

Title of Policy	Aim of Policy	Date screening outcome approved	Screening Decision	Summary of Screening Findings
<a href="#">Probationer Project (NPT)</a>	The aim of this Proof of Concept is to place newly attested officers directly into Neighbourhood Policing Team (NPT) for the duration of their probationary period rather than into Local Policing Team (LPT). During their probationary period, Constables are required to maintain an evidence-based Probationer Development Portfolio (PDP).	Oct-21	Screened Out	Suitable locations (Districts) have been identified and all allocated student officers will move to NPT rather than LPT. The policy will be reviewed on an ongoing basis to ensure we capture potential impact on any groups. If successful, it is the intention of the Programme Board to recommend that all officers complete their probation within NPT, rather than LPT
<a href="#">Disability Support Network</a>	To provide mutual support and a collective voice for police staff and police officers with disabilities in the Police Service of Northern Ireland, and to support the organisation in being an inclusive employer of choice and disability confident.	Oct-21	Screened Out	The Disability Support Network is established for its members to gather on a regular basis for network support activities (internally or externally) in the promotion of equality of opportunity for Officers and Staff with disabilities and those who have disabled dependant carer responsibilities.
<a href="#">Payment of Staff</a>	The purpose of the policy is to provide guidance in relation to the remuneration Pay to all Police Staff members. The policy has been updated to reflect changes in the NICS Chapter Payment of Pay. It now includes enhanced clarity on the payment of Annual Leave on departing the service.	Oct-21	Screened Out	The Policy applies to all Police Staff members and no potential impact on the promotion of Equality of Opportunity towards any specific Section 75 group has been identified. 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.
<a href="#">Appropriate Policy Documents for Sensitive Processing</a>	The purpose of the Appropriate Policy Documents (APDs) are to provide further protection to persons whose sensitive and/or criminal data is being processed by PSNI, to explain procedures which are in place to secure compliance with the data protection principles set out in the Data Protection Act 2018 when sensitive processing is carried out by PSNI and to explain PSNI policies about the retention and erasure of such personal data, including an indication of how long such data is to be kept.	Oct-21	Screened Out	The APDs apply to sensitive processing – as defined in section 35(8) of the Data Protection Act. No adverse impact identified.
<a href="#">Domestic Abuse - workplace guidance</a>	This guidance document aims to define the ways in which the PSNI will support police officers or police staff who are the victims of domestic abuse as well as perpetrators who seek to address their behaviour. This workplace document also aims to provide guidance to police officers, police staff and line managers when responding to domestic abuse within the working environment.	Nov-21	Screened Out	This guidance will assist in identifying signs of abuse within the workplace and provide a range of support to the individuals concerned.
<a href="#">The wearing of Wings by Pilots in Air Support Unit</a>	The policy is designed to readily identify pilots from police air observers who wear identical uniforms, helmets and visors, to ensure the efficient and effective flow of information between relevant personnel in Article 2 (risk to Life) situations.	Nov-21	Screened Out	The wearing of Wings by pilots is primarily an operational means to delineate operational roles and responsibilities, in distinguishing ranks and therefore appropriate functions. This is operationally critical at serious incidents involving a multi-agency response where Air Support Unit pilots may be required to liaise closely with their Air Ambulance/Coast Guard counterparts in casualty evacuation.
<a href="#">RPU Constable Vacancy Bulletin</a>	Road Policing Unit wishes to retain having a standard driving card as an essential criterion as this will ensure that candidates have gained a level of proficiency and experience as police drivers which is needed to progress to pass the advanced driving course which is a requirement for confirmation in post.	Nov-21	Screened Out with Some Adjustments	Traffic and Driver Training Unit are recruiting additional driving instructors so the waiting time for standard driving courses will reduce. It is anticipated that RPU will advertise again for Constables within the next year so those officers who do the course within that period will then be eligible to apply.
<a href="#">Service Instruction - Critical Incident Management and Community Impact Assessments</a>	The aim is to ensure an effective, appropriate response to incidents and to ensure Community Impact Assessments are conducted with consistency, impartiality, appropriate supervision and consultation as appropriate with the community and/or IAGs.	Dec-21	Screened Out	The cumulative effect of the Service Instruction provides a focus on effective service delivery to contribute positively to confidence in the Police Service, actively promoting equality of opportunity in a proportionate way.

<a href="#">Surveillance Vacancy Buletin</a>	The aim of this policy is to enable the listing of a standard driving card as an essential qualification for the C4A vacancy bulletin. Inclusion of a police card as an essential qualification is a necessity for both the recruitment process the operational role and the safety of the students and training staff members.	Dec-21	Screened Out with Some Adjustments	Officers are afforded time between the close of application and stage 2 of the process which requires a driving card to obtain the qualification. Measures have been put in place in respect of the recruitment of additional driving instructors.
<a href="#">Responding to a CBRN event</a>	The Police Response to incidents involving Chemical; Biological; Radiological or Nuclear material whether as a result of criminal intent or not.	Dec-21	Screened Out	The policy has no impact on the promotion of Sec 75 groupings given the very nature of a CBRN incident. A CBRN incident could occur through accident/criminal/negligent action anywhere in society
<a href="#">Sharing victim and witness details with Home Office Immigration Enforcement</a>	At present our practice in respect of victims and witnesses with insecure immigration status is to try and balance the complex needs of victims and witnesses with our statutory obligations in respect of immigration offences.	Dec-21	Screened Out with Some Adjustments	While our current practice balances the needs of vulnerable victims and witnesses with the public interest, our statutory obligation and the interests of justice, it may be beneficial to author a more detailed and transparent policy to give reassurance to the public and guidance to officers.
<a href="#">C4 Female Mentoring Scheme</a>	To assist in addressing the under-representation of female officers within specialist Policing roles, C4 Specialist Operations Branch have developed a mentoring scheme for female officers. The aims of the programme are to provide guidance, advice, development and encouragement to female officers who aspire to perform specialist Policing roles.	Dec-21	Screened Out	This programme is being designed to address the current adverse situation in relation to gender imbalance. Initially, this scheme will be managed as a pilot and consideration given to the roll out for other under-represented communities going forward.
<a href="#">Corporate Appearance and Protective Equipment Standard (CAPES)</a>	Officers across PSNI have been consistently asking for issue of the No.3 Uniform currently on issue to Tactical Support Group and other specialist departments. (Similar styles are worn by their colleagues across the UK). This uniform consists of Cargo type tactical trousers and Polo style shirts. There has been a difficult balance to manage in terms of corporate image, Safety, Officers expectations and financial implications.	Dec-21	Screened Out with Some Adjustments	Alternative products are available to consider and take cognizance of personal needs.