

Title of Policy	Aim of Policy	Screening complete	Screening Decision	Date screening outcome approved	Summary of Screening Findings
Substance Misuse Policy - Cancellation	It is the intention to revise SP 21/11 in line with current Corporate Policy direction and change to and SI. Police Recruitment information will be removed from the new guidance and included in new Recruitment Campaign information for potential recruits and on the PSNI External website.	complete	screened out	8/17/17	By the very nature of the testing all individuals who are selected for testing are done so on a random basis. The random selection is taken from the current HR system by location. This list that is generated only identifies officers by Service number. On the day of testing the random list is used to select individuals. As we do not identify particular officer on duty of the day of testing this further influences the pool of people we can select form as some officers may be off duty.
Risk Management	This Service Instruction outlines the governance structure in place to ensure a consistent and professional approach to Risk Management within the Police Service of Northern Ireland.	complete	Screened Out	7/17/17	The Service Instruction is in relation risk management procedures and processes within the PSNI and therefore does not impact any Section 75 groupings.
Major Investigation Teams (MIT) Shift Pattern	The aim of the decision is to improve service delivery and strategically alignment with both internal and external stakeholders and to improve operational capability and maximise customer effectiveness.	complete	Screened Out	7/18/17	This decision has been discussed between senior executive teams and in consultation with internal stakeholders. All the teams have been met with their proposals considered and if beneficial the proposal augmented to incorporate. PFNI have been consulted and attended stakeholder meetings and Section 75 data obtained and screened. Following implementation of the changes there will be a 3 & 6 month review during which time S75 considerations will be monitored.
Business Services Review	This project was initiated to fundamentally review the delivery of Business Services across PSNI and make strategic recommendations for improvement, including the identification of efficiencies to ensure it is fit for purpose and ultimately implement effective and efficient Business Service models to achieve value for money, consistency and corporacy in delivering organisational objectives.	complete	Screened Out	7/19/17	Steps have been taken throughout the process to address any potential impact on S75 groups.
Adult Safeguarding	This Service Instruction provides guidance on Adult Safeguarding and how the Police Service of Northern Ireland (PSNI) should respond to Adults at Risk of Harm and Adults in Need of Protection through criminal investigations, safeguarding activity and normal contact. 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.	complete	Screened Out	7/24/17	This is a proactively and collaborative service instruction which aims to provide guidance to all PSNI personnel on Adult Safeguarding and how the PSNI should respond to Adults at Risk of Harm and Adults in Need of Protection irrespective of S75 groups through criminal investigations, safeguarding activity and normal contact

DNA Elimination	To establish a comprehensive and useful police DNA elimination database for use in police investigations. This document describes the Service Instruction for the Police Service of Northern Ireland concerning the taking, recording, use, retention and destruction of DNA samples and profiles from Police Officers deemed at risk of contaminating crime scenes and evidential materials. These measures are essential in the context of developments in DNA profiling techniques, the high investigative value placed on this technology, and good practice within professional Policing. Unattributed DNA profiles in casework are usually added to the DNA Intelligence Databases; and in serious crime may well form the bases for extensive further investigative processes such as familial DNA searching operations and very public DNA Mass Screens. The purpose of a DNA elimination record is to reduce to a minimum the risk of such actions being taken on what are in fact contaminant DNA profiles inadvertently left by attending police officers. The current part of the DNA used for forensic purposes is classified as non-coding, there is no known purpose for this part of the DNA and as such no medical or phenotypical information can be derived from the profile.	complete	Screened out	8/11/17	All police officers will be required to provide their DNA for inclusion on the elimination database irrespective of belonging to any one or more sect. 75 grouping.
Sexual violence and abuse SI	The aim of the Service Instruction is to ensure that officers and staff provide all victims of sexual crime with an effective and appropriate police response. The outcome desired is an improvement of investigation and prosecution in these serious crimes.	complete	screened out	8/16/17	The instruction provides a corporate and accountable structure to respond professionally to every incident or crime of Sexual Violence and abuse irrespective of the Section 75 groupings.
Pay and allowances	The policy aims to review the current arrangements for Police Pay and Allowances and update as required to clarify existing information and comply with current regulations in relation to:- - Keeping in Touch (KiT) Days – clarification in relation to attendance at court and payment off. (Section 3.10) - Continuance of Pay and Allowances in respect of Temporary Promotion when ill added to Table 4.7. - Recovery of Overpayments (Revised) (Section 4.8) - Updated pay scales (Section 6)	complete	screened out	8/17/17	The updates to the policy aim to provide uniformity in relation to allowances and affects all Regular Police Officers regardless of the protected groupings described in Section 75. KiT days relate to Operational Maternity Pay and therefore relates to females only. However, there is there an entitlement to Keeping In Touch (KIT) days when on additional paternity leave. In such an instance, an officer who takes additional paternity leave is entitled to ten Keeping in Touch (KIT) days without bringing their leave to an end. This entitlement is separate from the mother's or adopter's entitlement to KIT days.
SOTP accommodation and meal allowances	The change from Student Officer having a compulsory 4 week residential period at the start of the training course is a recommendation from the review into the Police College conducted in August and September 2016 and published in November 2016. The move to optional accommodation based on eligibility is to provide a work / life balance for Students that is not effected by a requirement to reside. The recommendation indicates that compulsory residential should not be a requirement to complete the course and no Student should feel that they are at any disadvantage by maintaining a home life even during an intensive course	complete	Screened out	8/16/17	The college see no affect on any section 75 groupings by making the residential aspect optional based on eligibility alone and believe that providing a method for Students to avail of accommodation on a request basis for 23 weeks positively assists all grouping. It is seen that it specifically would advantage those Students with partners, spouses, families, caring responsibilities and dependants being able to feel that the need to maintain a life balance at all stages of their careers including training would positively impact on attracting those groupings to the police as a career
Active listening	The aim of the project once Active Listening is embedded within L District will be to open to referrals from any department within PSNI and assist in providing support to Active Listening as it begins to expand its volunteer base throughout Northern Ireland to support those most vulnerable and those who consent to assistance from Active Listening	complete	screened out	10/6/17	The ongoing development of supportive measures aims to improve service delivery to those most vulnerable in our society. This includes but not exclusive to the Section 75 Groups

Cancellation FGM SP	The aim of the Service Instruction is to ensure that officers and staff provide all victims of sexual crime, including FGM, with an effective and appropriate police response. The outcome desired is an improvement of investigation and prosecution in these serious crimes.	complete	screened out	9/26/17	Links to number 178 above
Critical Incident	<p>The proper management of Critical Incidents has the potential to cultivate good public relations with various members of the community; provide opportunity for meaningful engagement and provide opportunities to construct or enhance appropriate partnerships.</p> <p>The Police Service must continue to build and retain public trust & confidence, particularly among underrepresented groups and citizens & communities who are most at risk of harm. This is essential to successful policing and embedded in the Equality, Diversity & Good Relations Strategy 2012-2017. The quality of our response to all incidents underpins this.</p> <p>Implementation of this Service Instruction has the potential for positive impacts on promotion of equality of opportunity and good relations.</p>	complete	screened out	9/28/17	The cumulative effect of the Service Procedure 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.
What works unit	<p>The What Works Unit aims to promote and support decisions based upon strong evidence of what works and to provide cost-efficient, useful services.</p> <p>The What Works Unit will identify strategic collaborative outcome based solutions and programs through evidence based analysis and practice to address complex or intractable policing problems or how to deliver and measure new areas of policing.</p> <p>Objectives</p> <ul style="list-style-type: none"> • Identify and agree the Service research priorities • Identify best practice by reviewing research on practices and interventions in policing • Provide in-house analysis and research and, where necessary, commission research into complex issues • Establish relationships with research partners • Assess how effective policies and practices are against an agreed set of outcomes • Share findings in an accessible way • Provide PSNI and other crime reduction stakeholders with the knowledge, tools and guidance to help them target their resources more effectively • Encourage the use of these findings to inform their decisions 	complete	screened out	9/7/17	In line with the benefits outlined below it is anticipated that the unit will have a positive impact on the wider community and the 9 S75 groups through using evidence based policing decisions to assess what works and deliver quality services or where services are not meeting their goal to suggest effective policies, strategies, and initiatives to enhance services , policies and strategies
International enquiries	<p>Guidance and signposting for officers as to what international assistance can be provided and how to access it to assist their role.</p> <p>To ensure that investigating officers follow appropriate channels of communication and process to obtain information and assistance</p> <p>To draw into one document brief guidance on a range of international business available to assist officers</p>	complete	screened out	9/4/17	The policy provides guidance to officers in relation to an internal PSNI function only. It does not directly affect any of the stated groupings

Collaborative problem solving	<p>At the end of 2016 the Service First Board approved the elements of the Policing with Community project, including developing training in Collaborative Problem Solving.</p> <p>The aim of the Problem Solving work stream is to:</p> <ul style="list-style-type: none"> • Develop a corporate problem solving model using NDM (National Decision Model) and embed this culturally with The Police Service of Northern Ireland • Skill officers and staff to understand and adopt problem solving methods to work collaboratively with communities, other statutory agencies and partners in the voluntary sector. • Provide toolkit/ guidance document of problem solving methods to enhance face to face training. • Develop a distance learning package with the Open University to enhance skills in Problem Solving for Community Safety • Develop closer links with the Police College so that training for probationers, Emerging Leaders and all officers and staff has a common theme and is linked towards CPD (Continuous Professional Development). • Significant investment of time, effort and costs by Police Officers and police staff alone has had limited impact. <p>Austerity has generated momentum for public services to review practices and generate innovative solutions</p>	complete	screened out	9/26/17	<p>Collaborative Problem Solving helps individuals and communities to build community cohesion and inclusivity which will improve relationships in communities. There is no data or perception that the protected groupings will be negatively impacted, either internally or externally. Whilst there is potential some impact on disability groupings this has been mitigated by contact with disability organisations.</p>
Reporting Wrongdoing	<p>The Service Instruction provides guidance to PSNI employees and contractors in relation to the process of raising concerns of wrongdoing and outlines how such reports will be dealt with. (Whistleblowing)</p>	complete	screened out	10/2/17	<p>Each whistleblowing report will be assessed and if necessary, investigated on its merits. In our response to individual reports, managers are expected to be mindful of S75 groupings, and where appropriate, support provided under Section 9 of the Service Instruction can be adjusted to specific needs should this arise. There is no data or anecdotal information to suggest that this Service Instruction would have any adverse impact on Section 75 groupings.</p>

Roll out of Concern Hubs	<p>The Support Hub is known as the Concern Hub within Derry City and Strabane and Antrim and Newtownabbey. This was the project operating name and as the Hubs are “owned” by the partner agencies, the operational name is Multi-Agency Support Hubs and known as Support Hubs.</p> <p>This decision is to facilitate the roll out of the Support Hubs to all Policing Districts following a successful pilot in Antrim and Newtownabbey District. The Support Hub brings key professionals together to facilitate early, better quality information sharing, decision making to work together to improve a vulnerable person’s situation.</p> <p>This is a forum where cases are discussed and actions agreed to reduce vulnerability to the individual. The advantages of this arrangement as cited by reviews elsewhere including Home Office 2013 are that the professionals are working together and establish relationships which leads to trust amongst the partners. It is these relationships and trust which foster the best outcomes for the individuals being discussed.</p> <p>The Support Hub itself is a firewalled environment where representatives from participating agencies can raise concerns about individuals who are not already at intervention thresholds. Agencies can get a more complete picture which allows them to identify needs and risks earlier.</p> <p>It facilitates early intervention to reduce vulnerability and improve a person’s wellbeing. All agencies will work together to ensure the most appropriate outcome for an individual. Agencies can pool resources, community contacts and work in coordination.</p> <p>The focus is firmly on reducing the vulnerability for individuals and not simply on reducing demand, although it is anticipated that as a result of early interventions, demand on acute services will reduce.</p>	complete	screened out	9/28/17	<p>The aim of the Support Hub is to assist those individuals and families who are vulnerable and to provide them with the support and assistance that they need to facilitate them to access universal services.</p> <p>The experience of the existing Support Hub is that the Support Hub is a proactive measure to support the vulnerable persons irrespective of Section 75 groupings.</p>
Cancellation of working time directive SP34/06	<p>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.</p>	complete	screened out	10/6/17	<p>SP34/06 is a duplication of information which can be found in Working Time Regulations (Northern Ireland) 1998 (WTR). SP34/06 is a duplication of information which can be found in Working Time Regulations (Northern Ireland) 1998 (WTR). It is not a change in application of existing policy. The Workplace Agreement is held by HR Relations on behalf of the Chief Constable</p>
Major Incident	<p>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.</p>	complete	screened out	8/16/17	<p>The policy has no potential to impact on the promotion of equality of opportunity for any s75 grouping. The policy is designed to ensure consistency in response to all major incidents and has equality of application to all identified s75 groupings. No additional arrangements will be required to enable any officer performing any of the roles to apply the policy.</p>