

Title of Policy	Aim of Policy	Date screening outcome approved	Screening Decision	Summary of Screening Findings
<a href="#">Reserve Forces</a>	The purpose of the policy is to provide guidance to Police Officers and Police Staff who are currently, or are considering, being a member of the Reserve Forces.	44041	Screened Out	The Policy applies to all members of the PSNI and will not affect the promotion of Equality of Opportunity towards any specific Section 75 group. The policy is kept under review to ensure it remains fit for purpose and is compliant with current legislation. It is applicable to all Police Officers and Police Staff irrespective of gender, community background or any other Section 75 category.
<a href="#">Flexible Working Policy</a>	The policy aims to revise the original policy and advise that all requests for flexible working are considered on a person-by-person basis. This guidance outlines the different types of flexible working available, eligibility requirements and what should be considered during the application process. It also helps to define how officers and staff make a request, the impact on terms and conditions and their right of appeal.  The revisions from the previous policy help to detail the application process when submitting an application * Advice and guidance in relation to Officer and Staff Members rights to request flexible working. It also helps in ensuring individuals can openly discuss a formal application enabling a considered decision to be made thus supporting PSNI's commitment as an employer of choice.  The policy assists in outlining the PSNI's duty to consider all flexible working requests; and also enable the PSNI to demonstrate its commitment to increasing diversity in the workplace.	44018	Screened Out	The policy is open to all Officers and Staff members.  It is recognised that requiring employees to work to a traditional '9 to 5' working pattern may deny equality of opportunity in employment to some people, or classes of people. There is a risk that inflexible working practices may give rise to disability discrimination, or indirect sex or marital status, religious or race discrimination. However, it is hoped that through the introduction of this revised policy that the PSNI can significantly promote equal opportunities in employment for a significant number of people, and at the same time, reduce the possibility that unlawful discrimination or any other breaches of statutory employment law may occur.
<a href="#">Protected Learning Time Guidance</a>	The aim of the practice is to provide advice and guidance to Line Managers on protected learning time that is given to staff to undertake all training, whether it is mandatory, compliance, professional or personal development. It intends to achieve a fair and balanced approach from Line Managers in ensuring their staff are given the appropriate opportunity to undertake training and continuous professional development	44021	Screened Out	This guidance allows for Line Managers and staff to discuss more flexible ways to undertake training in terms of when and where this should take place. This will allow for individual circumstances to be taken in to consideration when undertaking training. It allows Business owners options, where appropriate, for requesting training to be delivered in different formats, making use of more online training resources, which will allow great flexibility of when and how the training is undertaken.
<a href="#">Chief Superintendent Promotion Process</a>	The Senior Executive Team identified the need to deliver a Chief Superintendent Promotion process week commencing 24th August 2020.	44028	Screened Out	Through removing the eligibility criterion all substantive Superintendents are eligible to apply, minimising barriers for promotion to all section 75 categories and providing as diverse pool as possible, in addition to providing consistency with the 2020 Superintendent promotion process.
<a href="#">Temporary ACC Promotion Process</a>	PSNI has identified an urgent organisational requirement to resource the role of ACC Operational Support Department (OSD). This need provides a temporary promotion opportunity at the rank of Assistant Chief Constable (ACC), likely to be until Spring 2021, with the potential to extend as required.	44028	Screened Out	By opening the promotion opportunity to all substantive Chief Superintendents this widens the pool to all Section 75 groups.  There is no identified detrimental impact on any section 75 groupings as equality of opportunity is afforded to all substantive Chief Superintendents.
<a href="#">Ordinary Parental Leave</a>	The Ordinary Parental Leave Policy is bespoke policy guidance that relates to statutory requirements and benefits. It enables all Police Officers and Police staff to balance childcare options throughout the child's life (up to the age of 18), eg make arrangements for a child's welfare; or accompany a child to hospital. It allows for 4 weeks leave per year; per child; for each parent; up to a limit of 18 weeks leave; up to the child's 18th birthday.	44035	Screened Out	This policy provides opportunity for both the primary and secondary parent to take time off to spend with their child up until the age of 18, therefore, it will impact positively upon good relations particularly gender, marital status, sexual orientation categories. This policy provides an opportunity for a wider range within the Section 75 categories to take the opportunity to take an active role throughout the child's life.  Thus promoting greater flexibility for all Police Officers and Police regardless of any section 75 characteristic.
<a href="#">Transitioning from a paper based forensic submission process to an automated electronic format</a>	The aim of the practise is to provide a more effective and efficient service to Police Officers when submitting their Forensic Submission requests to Scientific Support Branch. The outcomes from a re-designed process will ensure that Scientific Support Branch receives all the relevant information right first time, by making essential fields mandatory before submission is possible. The new submission process will now only require Police Officers to complete one forensic form rather than the traditional four separate forms depending upon the forensic request.	44028	Screened Out	The practise will remain the same as the current submission process. The only difference is how the information is collated with one form being completed by the submitting officer. The remaining forms are then populated automatically, with automatic tasking to property staff to deliver the exhibits within a 10 day timescale.  This practise has no impact on the promotion of equality of opportunities for any Section 75 groupings.
<a href="#">Neighbourhood Policing</a>	The Neighbourhood Policing Paper contains a series of proposals pertaining to the re-focusing of Neighbourhood Policing (NP) in line with the 'College of Policing Neighbourhood Policing Guidelines', an uplift in NP resources as a result of EU Exit funding and redistribution of staff from Local Policing Teams (LPT) to Neighbourhood Policing Teams (NPT) within Districts and Local Policing Areas in Belfast. It further addresses some of the issues identified during the 10 week Public Consultation Process on the Local Policing Review 2018 that was conducted from 30th August until 9th November 2018.			This policy will affect a large number of people both internally and externally however it is not focused on any one particular S75 group. Internally it will affect Police employees, with any changes to the working arrangements of employees being considered against current HR principles and guidelines. This policy considers flexible working, duty restrictions and any other factors which might link to a Section 75 group. Externally it will affect local communities however it is not perceived that there will be any negative impact upon S75 individuals or groups. This policy aims to aid neighbourhood police in developing and maintaining relationships in communities where engagement with Police is limited.  This policy has the opportunity to better promote good relations as Neighbourhood Policing Teams aim to develop and maintain relationships in communities where engagement with Police is not a fluent partnership. An emphasis will be placed upon delivering community policing to those areas which need it most, including those areas which exhibit a lack of community cohesion and the potential for community instability/ tension with neighbouring areas.  Steps have been taken throughout the process to address any potential impact on s75 groups both internally and externally. Whilst this policy will affect a large number of people it is not focused on any one group and any changes have been considered against HR principles and guidelines.
<a href="#">Practice Telephone Interviews</a>	This pilot aims to reduce the risk of the spread of COVID 19 by recording written evidence over the phone, instead of face to face. During the current Covid 19 outbreak individuals and organisations are required to put in place rigorous measures to protect public safety. PSNI have introduced a pilot practice enabled by existing legislation; (Criminal Justice Act 1967, Electronic Communications Act 2000) whereby selected police officers at Musgrave, Belfast will take victim and witness statements over the phone, prior to which a risk impact assessment is conducted by police in order to determine whether the victim/witness/offence is suitable for this process (see Q. 8 below). The pilot is subject to a quality assurance process involving customer call back and feedback from related personnel.  PSNI aim to introduce a Telephone Statement (TS) Policy service wide throughout the Coronavirus Pandemic and beyond, thereby improving Service delivery, as the statement can be recorded at a time that best suits the witness and saves on travel time for both police and witnesses, so improving efficiencies.		Screened Out	For those without online access, police will advise them they can still avail of this service if they have someone to help them access this (whilst taking confidentiality into account) or police can travel to them at the person's convenience and use appropriate protective measures during the interaction.  In addition an ongoing dynamic assessment of the witnesses needs will take place by the officer obtaining the statement so that if the witness does not appear to be comfortable or complacent around using the online process at any stage, the officer will offer them the option of having someone call our with them to take the statement.
<a href="#">CCTC</a>	The Priority Based Resourcing (PBR) process 2016 conducted a demand analysis and scoping exercise whereby a single centre solution was suggested, incorporating Command Coordination and Tasking, Incident and Coordination Centre and Operational Support Department. The single centre solution would unify the functionality of 3 Coordination and Tasking Centres, currently located at Ballymoney, Banbridge and Musgrave, to service the entire province, along with Incident Coordination Centre (ICC) based in Castlereagh, to one site.	44041	Screened Out	This policy will affect a number of people both internally and externally however it is not focused on any one particular S75 group. Internally it will affect Police employees, with any changes to the working arrangements of employees being considered against current HR principles and guidelines. This policy considers flexible working, duty restrictions and any other factors which might link to a Section 75 group. This policy will ensure the design and implementation of a fair and transparent selection/deselection process if required, ensuring a robust rationale for all processes, is in place.  Externally it will affect stakeholders however it is not perceived that there will be any negative impact upon S75 individuals or groups. This policy aims to develop options, which promote greater efficiency effectiveness.