

Title of Policy	Aim of Policy	Date screening outcome approved	Screening Decision	Summary of Screening Findings
Custody CCTV	Policy with respect to CCTV coverage of Custody Facilities including Cell vans to provide safeguards for police, detained persons and all other persons involved in the detention process	14/11/2019	Screened Out with some amendments	The policy impacts on all sections of the community equally. CCTV systems will capture dealings with all detainees including section 75 detainees as well as any adjustments made as part of individual dynamic risk assessments so that each detainee can be treated appropriately within the Custody environment.
PPAC Travel Expenses	HR carried out a review of Travel Expenses to implement a fit-for-purpose Travel Policy for Police Officers. The review was initiated by the requirement to update the existing policy following changes to the corporate travel booking arrangements, changes in organisational structure and the changes in the claiming process following introduction of eservices, addressing changes in booking and claiming requirements, and to aid Officers understanding of the available reimbursement requirements.	10/12/2019	Screened Out	The Policy applies to all Police Officers 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 HMRC requirements. Feedback is provided on an ongoing basis via HR Knowledge Centre portal, staff and Departmental feedback, with regard to any issues or problems encountered as a result of terms contained in the policy.
Police Staff Handbook(PSH) Chapter on Annual Leave	The aim of the Policy is to provide clear guidance on entitlement and management of Police Staff Annual Leave, and the calculation thereof.	19/12/2019	Screened Out	The PSH Annual Leave guidance includes formula for the calculation of Annual Leave for Police Staff on alternative working patterns to ensure their entitlement to the same amount of leave is calculated on a pro-rata basis. Alternative working patterns include shift workers, partial retired staff, staff working condensed hours and those working part-time.

PPAC Overtime	<p>This revised policy clarifies the current guidance for Police Officers on entitlement to receive overtime compensation by Officers in Constable and Sergeant ranks. Overtime entitlements are enshrined in Regulations (PSNI Regulations 2005 and associated Determinations). There have been no recent regulatory changes to overtime entitlement. This review of the PPAC chapter on Overtime therefore does not make any specific changes to the original policy and its entitlement guidance. Rather the purpose of the review is to provide greater clarity around entitlement in a range of scenarios for police officers and their Ops Planners.</p>	<p>11/11/2019</p>	<p>Screened Out</p>	<p>Overtime working is dependent on the need to meet operational demands and to keeping people safe. Some examples of these are counter terrorism operations, policing parades and other large public events, court attendance, sickness cover, and to cover section depletions. The updates to the policy aim to provide greater clarity on entitlement– there is no impact on the S75 groupings.</p>
Body Worn Video	<p>Following a pilot scheme in 2014, PSNI has taken the decision to implement the use of Body Worn Video (BWV) cameras. The aim of the practice is to provide officers with guidance on the practical use and application of the device. BWM has been used nationally by other constabularies and other policing related agencies since 2006. Advances in reliability, technology and reductions in overhead costs have now made BWV a realistic concept within the PSNI. The use of BWV has the potential to improve significantly the quality of evidence provided by police officers and public bodies within the criminal justice system in the drive to reduce crime and the fear of crime and increase the proportion of offences brought to justice. Police forces have utilised video evidence for several years through local CCTV, police vehicle systems and hand held devices employed during specific operations. BWV equipment will enable the PSNIU to make greater use of video evidence due to its increased availability on the front line as officers will be able to maintain the use of their hands and peripheral sense while recording an incident</p>	<p>31/11/2019</p>	<p>Screened Out</p>	<p>Whilst the use of the device is not deemed to carry any obvious potential for negative impact on any particular individuals or groups, it is recognised having run a pilot and considered the potential impact on those who are blind/visually impaired will not be as aware of Police Officers wearing the cameras as those who have no such disability.</p>

Chaplaincy	<p>The aim of Chaplaincy is to provide pastoral care for all members of the organisation and their families. To support and encourage staff, respect and reflect the diversity in the organisation, serve respect and value each member of the organisation.</p>	<p>25/11/2019</p>	<p>Screened Out</p>	<p>This service is available in most GB Police forces. The UK National Association of Chaplains to the Police is however multi faith (eg Christian, Muslim, Jewish). The intention underpinning the service offered is pastoral care and support to staff of any or no faith. The PSNI in the process of forming surveys for both the Chaplain and user of the service to complete during the pilot to gather qualitative and quantitative data for assessing the benefits and/or short falls.</p>
PPAC Partial Retirement	<p>The purpose of the policy is to provide enhanced guidance in relation Partial Retirement. The policy has been updated to reflect changes in the NICS Chapter Job Reshaping (Partial Retirement) and Civil Service Pensions Partial Retirement guide. Partial Retirement is a facility where Police Staff members, subject to eligibility, may apply to reshape their job in order to make a gradual transition from work to retirement.</p>	<p>30/12/2019</p>	<p>Screened Out</p>	<p>The policy is an existing policy and changes are in line with CPS and NICS amendments and include changes to PSNI processes. The Policy applies to all Police Staff members 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 Civil Service Pension requirements.</p>