

**Consultation Questionnaire**

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| **Physical Competence Assessment -**  **Equality Impact Assessment** |
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| **RESPONDING TO THE CONSULTATION** |
| The Police Service of Northern Ireland (PSNI) is seeking your views on the Physical Competence Assessment (PCA) which is currently used to assess the role specific physical ability of individuals within Police Officer Recruitment, Specialist Unit Pre-appointment Selection Processes and In-service Assessments.  Please use this questionnaire to tell us your views on the information presented in the Physical Competence Assessment Equality Impact Assessment and the proposed recommendations.  Please send your response **no later than close of play on Friday 26th February 2021** to:  **Address:** Equality, Diversity and Inclusion  Human Resources  Lisnasharragh PSNI  42 Montgomery Road  Belfast  BT6 9HL  **Telephone:** 07929172635  **Email:** [Section75@psni.pnn.police.uk](mailto:Section75@psni.pnn.police.uk) |

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| **Confidentiality and Access to Information Legislation** |
| The PSNI intends to publish responses to the consultation and a summary response report on **our website. Any contact details or information that will identify a respondent as a private** individual will be removed prior to publication. All information will be handled in accordance with the General Data Protection Regulation (GDPR). Your information will not be shared outside of the PSNI.  **What rights do you have?**   * You have the rights to obtain confirmation that your data is being processed and access to your personal data; * You are entitled to have personal data rectified if it is inaccurate or incomplete; * You have a right to have personal data erased and to prevent processing, in specific circumstances; * You have the right to ‘block’ or suppress processing of personal data, in specific circumstances; * You have the right to data portability, in specific circumstances; * You have the right to object to the processing, in specific circumstances; * You have the rights in relation to automated decision making and profiling.   Respondents should also be aware that the PSNI’s obligations under the Freedom of Information Act 2000 (FOIA) may require that any responses not subject to specific exemptions under the Act be communicated to third parties on request.  If you have any concerns about how your personal data has been handled please contact the **PSNI Data Protection Officer:**  **Tel No: 02890561626**  **Email: DataProtectionOfficer@psni.pnn.police.uk**  For further information about confidentiality of responses please contact the **Information Commissioner’s Office.**  **Northern Ireland Information Commissioner’s Office**  **3rd Floor,**  **14 Cromac Place,**  **Belfast**  **BT7 2JB**  **Tel:** 0289027 8757 or 0303 123 1114  **Email:** ni@ico.org.uk  **Website:** [www.ico.org.uk](http://www.ico.org.uk)  Thank you for completing this questionnaire and providing input to this consultation. |

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| **SECTION 1: ABOUT YOU** | |
| **Consultee Details** | |
| **Question (a):** | |
| I am responding as… (Please tick one option only) | |
| A member of the Public | |
| On behalf of an Organisation | |
| Other       (Please specify) | |
| **Question (b):** | |
| In some cases, the PSNI might need to contact respondents to seek further clarification on their response or to send out a summary of responses to the consultation. | |
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| Please tick the below consent box if you are willing to provide the PSNI with contact details for these purposes: | |
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| All information will be handled in accordance with the General Data Protection Regulation (GDPR). | |
| Name: |  |
| Job title: *(if applicable)* |  |
| Organisation: *(if applicable)* |  |
| Address: |  |
| City/Town: |  |
| Postcode: |  |
| Email Address: |  |

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| **SECTION 2: QUESTIONNAIRE** |
| This consultation seeks views on recommendations relating to the Police Service of Northern Ireland’s (PSNI) Physical Competence Assessment which is currently used to assess role specific physical ability within Police Officer Recruitment, Specialist Unit Pre-appointment Selection Processes and In-service Assessments. Please read through the document “EQUALITY IMPACT ASSESSMENT – CONSULTATION DOCUMENT / PHYSICAL COMPETENCE ASSESSMENT WITH RECOMMENDATIONS” and provide your responses to the following questions. |
| **Question 1. Do you agree with Recommendation 1?** |
| Yes  No  *(please tick)* |
| **Recommendation 1** - Physical & Health Education (P&HE) should continue to use the current PCA Positive Action Measures, which are in place within PSNI’s Recruitment process and build upon success by considering additional appropriate measures. Current PCA Positive Action Measures include PCA Familiarisation Sessions, Information and Advice on PCA and Training Programmes, PCA Support Sessions and PCA Re-tests. |
| **Please add comments below:** |
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| **Question 2. Do you agree with Recommendation 2?** |
| Yes  No  *(please tick)* |
| **Recommendation 2** - In order to ensure physical competence is maintained by Police Officers throughout their police career, PSNI should ensure appropriate support is available through physical health promotion and regular physical assessments are in place. |
| **Please provide comments below:** |
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| **Question 3. Do you agree with Recommendation 3?** |
| Yes  No  *(please tick)* |
| **Recommendation 3** - PSNI should use lessons learned from Police Recruitment PCA Positive Action Measures in order to increase female pass rates during Specialist Unit Selection processes. PSNI Specialist Units include Armed Response Unit, Dog Unit, Close Protection Unit, Special Observation Branch and Tactical Support Group. |
| **Please provide comments below:** |
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| **Question 4. Do you agree with Recommendation 4?** |
| Yes  No  *(please tick)* |
| **Recommendation 4** - In order to ensure physical competence is maintained by Police Officers within Specialist Units, appropriate support should be made available particularly for female officers with dependants**.** |
| **Please provide comments below:** |
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| **Question 5. Do you agree with Recommendation 5?** |
| Yes  No  *(please tick)* |
| **Recommendation 5** - In order to increase the number of females reaching and then successfully completing the Physical Competence Assessment element of the Police Recruitment Process, the PSNI should complete a review and implement further appropriate positive action measures in an effort to maximise female application rates within future PSNI Recruitment processes. |
| **Please provide comments below:** |
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| **Question 6. Do you agree with Recommendation 6?** |
| Yes  No  *(please tick)* |
| **Recommendation 6** - In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should review the positive action measures implemented in Campaign 4 to understand the reasons for increased female application rates. In addition, research should be conducted to ascertain possible reasons for the lower application rates during Campaign 1, Campaign 2 and Campaign 3. This information should be used to inform future PSNI Recruitment processes**.** |
| **Please provide comments below:** |
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| **Question 7. Do you agree with Recommendation 7?** |
| Yes  No  *(please tick)* |
| **Recommendation 7** - In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should gather information in relation to best practice within police recruitment globally in order to attract applications from under-represented groups. This information should be used to inform future PSNI Recruitment processes. |
| **Please provide comments below:** |
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| **Question 8. Do you agree with Recommendation 8?** |
| Yes  No  *(please tick)* |
| **Recommendation 8** - In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should conduct research into possible reasons for females not applying for the police officer role and use this to inform future PSNI Recruitment processes**.** |
| **Please provide comments below:** |
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| **Question 9. Do you agree with Recommendation 9?** |
| Yes  No  *(please tick)* |
| **Recommendation 9** - In order to increase the number of females reaching and then completing the Physical Competence Assessment successfully as part of a Specialist Unit Selection Process, PSNI should conduct research into possible reasons for females not applying for Specialist Unit roles within PSNI and use this to inform future Specialist Unit Selection Processes. |
| **Please provide comments below:** |
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| **Question 10. Do you agree with Recommendation 10?** |
| Yes  No  *(please tick)* |
| **Recommendation 10** - In order to increase the number of females reaching and subsequently completing the Physical Competence Assessment successfully, PSNI should aim to increase female representation in initial PSNI Recruitment processes. |
| **Please provide comments below:** |
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| **Question 11. Do you have any further comments to make regarding the PCA within PSNI?** |
| Yes  No  *(please tick)* |
| **Please provide any further comments below:** |
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