

Title of Policy	Aim of Policy	Summary of Screening Findings
Custody Reform Phase 2	<ul style="list-style-type: none"> • Delivery of a fit for purpose and cost efficient/effective custody model which will contribute to organizational savings in short and long term whilst maintaining safer detention. • Reduction in the permanent designated custody estate from 11 to 8 permanent suites by 2019. • Longer term new build programme 2 new large custody suites- Waterside approved. Commences Jan 2017; South Area to be confirmed • Designation of both Antrim and Musgrave for Serious Crime Suite. Antrim Custody to be prioritised from Jan 2017 during rolling works in Musgrave ground floor in order to maintain PACE availability of 40 cell capacity in BCPD. • Corporate Governance of PSNI custody provision and re-defined reporting structure. • Minimise the abstraction of police constables from LPT/NPT to undertake custody gaoler duties • Ensuring value for money and a high quality provision of civilian detention officers to a fully resilient and agile managed service under current contract arrangements- target circa 164 CDOs. • Dedicated custody sergeant cadre supporting custody function 	<p>Following arrest and where a crime is outside the criteria for "speedy justice," detained persons are transferred to police custody in accordance with PACE and Codes of Practice. This applies regardless of different religious belief, political opinion, racial group, age, marital status or sexual orientation, gender or disability.</p> <p>Statistical information from financial years 2012/13 – 2013/14 evidences that 17% of detained persons were female 42% were Roman Catholic and 24% were Protestant. 42% of male detainees were Roman Catholic 26% were Protestant. Eastern European nationals represented 5% of those persons detained.</p> <p>Rationalisation of the PSNI custody estate and better alignment with Health and Social Care will benefit vulnerable offenders and help concentrate medical provision and other services which might be required.</p> <p>PSNI will monitor any potential effects of custody closure including any impact on Section 75 groups. There is no evidence that planned custody closures will adversely affect anyone on the grounds of different religious belief, political opinion, racial group, age, marital status or sexual orientation, gender or disability.</p> <p>The closure programme involving Bangor, and at a later stage following completion of Enniskillen refurbishment the Dungannon closure, will be subject to 6 month review of timeliness of transfers, cost of abstraction, improved assessment of healthcare and other services and feedback from key stakeholders in the custody suites. This will focus on the impacts between Musgrave, Antrim and Bangor arrests in the first half of 2017.</p>
VIPER (Video Identification Parade Electronic Recording)	<p>The aim is to consider how the organisation restructures the delivery of VIPER procedures. These procedures provide a process to assist PSNI officers with the investigation of crime when an issue exists with the identification of a suspect. The aim of the changes is to provide a more efficient and improved service to the organisation and victims of crime.</p> <p>The preferred design is –</p> <ol style="list-style-type: none"> 1. Maintain 6 of the existing 7 VIPER suites with staff allocated to 4 of these locations. 2. The introduction of a central booking system. 3. Lisburn suite to relocate to HMP Maghaberry for captures of suspects who are in custody. 4. A revised shift pattern for VIPER staff 	<p>The PSNI has placed the staffed VIPER suites in four geographical areas of the province in accordance with demand whilst maintaining Viper Suites with both capture and viewing facilities at 2 of the remaining 3 Viper suites. In addition a new Viper Capture Suite is being established in HMP Maghaberry to provide an onsite facility to perform Viper captures of remand and sentenced prisoners. This will provide an effective service to the organisation and the public, minimising the travel and inconvenience to suspects, legal representatives.</p>
Risk management	This service instruction explains the PSNI's approach to risk management, documents roles and responsibilities and provides detailed guidance on how risk is to be managed by all members of the organisation.	This policy review is a proactive approach to managing risk to all personnel within PSNI inclusive of Section 75 groups
Security of Documents	Occasions may arise when individuals are requested to disclose their occupation and private address to a variety of government agencies and private organisations when transacting essential business matters that are an integral part of everyday life. Whilst it is impossible to conceal one's true identity in such transactions, an attempt should be made to reduce the risks involved. This Service Instruction provides the guidance for consideration when dealing with various agencies.	This is for all PSNI personnel regardless of Section 75 Groups
LOCATE	The purpose of the Instruction is to provide a corporate accountability process which scrutinises the standard of police driving in relation to use of speed. All officers who drive fitted police vehicles speeds are recorded, where the LOCATE trigger is breached a report is generated and scrutinised by management to ensure that the speed was safe, proportionate, justified and that the police driver was qualified to drive the vehicle at the speed incurred. Where they are found not to be an informal sanction in terms of risk points are issued to the driver by the panel. It's an accountability process to back up the technical LOCATE system.	It's an internal process and applies equally to all police drivers who use police vehicles where LOCATE is fitted and operational.

<u>Leadership Strategy</u>	The strategy document details the approach that PSNI will take to develop its leadership capability and support a diverse and highly motivated workforce.	One of the primary aims of the strategy is to ensure that there is transparency in the approach that PSNI takes to leadership development. The strategy is not considered to have any negative or positive impact on any grouping, but is an articulation of how individuals will be developed.
<u>SOTP Residential</u>	Removal of 4 week residential period for Student Training and resulting changes to Students attending Garnerville	The change from Student Officer having a compulsory 4 week residential period at the start of the training course is a recommendation from the review into the Police College conducted in August and September 2016 and published in November 2016. The move to optional accommodation is to provide a work / life balance for Students that is not effected by a requirement to reside. The recommendation indicates that compulsory residential should not be a requirement to complete the course and no Student should feel that they are at any disadvantage by maintaining a home life even during an intensive course. The practice could affect disproportionately those Students with families and children and further links long hours to productivity which is not conducive to an adult learning environment. The recommendation has been accepted by the PSNI and the Policing Board in November and December 2016.
<u>Procurement & Contract Management within the PSNI</u>	CANCELLATION - Explains how PSNI will manage procurement. It is aimed at Departments, Regions, Districts & Branches who have procurement requirements	It has been agreed that the information contained within this reviewed Service Instruction should be re issued as guidance via the PSNI Policenet platform. This aims to improve awareness, transparency and accessibility in order to ensure robust accountability measures are in place. The new guidance document entitled PROCUREMENT AND CONTRACT MANAGEMENT WITHIN THE POLICE SERVICE OF NORTHERN IRELAND will ensure that current, relevant information is readily available to those responsible for implementation. The re-location of the Guidance within Policenet and the instruction is a proactive measure aimed at ensuring ease of access to this and other relevant documents relating to the PSNI's Procurement and Contract Management procedures. In summary, the cancellation of Service Procedure, development of the new guidance and re-location within Policenet and the instruction is viewed as an improved service delivery.
<u>Electronic Monitoring</u>	This service instruction will provide guidance to Police officers and staff in relation to policing people who are released on bail with a curfew and an Electronic Monitoring (EM) requirement in accordance with the Criminal Justice (Northern Ireland) Order 2008.	This instruction provides guidance and direction for PSNI personnel dealing with individuals who have been fitted with Electronic Monitoring (EM) requirement and does not deal with the initial process of issuing or fitting these items. This guidance aims to ensure procedures are adhered to irrespective of Section 75 groupings
<u>Threats to Life</u>	This document explains how the Police Service of Northern Ireland (PSNI) will record, assess, manage and resolve matters that involve threats to life, either direct or indirect. The instructions are designed to provide a standardised framework for dealing with all threats to life to any person in line with legal obligations. The instructions outline the process which should be followed from the point of receipt of the threat to the point of resolution. The instruction is aimed to protect any intended victims, to prevent serious harm, to ensure public safety, the maintain the safety of Officers involved in attempting to mitigate the risks and to support the organisational strategy to provide a Police Service which keeps people safe.	The PSNI have a duty to protect life and to prevention the commission of offences. This requires Officers, once they have knowledge of any threat to life to an individual, to take all reasonable steps to protect the person whose life is in 'real and immediate' danger from the criminal acts of another. Information relating to a threat can be received or identified by a number of methods however any Threat to Life will be managed in the same manner irrespective of the Section 75 groupings.
<u>Working Together Project</u>	In November 2015, the CJINI Inspection on the Quality and Timeliness of Police Files (incorporating disclosure), found significant failings in terms of quality of case files and timeliness of submission to PPS. The PSNI and PPS have agreed to take forward a joint project of work (entitled the Working Together project) based on the recommendations put forward by CJINI. The key objectives of the project include improved quality of case files, improved effectiveness of decision making and reduced delay within the Criminal Justice system	The initial Business Case proposed a number of different decision making models including police no prosecution decisions. Service First Board has directed that the police will not make no prosecution decisions as part of the pilot. All cases will be forwarded to PPS for a prosecution decision.

<u>Information Management</u>	<p>The aim of this service policy is to protect all of PSNI's information against internal, external, deliberate or accidental threats.</p>	<p>This Service Policy outlines the PSNI's approach to the protection of information retained by the PSNI in various formats. This takes regard for various legal and best practice approaches including internal policies and procedures including:</p> <ul style="list-style-type: none"> • SP 18/2010 – Information Security • SP 03/2012 – Records Management • SP 01/2011 – Risk Management • SP 07/2013 – Freedom of Information • PD 06/08 – PSNI Data Protection Policy • PD 01/11 – The Management of Intelligence <p>The following legislation imposes the need for effective management of all PSNI records, both paper and electronic:-</p> <ul style="list-style-type: none"> • Public Records Act (NI) 1923 • Disposal of Records Order (S.R. & O. 1925 No 167) • Freedom of Information Act 2000 (FOIA) and the associated Lord Chancellor's Code of Practice on the discharge of functions under the FOIA (s.45) and Records Management (s. 46) • Environment Information Regulations 2004 • The Data Protection Act 1998 • Human Rights Act 1998 • Criminal Procedure and Investigations Act 1996 • Regulation of Investigatory Powers Act 2000 <p>We also have regular liaison with representatives from Her Majesty's Government (HMG), National Police Chiefs' Council (NPCC), PSNI Legal Services, Police Information Assurance Group (PIAG), Police Information Assurance Forum (PIAF) and the PSNI Senior Information Risk Owner (SIRO).</p>
<u>Misconduct Procedures for Police Officers</u>	<p>To reflect the Police Conduct Regulations 2016 and associated DOJ Guidance, into a user friendly and accessible format. It does not deviate from the legislation.</p> <p>This Service Instruction sets out how misconduct matters involving police officers up to and including Chief Superintendent rank will be dealt with. Any matters coming to the attention of the Appropriate Authority prior to 1 June 2016 will be dealt with under the Royal Ulster Constabulary (Conduct) Regulations 2000 and associated NIO Guidance, and SP 9/12 will continue to apply.</p>	<p>No adverse impact identified</p> <p>Decisions as to whether a matter is investigated, and following investigation, whether an officer should face misconduct proceedings, are made by the Appropriate Authority (AA). For Police Ombudsman and Discipline Branch matters the Appropriate Authority is the D/Superintendent within Discipline Branch. For locally arising matters this role will be fulfilled by the local Superintendent. This does not however limit the ability of local supervisors and managers to take normal management action as part of their normal management role.</p> <p>Service instruction has been widely consulted upon. In addition, staff associations and other stakeholders have been involved in the development of the legislation and associated guidance. Training on the procedures, along with briefings have been delivered to a wide range of groups.</p> <p>This Service Instruction has been designed in a more user friendly and accessible format. Awareness raising will be provided upon implementation and publication of this service instruction.</p>