duties, therefore requiring PSNI to take this role on; 3. When a civil authority activates their contingency plans, during the transition period of EU Exit, the facility for them to request assistance from PSNI to ensure continuity of service.	Complete	Screened out	03/05/2019	This policy determines PSNI tasking of resources to assist partner agencies involved in enforcement. It does not impact any groups or persons with regard Section 75.
PPAC Mileage	The aim of this review is to implement a fit-for-purpose Mileage Allowance guidance for Police Officers. The review has been initiated by the requirement to update the existing policy following changes in organisational structure, taxation and the changes in the claiming process following introduction of eservices. It includes information previously disclosed in HR Notice 01/2015 and 60 Second Briefing ‘Excess Mileage Allowance.’ Including these, the policy has not been subject to any other changes other than to format, layout and wording to aid clarity and ease of use.	Complete	Screened out	21/02/2019	The updates to the policy aim to provide uniformity in relation to allowances and affect all Regular Police Officers regardless of the protected groupings described in Section 75.
Provision of Peer Support to PSNI Officers and Staff Subject to Personal Threat	Delivery of an initiative aimed at supporting officers and staff who are deemed under a specific and individual threat from terrorist attack. The purpose of the scheme is to enhance and professionalise the support provided to colleagues impacted by personal threat from terrorist groupings. This shall involve the use of specialist peer support.	Complete	Screened out	12/04/2019	The scheme aims to provide uniformity in relation to peer support to all Police Officers, Student officers and police staff members regardless of the protected groupings described in Section 75.
Police Pursuits SI	The SI is drafted to provide ancillary, PSNI specific guidance in respect of Police Pursuits. It has been written to complement and supplement the national College of Policing APP. Its fundamental objective is to ensure that Police Pursuits are managed in a way that attempts to control the situation from ever developing into a pursuit by the use of defined and trained tactics. When this fails it is designed to bring pursuits to a rapid and safe conclusion which may include abandoning the pursuit because of the risks encountered.	Complete	Screened out	08/03/2019	The policy applies to all police officers and training to achieve the desired standard is provided. The requirement for initial and tactical pursuit drivers is predicated upon the role specifics and organisational need.

Records Management	The purpose of the instruction is to deliver a consistent approach to Records Management across PSNI, establish requirements designed to help staff meet legal obligations relating to Records Management, and to manage records so that their value as a corporate resource is fully protected, exploited and fully utilised within the applicable legal framework	Complete	Screened out	12/06/2019	Due to the overarching nature of the Instruction, and no adverse comments or concerns, I am happy to recommend 'screened out'. A Corporate Records Management Steering Group has been set up to drive strategic implementation and delivery, reporting to the Information Governance Delivery Group chaired by ACC OSD, reporting to Service Performance Board.
Sergeants Promotion Process	Revised process to deliver substantive sergeants to the organisation	Complete	Screened out	21/02/2019	Additional measures have been outlined in Questions 5 & 6. Additional review of this process for future promotion campaigns as part of PSNI commitment to supporting equality and diversity including learning from "What Works" and "What Doesn't Work" in terms of workforce composition and equality of opportunity.
Vacancy Bulletin HMSU	PROVIDE APPLICANTS A DIRECT ROUTE INTO C4 HMSU. THIS ALLOWS APPLICANTS TO ACCESS HMSU TRAINING TAKING ACKNOWLEDGEMENT OF THEIR CURRENT LEVEL OF TRAINING THUS REDUCING THE COURSE DURATION.	Complete	Screened out	04/03/2019	C4 HMSU ARE CURRENTLY UNDER RESOURCED AND THEIR ABILITY TO PERFORM THEIR ROLE IN MAINTAINING PUBLIC SAFETY COULD BE COMPROMISED DUE TO FALLING NUMBERS. ANY REDUCTION COULD ALSO LEAD TO OUTCOMES WHICH COULD AFFECT BOTH COMMUNITY CONFIDENCE, AND ALSO PSNI REPUTATION.