

Title of Policy	Aim of Policy	Summary of Screening Findings
Individual Performance Review (IPR)	<p>Individual Performance Review (IPR) is PSNI's appraisal process.</p> <p>IPR is a proactive process which will ensure all individuals, whatever their role, contribute to the shared purpose of Keeping People Safe and Policing with the Community and to support the Jobholder/Reporting Officer relationship which is fundamental to a performance culture.</p> <p>In addition the IPR process will provide a formal means of providing constructive feedback and recognition and also manage early indication of underperformance within a supportive and developmental management framework.</p>	<p>The following measures have been taken to address potential for adverse impact;</p> <ul style="list-style-type: none"> • A new Service Instruction setting out responsibilities of Jobholder, Reporting Officer and Countersigning Officer with a flow chart of process emphasising requirement to adjust objectives for periods of absence. • The HR help Desk provides support and guidance to Jobholders and line managers regarding the IPR process and how to implement effectively • There is equality monitoring at the close of each IPR year with statistics on protective characteristics provided to the Senior Executive Board for quality assurance • There has been IPR instructional seminars delivered across the organisation and the seminar slides and notes are available on PSNI intranet site
Station Closures & Disposals	<p>The aim is to consider how the organisation restructures the delivery of frontline services in light of the reduced number of officers, teams and budget. The introduction of 26 Local Policing Teams, reduced from 32 Response teams, has reduced the number of locations officers deploy from. The intended solution is to close and dispose of 12 police stations which are no longer occupied, or used, and to maintain service delivery through patrolling, engagement and partnership working by LPT officers who have been allocated ownership of specific geographic areas. The option was considered to split teams to work from different stations in the same District but this is not viable and presents additional risks around briefing and debriefing in respect of community issues.</p>	<p>The closure and disposal of 12 Police Stations has the potential to impact on public confidence in policing. None of these police stations have been used to deliver a service to the community for at least 1 year. During that time confidence in the police and policing accountability arrangements as referred to in 7 above has risen from 80.6% to 81.5%. Overall confidence in the local police has risen since December 2015 from 66.9% to and remained stable at 68.3% with 2 sub categories; 'can be relied on to be there when you need them' increasing from 52.1% to 54.2% and 'are dealing with things that matter to this community' rising from 53.4% to 55.6%. (Quarterly update to March 2016 refers when all 6 sub categories showed an increase in confidence)</p> <p>This is tangible evidence that the mitigation against specific impact upon any of the 9 equality groups is working and delivering for those affected. Continued engagement with stakeholders and communities has reduced any negative perceptions. Engagement will continue through the new embedded structures of dedicated beat officers, Policing Committees, PCSPs and the Policing Board as evidence from the confidence surveys is clear that there has been no negative impact nor any change to the public in regards to service delivery.</p>
Service Vetting	<p>This Service Instruction explains how the PSNI will vet all police officers, police staff and non-police personnel prior to access to the PSNI estate and its infrastructure. The Policy will also explain how enhanced vetting will be carried out for police officers, police staff and non-police personnel prior to being appointed to designated roles within the Service.</p>	<p>The EQIA review of the available data provided no evidence that the vetting procedures themselves unfairly discriminate on Section 75 grounds. There is no evidence of any notable change in respect of the research data post EQIA.</p>
Corporate Policy Review	<p>To address a corporate risk a Policy Review Team was established in November 2015. The team conducted early scoping to identify the current position of the corporate policy document set. At the start of the project there were 19 Policy Directives and 91 Service Procedures and 2 manuals. It was found that:</p> <ul style="list-style-type: none"> • There was a lack of consistency, thematic alignment and integration across the PSNI corporate document set. • There was a lack of connection with Authorised Professional Practice (APP). • Policy, in its current form, may not align with or support other strategic aims such as Policing with the Community, People Strategy, ServiceFirst. • Policy could make an increased contribution to efficiency savings and value for money service delivery. • Policy accessibility and IT support was a key concern. 	<p>The development of improved and simplified policy development processes aims to ensure that Section 75 duty is embedded within the design and production of Corporate Policies and Instructions. Corporate Policy is committed to ensuring that all policy documents where possible are published externally to the fullest extent possible thus confirming the PSNI stance on transparency to all sections of the community.</p>

Covert Surveillance of Legal Consultations	<p>This Service Instruction sets out the position of the Police Service regarding the steps to be taken in relation to any material which is obtained by virtue of covert surveillance of legal consultations. Legal privilege is a fundamental aspect of the right to a fair trial.</p>	<p>This policy applies to surveillance of persons conducting legal consultations irrespective of any Section 75 groupings. This is minimally utilised therefore there would be insufficient data to accurately reflect and impact on Section 75 groupings.</p>
Unsatisfactory Performance Process - Police Officers	<p>This service instruction sets out the formal procedure for managing individual performance, where informal supportive action within the appraisal process, has failed to result in performance at the required standard.</p>	<p>Although currently there is no evidence of adverse impact on any Section 75 groups PSNI conduct Equality monitoring at end of each performance year.</p> <p>In addition Data/Trend analysis is conducted as part of organisational reviews including presentation to Strategic Diversity Steering Group & respective committee's if/when a trend is evident.</p>
Transport, use, maintenance and safety	<p>The aim is to provide guidance in respect of the features, safe use and maintenance of all vehicles armoured/unarmoured used by the Police Service of Northern Ireland (PSNI).</p>	<p>It has been agreed that the information contained within this reviewed Service Instruction should be re issued as guidance via the PSNI Policenet platform.</p> <p>This aims to improve awareness, transparency and accessibility in order to ensure robust accountability measures are in place. The new guidance document will ensure that current, relevant information is readily available to those responsible for implementation. The re-location of the Guidance to Policenet 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.</p> <p>In summary, the cancellation of Service Procedure, development of the new guidance and re-location within Policenet is viewed as an improved service delivery.</p> <p>There is insufficient evidence to indicate any impact on Section 75 groups, where evidence is identified this will be addressed as part of ongoing transport reviews.</p>
Investigation of non-homicide legacy cases	<p>The decision defines the corporate and consistent PSNI response to increasing numbers of requests for investigations into non-fatal crimes throughout the period of The Troubles.</p>	<p>This decision is the first time that the formal position of the PSNI has been set out. It is not a change in policy, practice or direction. Except in those cases where credible opportunities to progress the original investigation were known to exist (eg through developing DNA technology), or pursuant to a statutory requirement (eg referral from the DPP under Section 35(5) of the Justice Act, non-fatal crimes from the period of The Troubles have not been subject to further investigation. This decision formally ratifies that position and provides the supporting rationale for it.</p>
Cancellation of HPDS Service Procedure	<p>This service instruction sets out the formal procedure for managing officers on the national High Potential Development Scheme. Scheme has now closed and only 4 officers remain on programme</p>	<p>Scheme has closed and only 4 offices remain on programme.</p>
Cancellation of Service Procedure Probationer Sergeant Below Standard	<p>This service instruction sets out the formal procedure for managing probationer Sgts who are below standard. This policy is no longer required as there is a new Unsatisfactory Performance Service Instruction applicable to all officers up to the rank of Chief Supt.</p>	<p>This policy is no longer required as there is a new Unsatisfactory Performance Service Instruction applicable to all officers up to the rank of Chief Supt.</p>
Anti Fraud & Response Plan	<p>The aim of the service instruction is to outline the areas of responsibility for managing the risk of fraud and the procedures to be followed in the event of fraud, or attempted fraud, being suspected. The instruction sets out the hierarchy of reporting for a suspicion on fraud. This relates purely to fraud/theft being committed against PSNI and does not impact on wider reporting of Fraud by the Public.</p> <p>The Department of Finance set out the requirements for all public bodies in this area, and the service instruction is PSNI interpretation of these guidelines.</p>	<p>The service instruction does not distinguish between any of the Section 75 groupings; it sets out the requirements on staff and officers should they come across an instance where a suspicion of attempted or actual fraud against PSNI has occurred. The actions and reporting requirements are standard for any instance that meets the criteria of Fraud/Bribery. There is no distinction made in how the process is carried out or should be carried out that would differ across any of the section 75 groupings.</p>

Chemical, Biological, Radiological or Nuclear Incidents (CBRN)	<p>To enable Police officers and support staff to recognise reactive incidents which involve CBR materials and understand how to provide an initial response to them. To provide Service wide understanding of how to activate a specialist response to manage and safely conclude such events whilst maximising evidential opportunities where required.</p> <p>To raise awareness of the specialist support which is available during the planning for proactive operations to ensure they can be delivered within a safe system of work as a matter of officer safety.</p>	<p>Decontamination processes have been reviewed as part of the overall CBRNe response by Public Health England under the 'Orchids project'. The possibility of differential response has been considered as part of this work by researchers in PHE working with Kings College London. Qualitatively this has highlighted members of muslim faith strains as most likely to be impacted, along with people with disabilities which impact on mobility and / or communication.</p>
Inspectors Promotion Process	<p>To determine whether or not to implement the eligibility criteria of 2 years in the substantive rank of Sergeant as opposed to the minimum standard of 1 year as articulated in the Promotion Regulations</p>	<p>SEB decision on 21st December 2016 to apply 1 year eligibility criteria on basis of equality analysis – ratified by SPEB on 7th February 2017.</p>
Charging for Police Services	<p>The aim of service instrucion is to maintian a consistent, transparent and evidence based approach for charging external organisations and enterprises who request police services over and above the PSNI's statutory responsibilites and obligations. The policy does not generate profit but provides a transparent process for the level of cost recovery that will be sought for each individual request.</p>	<p>The Service Instruction provides guidelines to staff and officers of the procedures to be followed on receipt of a request for special police services. The methodology provides a transparent process for both the requestor and the staff involved. The instruction has been fully published and communicated to local councils and bodies to provide clarity to the process</p>