

Title of Policy	Aim of Policy	Date screening outcome approved	Screening Decision	Summary of Screening Findings
Health and Safety – Roles and Responsibilities Instruction	To outline the H&S duties, functions and responsibilities of those within the PSNI and the arrangements that exists to assist them to secure the objectives.	21/08/2019	Screened Out	Health & Safety Policy covers ALL staff, regardless of equality issues. It is designed to provide a safe and healthy workplace of all employees regardless of equality issues. The Policy itself is aimed at all levels of the organisation and applies to all full-time and part-time police officers; members of police staff, including agency staff; student officers, secondees to the Police Service and others to whom the Police Service would appear to be the host employer (collectively referred to as the Police Service staff).
Health and Safety - Service Policy	The general purpose of the Policy is to secure the health, safety and welfare of persons at work, including an aim to involve everyone and make them aware of the importance of these matters.	21/08/2019	Screened Out	Health & Safety Policy covers ALL staff, regardless of equality issues. It is designed to provide a safe and healthy workplace of all employees regardless of equality issues. The revisions is to attempt to make the existing policy more user-friendly and more easily understood and still ensuring a safe and healthy workplace and work environment for all employees and those affected by our undertaking irrespective of any Section 75 groupings.
Special Leave Policy	PSNI recognises that from time to time, the lives of individuals outside work may result in an 'emergency' absence that cannot be accommodated through the normal measures. The Special Leave service instruction provides direction for staff and officers applying for or progressing Special Leave requests.	22/08/2019	Screened Out	It has a more inclusive approach towards leave entitlements to include gender non-stereotyped parents, adoption and surrogacy as well as fertility treatment therefore it impacts positively on gender and sexual orientation in particular. All cases are treated uniquely and individually.
Shared Parental Leave Policy	The new Shared Parental Leave Service Guidance is bespoke policy guidance that relates to new legislation and benefits.	22/08/2019	Screened Out	This policy extends to a more inclusive approach towards parental leave entitlements. It enables Police Officers and Police Staff to split maternity or adoption leave between them. This Service Instruction will contribute to the promotion of good relations by providing equality of opportunity to a wider range of participants within PSNI. Until recently Police Staff would only have been for maternity leave, for example primary caregivers who were considered to be mothers. This policy enables all new and expectant parents an opportunity to take an active role in caring for their baby as well as balance childcare options during the first year of the child's life. Parents can also divide this leave into appropriate blocks of leave during the first year of the child's life.
New and Expectant Parents Policy	The New and Expectant Parents Service Instruction and Guidance are the updated versions of the New and Expectant Mothers Policy and Guidance. This service instruction provides clarity in relation to the entitlements for new and expectant parents, and explains the process of applying for the appropriate leave. This leave encapsulates – ante-natal care, maternity leave, maternity support leave, adoption leave, fertility leave & KIT days. Guidance and support is also provided for individuals and managers to guide them through the ante-natal stage, maternity (related) leave stage, as well as assist in the smooth return back into the workplace for the new parent.	22/08/2019	Screened Out	This extends to a more inclusive approach towards leave entitlements to include gender non-stereotyped parents, adoption and surrogacy.
Overtime Strategy	To provide a framework within which Chief Officers, Senior Police and staff leaders can improve the management of overtime and related expenditure. The Strategy will ensure Value for Money, the upholding of high standards of financial accountability, and promote fairness of decision making in the allocation and expenditure of overtime.	08/08/2019	Screened Out	This strategy seeks to ensure appropriate management oversight of the use of overtime, fairness in allocation/detailing etc and to manage the impacts of high overtime on those officers and staff who are required to work
Uniform and Protective Measures Committee (UAPM) – UNIFORM OPTIONS PAPER	The existing policy on Uniform Types is to be updated. It is intended to ensure that employees are adequately protected.	22/07/2019	Screened Out with Some Adjustments	The provision of an alternative product for Officers/Staff with religious and medical reasons. The Policy will affect Officers and Staff in public facing roles within PSNI, i.e. LPT, RPU etc. (these are examples and not exhaustive). Supporting research was carried out by Health and Safety Branch, PSNI.
Menopause Guidance	The guidance document aims to help people better understand the menopause, provide clarity around what can be done within the workplace to help people who are experiencing the symptoms of the menopause and offer support for line managers around best practice.	12/09/2019	Screened Out	This policy extends to a more inclusive approach towards proactively engaging with staff/officers who are either directly impacted by the menopause or are trying to support people going through the menopause. Extensive consultation led to productive feedback which was incorporated into the Guidance.
Si on Post-Incident Management	The Policy Directive provides the procedures relating to the deployment of post-incident managers following any incident involving the discharge of weapons by police. Post Incident Managers act as an interface between those officers most involved in and most affected by an incident, other officers directly involved in the incident and the Investigators (Police Service of Northern Ireland/Police Ombudsman for Northern Ireland (PONI)).	08/08/2019	Screened Out	The information contained within the current Policy Directive (03/06) is can be found elsewhere-in Authorised Professional Practice (APP) and Policenet. It has therefore been judged that there is no further requirement for a separate Policy Directive. The cancellation of this PD will have no effect on any of the 9 equality groups as the information contained therein can still be accessed if required.