

Title of Policy	Aim of Policy	Date screening outcome approved	Screening Decision	Summary of Screening Findings
Police Staff Death in Service	The policy aims to provide guidance to managers, police officers and staff of the procedures to follow in the regrettable circumstances when a police staff colleague dies in service.	4/1/20	Screened Out	The policy provides a framework for managing the information in respect of and addressing the wellbeing needs of individuals affected by police staff deaths in service. Provision has been made within the guidance recognising the need to tailor the organisations approach in terms of respecting the beliefs of the bereaved. As part of the consultation process staff representational groups will be given the opportunity to review and made suggested revisions to the guidance to ensure that these provisions are appropriate.
Operation Redfield	The revised TOR is seeking to prioritise the review/investigation of Operation Redfield. This is in keeping with Legacy Investigation Branch's remit of investigating all unsolved murders from The Troubles. The emphasis of the reviews would change to investigating all aspects of a particular murder rather than focus on the role of one suspect in the case.	5/27/20	Screened Out	The revised terms of reference will not impact on Section 75 category of victims. Section 75 victim status is not a factor in prioritisation of cases.
Police Pay and Allowances Codes section on Meal Expenses - Police Officers	There is provision within PNB Circular 02/09 to reimburse officers for additional expenditure in the course of their duty. The revised guidance builds on the PNB circular and confirms that officers are not expected to be out of pocket as a result of carrying out their duties provided that they meet the qualifying criteria.	4/23/20	Screened Out	The revised policy provides examples of when entitlement would be tripped and circumstances when a claim would not be appropriate. Also included in the review is guidance that consideration should be given to officers with specific medical conditions e.g. diabetes or pregnancy related issues around the timing of meal break entitlements.
Career Break and Unpaid Leave	The Career Break and Unpaid Leave Policy and Guidance are revised versions of previous policies and guidance.	4/22/20	Screened Out	PSNI also has other appropriate policies and procedures in place to ensure that Police Officers and Police Staff are treated fairly and that discrimination on any equality related grounds does not occur eg Flexible Working Policy, Shared Parental Leave)
Spit and Bite Guards	The provision of Spit and Bite Guards is being considered as a purpose-made, medically approved solution to protect police, police staff and members of the public from offenders who use spitting or biting to attack and abuse them. The aim in the application of the guard is to reduce the risk of contamination or injury to police officers, staff and members of the public.	4/2/20	Screened Out	There are no specific groups associated with this activity. Policing experience shows that offenders often spit or bite after they have been handcuffed. The PSNI will continually monitor any use of Spit and Bite Guards and the relevant chapter of the Conflict Management Manual will be reviewed accordingly to meet any challenges. No impacts have been identified against a specific group. Officers will be trained in the use of Spit and Bite Guards including application of the device and associated impacts and risks. Guidance will be given to officers about considerations prior to use of Spit Guards.
Domestic & Sexual Violence and Abuse Advocacy Scheme	Development of a new streamlined advocacy service is designed to support victims of domestic and sexual violence and abuse across Northern Ireland and forms part of the joint cross Departmental seven year strategy 'Stopping Domestic and Sexual Violence and Abuse in Northern Ireland'	5/1/20	Screened Out	The DoJ and PSNI have consulted extensively with the voluntary sector throughout 2019. When the advocacy scheme commences there will be ongoing evaluation. In order to maintain service levels and ensure compliance the service provider will provide quarterly and annual reports to the funders, this can include breakdown of cases in relation to Sec 75 groups. A post project evaluation will be undertaken following sufficient bedding in period (expected to be 12 months) with a fuller and independent evaluation of the service to be undertaken following a period of 18 months.
Re-scheduling of Inspector and Sergeants' promotion processes	The impact of Covid-19 necessitated suspension of scheduled promotion processes and a reschedule. In accordance with 2008 Promotion Regulations, eligibility is determined by the date of examination, therefore all constables and sergeants who have completed their probationary period in the rank by the date of the rescheduled legal exam are eligible to apply.	5/5/20	Screened Out	The number of eligible candidates has increased, therefore increasing opportunity overall. There is no identified potential for perceived unfairness regarding the revised exam date, given the current Covid-19 climate and adherence to the Regulations. Section 75 data demonstrates there is no identified adverse impact on any Section 75 grouping and provides opportunity by increasing the eligibility pool.
Custody Healthcare	The Police Service of Northern Ireland (PSNI) is working collaboratively with the Public Health Agency (PHA), Health and Social Care Trusts (HSCT) the Department of Health (DoH) and the Department of Justice (DoJ) to deliver the Transformation of Police Custody Healthcare. The main objective of this project is to deliver a transformed, HSCT led, custody healthcare model in all PSNI custody suites.	5/12/20	Screened Out	Following introduction of a Pathfinder, nurse led custody healthcare service in Musgrave the PHA commissioned an independent evaluation of this service. This evaluation was carried out in May 2019. The findings were presented. Data collection with stakeholders took place in Musgrave custody suite, the survey took into consideration age profile, gender and disability. There is an increased level of governance for the introduction of an HSCT led custody healthcare model is provided by a Regional Task and Finish Group, which comprises membership from health and justice.
Strategic Engagement and Communication Strategy	The PSNI Strategic Communications and Engagement Team has been designed to create a Digital Police Service NI, embracing technology and the latest communications advances to enhance how PSNI interacts both internally and externally.	5/26/20	Screened Out	This is a proactive review of the Strategic Communications and Engagement department which aims to expand the Police Service of Northern Ireland's communications and engagement with all sections of the community in order to enhance confidence in policing and Keeping People Safe. No adverse impact upon the Section 75 groups has been identified. It is anticipated that the Review will help promote awareness to all groups through a variety of media solutions e.g. Social Media is a major medium for engagement to all communities irrespective of S75 groupings.
TI Selection Process/Aideships	This proposed change in practice seeks to amend and improve the entry route to becoming a Detective Constable in the PSNI. This is due to the fact that PSNI is currently not filling all of the available vacancies in these critical areas of business.	5/5/20	Screened Out	It is not reasonably believed that this use of a psychometric test to select Aides will disadvantage any grouping and the product used will be selected on the basis that it has undergone standardisation. Upon the completion of each process, the results will be specifically examined across the s.75 groupings to assess whether any detriment (perceived or actual) has occurred. This will be achieved through analysis of the scoring (quantitative) and individual feedback from officers who participate (qualitative). A formal review process will be conducted on an annual basis, immediately following completion of the exam with the results monitored through the appropriate governance Forums.
Biometrics	This Service Instruction (SI) defines the responsibilities placed on the Police Service of Northern Ireland to ensure compliance with the Protection of Freedoms Act 2012 and the Criminal Justice Act (Northern Ireland) 2013 and their subsequent amendments to the Police and Criminal Evidence (Northern Ireland) Order 1989.	5/5/20	Screened Out	This SI will be reviewed routinely every year. Should there be any specific issues, for example, further rulings from the ECHR, then this SI would be subject to review and update with respect to that specific issue. The recent ruling in relation to the proportionate retention of biometrics from persons convicted retention will necessitate a review once the Council of Ministers have published their proposals.
Penalty Notice Covid	This policy provides a PSNI framework for The Health Protection (Coronavirus, International Travel) Regulations (Northern Ireland) 2020, made by the Department of Health and laid before the Assembly under section 25Q (Emergency procedure) of the Public Health Act (Northern Ireland) 1967, provides for Penalty Notices for persons who contravene the regulations.	5/20/20	Screened Out	There is no evidence or data to suggest that this practice will affect any particular group or section of the community. Equality Monitoring Information form will be completed for each Penalty Notice. The information will be monitored and reviewed analyse impact on Section 75 categories.
Chief Inspector Promotion Process	The Chief Inspector Promotion process was launched on the 17th February 2020 with a closing date of 9th March 2020. Due to Covid-19 all promotion processes were halted during March 2020. A provisional schedule has been drawn up with Chief Inspector interviews planned for November 2020. As a result consideration was given to whether the process should be re-opened to allow candidates now eligible at this later closing date to apply.	5/1/20	Screened Out	The extension of the closing date to 17th October 2020 due to the Covid 19 pandemic, will increase the eligible pool by a small number. It should be noted that this decision impacts only the eligibility criteria. The selection process in itself will not be affected. This approach would not appear to be detrimental to any of the S75 groupings. This timeline will remain under review and depending upon the situation with Covid-19 there may be further delays.