

Title of Policy	Aim of Policy	Screening complete	Screening Decision	Date screening outcome approved	Summary of Screening Findings
Changes to Managing Attendance Policy and Practice	The aim of the revised policy and practice is to reduce levels of sickness within the organisation, which have been deemed unsustainable, and that have a detrimental impact on service delivery and potentially diminished public confidence.	Complete	Screened out	31/01/2019	EQJA was considered. However, as mitigating factors have been put in place to protect affected groups – gender, disability, those over 50 years of age and individuals with dependants.
PPAC Chapter on PTR Pay and Allowances	The aim of this review is to implement a fit-for-purpose Pay and Allowance guidance for Part Time (PTR) Police Officers. The review has been initiated by the requirement to update the existing policy following changes to Annual Leave entitlement, changes in organisational structure and the changes in the claiming process following introduction of eServices. The guidance is intended to further align the PTR guidance to regular Police Officers in the areas of Special Leave and Career Breaks. Including these amendments, the policy has not been subject to any other changes other than to format, layout and wording to aid clarity and ease of use.	Complete	Screened out	04/02/2019	The Policy applies to all PTR Police Officers and will not affect the promotion of Good Relations towards any specific 75 category. The policy is kept under review and feedback is provided on an ongoing basis through Departments and engagement with the PTR Working Group, with regard to any issues or problems encountered as a result of terms contained in the policy.
Bullying & Harassment	The aim of the policy is to provide a method of reporting alleged bullying and harassment in line with legislation. The policy will promote good relations, develop confidence within the workforce, ensure awareness of courtesy, fairness and respect for others.	Complete	Screened out	23/01/2019	Given the intention of the policy to impact good relations, engagement and be fair and inclusive, there are no identified equality issues, however review will continue to ensure this is considered. We will support maintenance of training in bullying and harassment awareness including a review of current eLearning mechanisms.
DESU/Cyber Support units	The purpose of the decision is to achieve ISO accreditation and better management of the demand throughout the organisation. with the aim of: a. Streamlining services and increasing resilience within the 4 centres by realigning or consolidating functions and b. Facilitate an effective and efficient model that will continue to manage service wide risk in line with reduced resources and increased cyber- crime.	Complete	Screened out	24/01/2019	There is no data to support that that there will be any initial negative impacts on any of the 9 Equality groups. The policies and decision making process have all been documented and complied with to mitigate any risk to any group. Further engagement with stakeholders and reinforcement of the communication strategy pre and post implementation will further reduce any negative perceptions.
Firearms Trainer - Civilianisation of Role	To increase workforce diversity and to reduce cost, whilst maintaining standards required to deliver firearms training in compliance with the National Police Firearms Training Curriculum. This change is considered positive in relation to widening the opportunity for police staff to apply for College Firearms trainer posts.	Complete	Screened out	22/01/2019	The recruitment practice with relation to firearms trainers is focused on those with an established educational delivery background and who can demonstrate aptitude to deliver and supervise firearms training. 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 from under-represented groups. Additional adjustments include the development of appropriate welcome statements and advertisement content to reinforce PSNI College to a diverse workforce, support programmes to develop staff to level 5 & improved collaboration and “What Works” to enhance future campaigns.
Grievance Policy	The aim of the policy is to provide a method of reporting grievances in line with legislation. The policy will promote good relations, develop confidence within the workforce, ensure awareness of courtesy, fairness and respect for others.	Complete	Screened out	23/01/2019	Given the intention of the policy to impact good relations, engagement and be fair and inclusive, there are no identified equality issues; however review will continue to ensure this is considered. We will support maintenance of training in grievance awareness including a review of current eLearning mechanisms.23/01/19
Mediation	The aim of the policy is to develop an informal method of resolving conflict and relationship issues such as disputes over allocation of working hours, interpersonal relationships which are affecting the individual’s work etc. The policy will promote good relations, develop a more involved workforce cognisant of colleagues, courtesy, fairness, respect for others and improve the quality of information if the conflict moves to formal process.	Complete	Screened out	23/01/2019	Given the intention of the policy to impact good relations, engagement and be fair and inclusive to all groupings, there are no identified equality issues. Review will continue to ensure that impact to S75 groupings is considered. Meetings for mediation may impact on disabled, however mediators will ensure all parties are consulted and adjustments/ alternative meeting areas are offered to suit any restrictions.
Older People & Crime Strategy	To improve the service to vulnerable groups in collaboration with partners in relation to crimes against older people	Complete	Screened out	17/01/2019	Across all sections of society in Northern Ireland there is a sense of respect for older members of the community. This Strategy is consistent with the 2011 legislation which brought into existence the Office of the Commissioner for Older People. The Commissioner for Older People Act (Northern-Ireland) 2011 reads, 25.–(1) Subject to subsections (2) to (4), for the purposes of this Act “older person” means a person aged 60 or over.
Risk Management	The Police Service of Northern Ireland (PSNI) is committed to identifying and managing risk to provide efficient, effective and cost effective results. Risk management forms an essential part of our governance and assurance approach. The delivery of policing services inevitably gives rise to risks and we recognise the importance of managing risk in order to achieve policing and other organisational objectives. The objective of risk management is to harness our collective knowledge and to formalise, where appropriate, our approach to analysing and managing the more significant uncertainties we face which could affect the achievement of our objectives and service delivery. This policy provides us with the confidence and authority to take on new challenges because the risks to our business have been identified, understood and controlled	Complete	Screened out	06/02/2019	There are no equality implications involved in this formalising of current practice in policy.

Withdrawal of Service Instruction SI1016 and inclusion into Service Instruction SI0118 & updated Policenet guidance	<p>It is proposed to withdraw Service Instruction 1016 - Execution of Warrants of Arrest (Bench Warrants). The aim of this instruction is to "The Police Service of Northern Ireland Promote and encourage the arrest of individuals wanted for arrest". This Service Instruction is for review on the 22/12/2018.</p> <p>The proposal to withdraw SI1016 is has been influenced by the introduction on 22/04/2018 of Service Instruction SI0118 – Wanted Persons. The aim of this instruction is to "explain the Police Service of Northern Irelands approach to locating persons wanted by police at all stage of the criminal process. It is supported by operational and technical guidance produced by Criminal Justice Branch in conjunction with colleagues within the Service. The instruction will also provide guidance on the flagging and removal of flags for wanted persons from NICHE and the Police National Computer (PNC)"</p> <p>1) SI0118 also covers Bench Warrants this is duplication of material by referring to instruction on the same areas within 2 separate documents. 2) SI0118 was introduced as a response to a co-ordinated Police response to actions with regard to Wanted Persons across different stages of the Criminal Justice Process.</p>	Complete	Screened out	15/01/2019	<p>The implementation of this decision can be regarded as a proactive measure to provide guidance to all officers. I do not foresee any adverse impact on any of the above groups. The changes proposed will assist all officers in operational knowledge around the execution of Arrest / Bench Warrants.</p>