

| Title of Policy | Aim of Policy | Screening complete | Screening Decision | Date screening outcome approved | Summary of Screening Findings |
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| Chief Inspector Promotion Process | To design and deliver a fair, valid and reliable promotion process to increase the breadth of evidence gathered to inform assessment and identify those candidates who are ready to perform at the rank of Chief Inspector. | Complete | Screened out | 07/12/2018 | S75 undertaken at start of promotion development Qualified Occupational Psychologist developed the process Process tested and quality assured by substantive Chief Inspectors and Chief Moderator Internal/External quality assurance of assessment. |
| National Enquiries | The aim of the service instruction is to advise investigators of the national computer systems which can be utilised in their enquiries. The service instruction advises investigators of the process for making a Police National Database (PND) enquiry request should they not be a licensed PND user, on the existence and tasks of the Police National Computer (PNC) SPOC team, and the Gazette office role in relation to circulation and cancellation of wanted / missing person flags on PNC. | Complete | Screened out | 07/12/2018 | This service instruction does not impact on any section 75 grouping. All relevant departments/personnel within PSNI have been consulted throughout the preparation of this service instruction. Agreed S75 – no effect identified on the S75 groupings. The practice should provide clarity around the use of national systems. |
| Notebooks/ Journals/ Daybooks - issue and accounting procedures | The Instruction outlines the procedures for issue, completion, supervisory checking, return, re-issue and accounting of notebooks, journals and daybooks, including arrangements for suspended officers, those leaving under retirement or resignation, and access by former members. | Complete | Screened out | 07/12/2018 | This would be the recommendation, given the details provided above S75 – agreed, screened out. The policy provides clarity around the process and has no effect on the equality groupings. There is no change in completion of a notebook entry, this is the policy for the accounting process |
| TSG Vacancy Bulletin | The vacancy bulletin and subsequent recruitment process is to determine a pool of suitably qualified and skilled officers to fill the established vacancies within TSG. However due to an underrepresentation of females the process has been redesigned to ensure there are no barriers to female officers. | Complete | Screened out | 29/11/2018 | Steps have already been taken to ensure as many female officers apply to this vacancy bulletin as possible: <ul style="list-style-type: none"> • Informed by the barriers identified in the Bennet and Keers report an informational video was created and distributed across the organisation to promote the role to female officers. • The PCA, identified as a barrier, has been removed from the selection process. • Desirable criteria that may have put off female officers from applying has been removed from the VB Active engagement with the WPA, LGBT Network and the EMPA. |
| Applicants in the SPOE Selection Process | 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. This new 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 change is considered positive in relation to widening the opportunity for police officers and police staff throughout PSNI to apply for 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 2. The selection methodology prioritises a 'values-based' approach rather than skills which can be provided through development of trainers once in role. This selection criteria opens up opportunity across a wider range of candidates as candidates may be appointed to the most suitable post for their particular needs rather than only for one particular training discipline. | Complete | Screened out | 28/11/2018 | This measure is 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. |
| Police Involvement during Inquest Proceedings | Raise awareness and provide information to members of the public/all members of the community Explain police involvement during the inquest proceedings Clarify any ambiguity / demystify the process Promote an open and transparent approach Improve confidence in policing Promote Policing with the community objectives Improve Service delivery Assist meeting ongoing and future demand in this business area | Complete | Screened out | 07/11/2018 | The guidance is aimed at all members of the community regardless of race, age, religion etc. and will promote clarity whilst demystifying the process Affects any and all groups equally but positively |
| Guidance for Investigators and Senior Investigators in relation to Coronial Proceedings (2 x separate booklets) | Increase corporate understanding Clarify any ambiguity and ensure PSNI fulfil their statutory obligations Promote an open and transparent approach Promote Policing with the community objectives Improve Service delivery Improve and maintain professional working relationships and build upon them Assist meeting ongoing and future demand in this business area | Complete | Screened out | 07/11/2018 | The guidance is aimed at police officers. The guidance is aimed at clarity within all communities regardless of race, age, religion etc. and will promote clarity whilst demystifying the process Affects any and all S75 groups equally but positively and closes an omission in PSNI support to officers and victims Agreed – S75 |
| Case Assessment Policy and Processes | Case Assessment provides guidance relating to the principles that will be applied to individual reports of volume crime and related solvability considerations within various stages of a report of a crime to the Police and subsequent investigation. It seeks to give Investigating Officers and Supervisors some clarity on the expectations relating to the level of their investigations for volume crime focussing on 3 main concepts of solvability, proportionality and additional police responses. The relevancy of Section 32 of the Police (NI) Act 2000 and Article 2 of PSNI Code of Ethics are covered in the guidance provided to Officers and Supervisors as part of this Policy. | Complete | Screened out | 06/11/2018 | Policy provides generic processes for all volume Crime where aspects of Vulnerability and Section 75 considerations are already imbedded into the response of Police. It has no identified detrimental impact in any Section 75 grouping and seeks to provide maximum victim reassurance and investigative opportunities to gain community confidence. Agreed – S75 |

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| Student Officer Training Programme Academic Accreditation | Since 2014, the Northern Ireland Police College, in contractual collaboration with Ulster University, has been accrediting the Student Officer Training Programme with a Level 5 Advanced Diploma in Policing Studies. The current contract with UU is due to expire on 31/03/2019. The Police College is tendering for a new academic partner to award the current level 5 program. The new contract will also see the academic provider help uplift this level 5 qualification to a level 6 (degree level) during the subsequent 2 year probationary development period. | Complete | Screened out | 06/11/2018 | Whilst it is possible that there could be an effect on those with learning difficulties this is mitigated by the support being put in place and that the overall standard to be attained to qualify as an officer is not being reduced. Previous campaigns have not seen an adverse effect on attainment levels by insisting on a high standard of academic attainment |
| Corporate Appearance and Protective Equipment Standard (CAPES) | The Corporate Appearance and Protective Equipment Standard (CAPES) has been produced by the Uniform and Protective Measures Committee in consultation with the Chief Constable to ensure there is a Corporate approach to the wearing of approved uniform and equipment. The practice aims to lay out the minimum standards for dress and personal appearance that must be adhered to. It also acts as a comprehensive reference guide for the main uniform items and protective equipment used and provides clear instruction of what to wear and how to wear it. It will emphasise how important it is for Police Officers and Police Staff to take pride in their appearance whether engaged in public-facing duties or otherwise to present a professional and corporate image. | Complete | Screened out | 02/11/2018 | Presenting a professional and corporate image are the main rationale behind the CAPES document. Uniform and appearance guidelines are scrutinised to ensure they are neutral, fair and transparent to all persons and meet Health and Safety protection requirements. Efforts have been made to address any area of concern in which an equality issue may arise and systems are in place to merit individual needs. CAPES provides clarity on expectations. |
| Detached Duty - Police Officers | The policy aims to review the current arrangements for Detached Duty entitlement for Police Officers and aims to provide a clear and concise document which Officers and Supervisors can readily access when determining entitlement and use when approving entitlement. | Complete | Screened out | 26/10/2018 | The updates to the policy aim to provide uniformity in the prior approval of overtime and within the claiming process regardless of the protected groupings described in Section 75. Agreed S 75 – policy applied evenly to all groupings |
| Police Pay and Allowances (PPAC) chapter on the Effect of Disciplinary Action on Pay and Allowances | The revised policy clarifies the current guidance for Police Officers on reductions in pay and or rank and whilst suspended. | Complete | Screened out | 26/10/2018 | The updates to the policy aim to provide greater clarity on entitlement– there is no effect on the S75 groupings. All parties are treated equally and fairly with the policy seeking to provide clarity to those who may need to avail of it. Any one availing of this could be drawn from any of the groupings above. Agreed S75 – no impact on any grouping. All parties treated equally |
| Annual Leave Allowance - Police Officers | The policy aims to review the current guidance on the annual leave entitlement for all Police Officers. In addition it provides greater clarity around Officers who wish to carry forward annual leave following a sustained period of sickness absence and advises of changes to the forms to be completed when leaving the Service. | Complete | Screened out | 25/10/2018 | The updates to the policy aim to provide clarity on the conditions for entitlement and during periods of absence regardless of the protected groupings described in Section 75. Applied equally to all groups, no effect – agreed S75 |
| PPAC chapter on On-Call Allowance - Police Officers | The policy aims to review the current arrangements for Police Officers (below the rank of Superintendent) and their entitlement to the payment of an On-Call allowance where there is a specific rostered commitment to be immediately available for duty outside of scheduled duty hours. | Complete | Screened out | 25/10/2018 | The updates to the policy aim to provide uniformity in the approval of On-Call Allowance and are consequently not felt to have a negative effect on any of the S75 groupings Agreed – S75. Applied equally to all with no effect (detrimental or otherwise) on any S75 grouping |
| PPAC Chapter on Hardship Allowance - Police Officers | The policy aims to review the current arrangements for Police Officers to claim Hardship Allowance for periods when they are held in reserve but not stood down and are consequently restricted in their freedom of movement. | Complete | Screened out | 25/10/2018 | The updates to the policy aim to provide uniformity in the approval of Hardship allowance and therefore it is felt that there are no equality issues |
| Service Confidence Procedure | To create a structure to manage and mitigate against the risk posed by police officers about whom 'serious concerns' exist and where criminal or misconduct processes either cannot be progressed, or have been yet the officer remains within the Service. | Complete | Screened out | 25/10/2018 | Given the very small numbers involved, each case in the last 10 years has been reviewed. There are no trends or other evidence to suggest that any s75 grouping has been disproportionately affected by SCP, or is likely to be in the future. The Service Instruction contains a number of safeguards in terms of assessing information and options using the National Decision-making model, and provides any officer subject to the procedure an opportunity to make representations and an appeal process. Reviews are built into the process. The purpose of the Service Instruction is to manage and mitigate risks posed by officers about whom there are 'serious concerns'. Agreed S75 |
| Police Pay and Allowances (PPAC) chapter on Housing Emoluments and Provision of Official Accommodation | The revised policy clarifies the current guidance for Police Officers in receipt of a Housing Emolument following any change of personal circumstances. | Complete | Screened out | 25/10/2018 | The updates to the policy aim to provide greater clarity on entitlement– there is no effect on the S75 groupings. All parties are treated equally and fairly with the policy seeking to provide clarity to those who may need to avail of it. Any one availing of this could be drawn from any of the groupings above. |
| Dog Handlers Allowance - Police Officers | The policy aims to review the current arrangements for Dog Handler's allowance for Police Officers and aims to provide a clear and concise document which Officers and Supervisors can readily access when determining entitlement and use when approving entitlement. | Complete | Screened out | 24/10/2018 | The updates to the policy aim to provide clarity on the conditions for entitlement and during periods of absence regardless of the protected groupings described in Section 75. |
| | | Complete | Screened out | | |