

Title of Policy	Aim of Policy	Screening complete	Screening Decision	Date screening outcome approved	Summary of Screening Findings
Assisted Removals	Publication of this revised policy will ensure that affected officers/staff members have access to one document which details their financial entitlements and how they apply for same. The revision refreshes the current financial arrangements available to Police Officers (including retirees)/Police Trainees/Police staff members and their families who are forced to move home because of intimidation and includes details of how the NIHE Emergency Loan Scheme will operate.	complete	Screened out	4/19/18	The updates to the policy aim to provide uniformity in relation to allowances available and affect all Police Officers (including retirees); Student officers and police staff members and their families regardless of the protected groupings described in Section 75. Although there is a perceived effect on dependants there are no equality issues as the revision places all required knowledge in one location.
Workplace Agreement - Cancellation of Service Policy	The PSNI Employment Law Advisor has confirmed that SP34/06 on the Working Time Directive can be cancelled as the information is contained in the Working Time Regulations and the Workplace Agreement is held in HR Relations on behalf of the Chief Constable.	complete	screened out	4/19/18	SP34/06 is a duplication of information which can be found in Working Time Regulations (Northern Ireland) 1998 (WTR). The information remains freely available, will be regularly reviewed. Therefore the matter is screened out with no further action required.
District Support Teams - Cancel Obs Duties Service Policy	The Service Procedure provided the procedures relating to the formation, training, deployment and accountability of District Support Teams whilst on observation duties. It has been canceled and replaced	complete	screened out	4/24/18	The cancellation of the SP has no equality issues as the availability and maintenance of the information will be managed via PoliceNet giving officers sight of expected standards.
Media Guidelines	The Guidelines define how we as the PSNI interact with and respond to requests from the media. It also makes clear the expectations placed upon every police officer and staff member in terms of how they conduct themselves with the media. The Guidelines offer a framework to assist officers and staff who engage with the media to do so in an open, accessible and professional way.	complete	Screened out	4/27/18	The media guidelines are based upon widely accepted national best practice and PSNI continue to offer access to information in a wide number of mediums
Working Time Regulations	The PSNI Employment Law Advisor has confirmed that SP34/06 on the Working Time Directive can be cancelled as the information is contained in the Working Time Regulations and the Workplace Agreement is held in HR Relations on behalf of the Chief Constable.	complete	screened out	4/27/18	SP34/06 is a duplication of information which can be found in Working Time Regulations (Northern Ireland) 1998 (WTR). Screening out of this cancelled SP represents nothing adverse for PSNI IRO any of the S75 equality groups. The information remains freely available. The SP was a duplication of information already held.
Court Attendance	To provide serving and retired police officers and police staff the policy and procedures to follow should they be required to attend court to give evidence as a witness in their professional capacity as a member or former member of the Police Service of Northern Ireland (PSNI) when unavailable from 'normal' duty (i.e. whilst on sick absence).	complete	Screened out	4/27/18	Screened out – no amendments. All groupings treated equally and all persons have equal access under the policy.
Police Staff - Public & Privilege Holidays	The policy aims to review the current arrangements for entitlement to Public and Privilege holidays for Police Staff Members. It provides greater clarity around staff members working alternative working patterns; term time working; entitlement during differing absence types including maternity leave. Its publication will increase confidence and satisfaction on staff member's behalf in their terms and conditions.	complete	screened out	4/27/18	The updates to the policy provides uniformity in relation to entitlement to Public and Privilege holidays and affects all Police Staff members regardless of the protected groupings described in Section 75. There are no equality issues arising from the revision to this policy. It mirrors NICS changes (which will have been screened as well) which we then mirror.

Guidance in Outcomes in Police Misconduct Proceedings	<p>The Guidance collates the relevant legislation and case law relating to police misconduct procedures for the information and guidance of those involved in decision-making in police misconduct proceedings (Misconduct panel members and chairs, Appropriate Authorities). The aim is to support good decision-making and contribute to consistency of decision-making in cases.</p>	complete	Screened out	4/30/18	<p>Extensive consultation and scanning has not identified any adverse impact. No noted impact on the S75 groupings and earlier evidence could be due to any number of factors and not considered to represent a trend.</p>
Police Custody Service Policy	<p>Custody Service Policy This is updated format to replace PD05-09 and sets out PSNI approach to the provision and management of police custody detention across NI. In the initial review of Service procedures it was considered that PD 05-09 is cancelled and that Criminal Justice Service Policy covered relevant aspects of custody. Through further consultation, it was agreed that there was a need to provide PSNI overarching service policy for custody linking to National Police Chief's Council agreed strategy documents for Custody & detention and the National strategy for the Policing of Children and Young People.</p>	complete	Screened Out	5/2/18	<p>The policy sets out the PSNI approach for arrested persons transferred into police custody. There are no perceived equality issues in the delivery of police detention. PSNI will continue to seek to continuously improve the custody estate and to ensure all persons working in or in support of custody are trained, competent and capable to undertake their role in the equitable management of any person who may be detained in NI. PSNI works with other services to provide support services into custody e.g. healthcare, appropriate adult and registered intermediaries and additionally on disposal based on risk assessment referrals to other services e.g. Samaritans, Citizens advice.</p>
Custody Detention Officers - Cancellation of SP	<p>Cancellation The CDO service procedure is not required as the content is held in other guidance: CDO role profile, contractor files in HR Contract management, CDO supplier employer records (up to September 2017) and Authorised Professional Practice guidance for Custody and Detention. CDO transferred into PSNI from Noonan as designated police staff wef 7-9-17.</p>	complete	Screened Out	5/3/18	<p>The service procedure whilst helpful and the time of authoring in communicating the Managed service approach as already provided under other reference documents is no longer required. The transfer of CDOs under police staff by TUPE in September 2017 further requires cancellation and replacement of this service procedure. The associated revision of the Custody Policy instruction and police staff handbook and CDO role profile provide guidance for CDO roles and responsibilities in Custody function.</p>
Data Protection	<p>The PSNI is committed to full compliance with the Data Protection Act 2018. The current Data Protection law is being repealed This policy will provide guidance around the new Act to police staff and officers, outlining what is expected from them to be compliant with the legislation. It will also detail the role of the Corporate Information Unit in responding to requests from members of the public. It is supplemented by guidance produced by the College of Policing Authorised Professional Practice (APP) – 'Major Investigation and Public Protection, DHSSPS Adult Safeguarding: Prevention and Protection in Partnership; and NIASP Adult Safeguarding Operational Procedures.</p>	complete	Screened Out	5/4/18	<p>The Service Instruction provides guidelines to staff and officers of the procedures to be followed in the event that they must process information in line with the Data Protection Act 2018. The procedures do not identify specific groupings and are to be applied consistently. This Service Instruction will need to be reviewed in approximately 3 month's time or when NPCC guidance is published/ the Data Protection Officer requires, whichever is earliest.</p>

Employment Monitoring	The Information Commissioner's Office has issued an Employment Practices Code which suggests employers should provide staff with further information about monitoring. This policy aims to assist with that and to provide further guidance and information to all officers and staff on those instances where it is lawful to monitor employees and the legislation in relation to this. This policy is designed to provide a general guide to explain the context of monitoring and is not intended to provide an exhaustive list of all activities taking place. This policy does not override any existing policies or negate any existing guidance regarding information security, data protection or acceptable use.	complete	Screened out	6/22/18	The production of this policy is to update all PSNI officers and staff as to the monitoring of staff which is undertaken by PSNI and its basis in law. The Policy does not differentiate between section 75 groupings.
Corporate Plan	The PSNI Corporate Plan 2018-2023 produces thematic outcomes that the PSNI will aim to achieve during the timescale of the plan. The outcomes are across 7 main areas, local policing, culture, specialist capabilities, workforce, digital policing, enabling business delivery and partnerships. Whilst these outcomes provide a vision state for the future, they do not directly change any policy or practice which effects the community. The document does make decision around the future vision of the PSNI which could influence new projects and changes which would be subject to their own equality screening.	complete	Screened out	6/22/18	As stated previously whilst this document covers large populations the content of the document does not directly change a policy or practice which effects any element of the community, officers and staff or partners directly. The document does make decisions around the future vision of the PSNI which will likely influence new projects and changes which would be subject to their own equality screening. At this time the highlevel outcomes, or vision, does not directly in indirectly cause any equality issues. Sets strategic direction, no direct impact on any S75 groupings.
Cyber Crime Shift Pattern	The aim of the decision is to improve service delivery and to improve operational capability. This will provide office cover from 0700-2100, Monday through Thursday, 0700-1800 on Friday. Outside of these hours, normal on call cover will be unaffected.	complete	screened out	6/22/18	An open and transparent process took place, with all officers having an opportunity to put forward their views and vote. Agreed – S75. No issues identified and no impact on any groupings. An agreed, transparent solution which the users formulated by agreement.
Duty Credits	The policy aims to review the current arrangements for Police Officers and Police Staff members to avail of paid or unpaid absences which allow both staff groups to participate in various recognised events. This review encompasses the inclusion of Constituted Recreations Clubs and Wellbeing Groups.	complete	screened out	6/22/18	The updates to the policy aim to provide uniformity in the approval of duty credits. No effect on any S75 groupings. Policy clarifies position of entitlement and is open to all who satisfy the criteria.
Financial regulations	This screening relates to the withdrawal of SP 03/04 financial regulations. The service procedure set out the overarching controls that PSNI are bound by as set out within the management statement and financial memorandum (MSFM). The MSFM sets out the delegated powers of PSNI and the roles and responsibilities of the Chief Constable as accounting officer, the SP had then internalised these for officers and staff in relation to day to day financial activities. Details of these overarching controls are now contained within revised service instructions and guidance which negates the need for a separate service instruction. Finance has developed a manual that covers all of the financial regulations in detail.	complete	screened out	6/22/18	The Service Instruction provides guidelines to staff and officers of the procedures and controls to be exercised with regards to financial transactions. The procedures do not identify specific groupings and are to be applied similarly across all transaction. It sets out the role of management and staff in the prevention of fraud and the good practice measures that should be undertaken in day to day transactions, again without any differentiation across groupings. Likewise its cancellation will not adversely impact any grouping as the requirements are all contained within PSNI finance manual and guidelines. There is no adverse on the S75 groupings through the cancellation of SP03/04. It is a duplication of effort with all the information held in 03/04 held within the finance manual.

First Aid Training Provision	To outline procedures and guidance regarding the provision of First Aid at work facilities and first Aid training for officers and staff of the Police Service of Northern Ireland.	complete	screened out	6/22/18	Recommended that this SP is revised and signposts provided to the information contained within is relocated to Policenet to ensure that it is readily available and easily maintained for officers and staff which is viewed as an improved service delivery. A service wide email will advise officers of where to access information. Whilst a SI will remain in place it will have reduced content with the information being held on PoliceNet, reviewed and updated regularly.
Major Incident	The aim of the policy is to provide clear guidance to Police Responders to respond to Major Incidents. The policy relates solely to Consequence Management and impacts on relationships with emergency services partners. This update to the policy introduces a new role to the Service and has no additionality which has not previously been considered in relation to S. 75.	complete	screened out	6/22/18	No equality issues have been identified. All parties are treated equally in dealing with a major incident irrespective of any grouping.
Police Staff - Overtime	The policy aims to review the current arrangements for Police Staff Overtime payments and comply with current auditory requirements around: - Obtaining prior approval to work overtime – specifying the need for documented prior approval from Staff Officer or Inspector level; - Copies of the prior approval to work overtime are attached to the overtime claims form and that electronic versions of the claims form are only used; - Stressing the responsibilities of claiming and approving officers – and the requirement for finance staff to complete a 10% monthly audit of all overtime claims	complete	screened out	6/22/18	The updates to the policy aim to provide uniformity in the prior approval of overtime and within the claiming process regardless of the protected groupings described in Section 75. Policy provides uniformity of approach and does not adversely impact on any S75 groupings – there is equal availability to the information and policy is more to do with good governance.
Police Staff - Concessionary Travel & Excess Fares	The revised policy clarifies the current guidance for Police Staff members on concessionary travel and entitlement to excess fares allowance. It is applicable to a small number of staff members who have either been compulsorily transferred or who are on detached duty or who are required to work late at the office	complete	screened out	6/22/18	The updates to the policy aim to provide uniformity in the approval of concessionary travel, detached duty and excess fares entitlement. All parties are treated equally and fairly with the policy seeking to provide clarity to those who may need to avail of it. Any one availing of this could be drawn from any grouping. Screened Out
CBRN Service Instruction	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. 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.	complete	Screened Out	6/27/18	This is a national response protocols which is solely implemented on a multi-agency basis in response to emergency incidents. This is nationally agreed protocol in response to spontaneous CBRN incidents. Whilst every effort is made to protect the S75 groupings the protection of life will have precedence. PSNI policy goes further than nationally.

Facial Hair	<p>The existing policy on facial hair has been revised to include a requirement that 'some officers/police staff occupy roles where there is a routine possibility of respiratory exposure to occupational hazards. These officers/staff members may be required to wear Respiratory Protection Equipment (RPE) at short notice and must always remain clean shaven whilst on duty. This is available by clicking here. It is intended to ensure that employees are adequately protected as Health and Safety Legislation indicates that the presence of facial hair when wearing RPE breaks the seal and as a consequence will not provide the required level of protection to Employees. The Policy will affect Officers and Staff in a number of specialist roles within PSNI, i.e. TSG, ARU, HMSU, CSI (these are examples and not exhaustive).</p>	<p>complete</p>	<p>Screened out with adjustments</p>	<p>6/27/18</p>	<p>The provision of an alternative product for Officers/Staff with religious and medical reasons. There is no possibility to allow this on gender grounds due to the high proportion of Male Officers and subsequent cost to the organisation with no criteria applied (£900). i.e. any male officer/member of staff could apply as they wish to grow a beard.</p>
Honour Based Violence & Forced Marriage Service Instruction	<p>This document explains how the Police Service of Northern Ireland will record incidents/crimes of Honour Based Violence (HBV) and Forced Marriage (FM). The instructions are designed to provide a standardised framework for dealing with all victims and perpetrators of HBV and FM in line with legal obligations. The instructions outline the process which should be followed from the point of receipt of the request for assistance. The instruction is aimed to protect any victim, to prevent serious harm, to ensure public safety, the maintenance of safety of officers involved in responding to, investigating, assessing and safeguarding victims of HBV and FM and perpetrators thereof in providing a police service which keeps people safe.</p>	<p>complete</p>	<p>screened out</p>	<p>6/27/18</p>	<p>The PSNI have a duty to protect life and to prevent the commission of offences. This requires officers to take all reasonable steps to protect any victim (and other associated household member, including children or vulnerable persons) from further offences. The police response to HBV and FM will be managed irrespective of Section 75 groupings. PSNI have suitable measures in place to mitigate any S75 concerns.</p>
Competence Related Payment Threshold	<p>The policy aims to review the current arrangements for payment of CRPT and to determine whether to implement a phased withdrawal of the allowance or to retain or reduce the entitlement at 1st April 2019. A Police Negotiating Board (PNB) letter dated 11 March 2014 stated "... the entire CRTP Scheme should remain with a review between April 2018 and March 2019, with any changes to be implemented from April 2019".</p>	<p>complete</p>	<p>Screened out with adjustments</p>	<p>6/28/18</p>	<p>Final decision on what action to take forward will be made by Service First Programme Board and the Service Executive Board.</p>

