

Title of Policy	Aim of Policy	Date screening outcome approved	Screening Decision	Summary of Screening Findings
Fast Track	This is an accelerated promotion programme for talented officers to rise to the rank of Inspector within 2 years and the potential to reach Superintendent rank within 5 years. Police Service of Northern Ireland is responsible for selecting officers to attend this intellectually and academically demanding programme.	Jan-21	Screened Out	There is no identified detrimental impact on any section 75 groupings as equality of opportunity is afforded to all Constables sitting the test and reasonable accommodations and adjustments will be facilitated on an individual basis.
Legacy Investigation Branch (LIB)	This strategy sets out our expectations of officers in terms of early family engagement, explaining the role and remit of Legacy Investigation Branch (LIB).	Jan-21	Screened Out	The documents themselves as well as the consultation work piece that was conducted, seek to address any perceived adverse impact. Once ratified, these documents will be the subject of annual review and will be accompanied by a satisfaction survey. They will also be published on the external PSNI website.
Superintendent Promotion Process	The Senior Executive Team identified the need to deliver a Superintendent Promotion process. The process is also being advertised externally to applicants within the Garda Síochána, England, Wales and Scotland.	Jan-21	Screened Out	There is no identified detrimental impact on any section 75 groupings as equality of opportunity is afforded to all Chief Inspectors and the creation of a select list will be used to fill future Superintendent vacancies. The eligible applicant pool broadly reflects the workforce composition in relation to gender and community background.
Spit and Bite Guards (Revised)	The further provision of Spit and Bite Guards is being considered as a purpose-made 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.	Jan-21	Screened In for a deeper level of analysis	Within the last year, PSNI has begun delivering training in Trauma-Informed Practice incorporating Adverse Childhood Experiences (ACEs). The purpose of the training is to inform officers about the impact of trauma, which can be described as an incident or event that is unexpected, dramatic, isolated and for which the person has no strategy to deal with the situation.
HR Automation	The introduction of automation into various stages of Selection and Promotion competitions has the aim of standardising and improving the overall process and experience of all Officers and Staff applying for selection and/or promotion competitions.	Feb-21	Screened Out	The overall service improvements to be generated through automation of administrative aspects of selection and promotion competition practices, will improve trust and confidence that applicants will have in the process.
Eye Care	The purpose of this policy is to provide guidance in respect of the procedures to be followed by Police Officers and Police Staff who require corrective and Personal Protective Eyewear (PPE) for the sole purpose of carrying out specific work related duties.	Feb-21	Screened Out	The Policy sets out a procedure which applies to all Police Officers and Police Staff. No adverse effect on Section 75 groups has been identified.
Leaving The Service	The aim of this service instruction is to enable consistent practice within the Police Service of Northern Ireland around the issue of leaving the service, ensuring equitable treatment of Officers and Staff leaving the organisation whilst identifying actual or perceived issues which may affect current personnel.	Feb-21	Screened Out	This instruction is an existing one and changes are in line with NICS amendments and Police Service processes. The policy will be subject to post implementation reviews at 3, 6 and 12 months to identify and address areas for improvement.
Staff Recruitment Online Form	The Police Service of Northern Ireland is trying to achieve a more user-friendly and modern application process for police staff roles and reduce timescales associated with manually logging individual application and equality monitoring forms.	Feb-21	Screened Out with some adjustments.	The online platform enables candidates to 'Save and Resume' their application – this would assist candidates experiencing technical problems or requiring additional assistance to resume their application. The guidance notes also include assurances that any queries will be referred to the Recruitment Manager to discuss supporting actions that can be put in place. The 6 month review will allow for validity mitigating measures currently in place.
Remote Interviewing	The aim of introducing remote interviewing, on a six-month trial basis, is to enable the appointment of internal and external candidates to key operational roles within the organisation and to maintain the recruitment pipeline in the longer-term.	Feb-21	Screened Out with some adjustments	Detailed guidance will be provided to candidates and the interview panel regarding how to access and use WebEx facilities. There will also be the option to revert to a teleconferencing interview whereby the candidate has technical difficulties that cannot be resolved. The 6 month review will allow for the validity of the mitigating measures currently in place to be examined.
Gender Neutral Toilets	The introduction of at least one gender-neutral toilet and one gender-neutral changing facility at each PSNI site.	Mar-21	Screened Out	These facilities are for anyone who wishes to use them. Male and Female designated toilets will still exist so that everyone has their choice of where they feel comfortable. There is no adverse impact on other Section 75 groups identified.
Explosives Blasting	This service instruction outlines PSNI procedures around explosives and mining within Northern Ireland. It also outlines what services PSNI will provide to industries that use explosives and which of these services will be charged for.	Mar-21	Screened Out	This service instruction is concerned with health and safety, training, risk assessments, legislation and special services provided by PSNI to various industries. PSNI does not consider that this service instruction has the ability to impact any of the section 75 groupings.
Temporary Promotion (Staff)	The purpose of the policy is to provide guidance to managers and Police Staff members in respect of the procedures to be followed when considering the needs to fill vacancies on a temporary basis by the application of Deputising or Temporary Promotion.	Mar-21	Screened Out	The Policy sets out a procedure which applies to all staff and is an existing policy and changes are in line with NICS amendments and PSNI claim processes. Any adverse impact upon Section 75 groups is deemed to be reduced by clear instructions on the procedures.
Temporary ACC	PSNI has identified an urgent organisational requirement to resource the role of Assistant Chief Constable (ACC). This need provides a temporary promotion opportunity at the rank of ACC, likely to be until Autumn 2021, with the potential to extend as required.	Mar-21	Screened Out	The temporary promotion opportunity is open to all substantive Chief Superintendents. Therefore, there is no identified detrimental impact on any section 75 groupings.
Small Unmanned Aircraft Systems (Drones)	The aim of the Policy is to provide a consistent and cohesive approach to the governance, use and accountability of Small Unmanned Aircraft systems (Drones) within PSNI.	Mar-21	Screened Out	The proper implementation of this policy will enhance the safety and security of the public. These benefits will be delivered for all Section 75 groups.