

Title of Policy	Aim of Policy	Screening complete	Screening Decision	Date screening outcome approved	Summary of Screening Findings
Superintendent's Promotion Process	To design and deliver a fair, valid and reliable promotion process to increase the breadth of evidence gathered to inform assessment and identify those candidates who are ready to perform at the rank of Superintendent.	Complete	Screened out	30/08/2018	The Process is designed by BSP accredited occupational psychologists. The design of the process does not deviate significantly from previous Superintendent promotion processes. The only deviation is service provider. PSNI's contract with College of Policing expired December 2017 and PSNI tendered for a new Service Provider. The contract was awarded to Pertemps. The general design and approach does not deviated from previous promotion processes, which have been delivered with no significant impact on Section 75 groups.
Community Resolution (CR)	To improve the involvement and quality of service provided to victims by taking account of their views where reasonable and proportionate in the resolution; To increase victim satisfaction in policing and criminal justice by providing a comparatively prompt and tailored resolution; To provide a proportionate justice disposal for offenders with little or no previous offending history, to reduce the impact on their lives compared to other non-court disposals and encourages them to change their behaviour and not re-offend; To provide officers with a proportionate disposal for offences that are comparatively less serious.	Complete	Screened out	02/08/2018	There is no evidence since its introduction in June 18 this disposal has an adverse differential impact on any of the 9 categories that is different to any other disposal. Indeed, compared to other disposal types, as it has less potential impact on an individual with regards disclosure, criminal record, conviction etc - it provides a positive impact in many ways. However assessing an adverse impact on association with an equality group remains limited as whilst the introduction of a Community Resolution Notice included the voluntary capture of equality information from recipients, it has not been possible to examine this due to the complexity of the systems involved. Therefore this will require further review regards any adverse impact once a sufficient set of equality data is gathered this is being progressed under the governance of the Policing Powers Development Group (PPDG)
Off Duty Standards Service Instruction	The procedures are designed to advise officers and staff of expected standards relating to off-duty in matters including business interests, notifiable memberships, political activity, reporting of civil or criminal proceedings, debt management and inappropriate associations. As well as setting out expectations it also provides processes for notifying memberships or applying for business interests.	Complete	Screened out	22/08/2018	Data analysis has indicated some disparity in terms of notifiable memberships (higher proportion of males & those from a Protestant Community, along with higher length of service, which is correlated with age), and this is likely to be as a result of the membership profile of such organisations (e.g. Freemasons only permit male members, the greater parading tradition within the Protestant Community). However there is no prohibition on memberships, information is held securely with strict controls on access which is governed by legislation and audited. Therefore it is argued that there is no adverse impact.
PSNI Priority Simulator & Animation	The PSNI Priority Simulator & Animation have been designed through outside companies to facilitate the District Policing Command Public Consultation due to commence 30th August 2018. The consultation is being run in collaboration with the Northern Ireland Policing Board. Both entities focus mainly on District Policing Command departments; The animation outlines the current demand and struggles met by the PSNI while the simulator asks the Public to allocate resources to areas the believe deserve the most focus. The outcomes provide the publics vision state for the future, they do not directly change any policy or practice which effects the community. The entities do not make decisions around the future vision of the PSNI but could influence new projects and changes which would be subject to their own equality screening.	Complete	Screened out	23/08/2018	As stated previously whilst the animation/ simulator covers large populations the content of them does not directly change a policy or practice which effects any element of the community, officers and staff or partners directly. The animation/ simulator does not make decisions around the future vision of the PSNI however may influence new projects and changes which would be subject to their own equality screening. At this time animation/ simulator do not directly in indirectly cause any equality issues.
PSNI Strategy in respect of Children and Young People Booklet	A framework Strategy document for Children and Young People entitled, 'Police Service of Northern Ireland Children and Young People Strategy' has been created which outlines and describes the PSNI commitments for the way we (PSNI) will support and protect children and young people, as enshrined in UN Convention on the Rights of the Child as well as recognition through Programme for Government acknowledging the importance of giving our children and young people the best start in life in its commitment to young people. The PSNI have created a strategy document outlining and describing clear commitments as to how PSNI will support and protect Children and Young People through five key themes – ENGAGEMENT; SAFETY AND PROTECTION; OFFENDING; VICTIMS AND WITNESSES and STOP & SEARCH, with each commitment explained in the content of the booklet (see attached copy)	Complete	Screened out	07/09/2018	This is PSNI's consultation exercise in and around how the future children and young person strategy may look going forward once any responses have been received. This will then be taken account of and any strategy launched as a result will be further screened at that time. A wide consultation piece that reflects the policing plan as well.
The decision by PSNI to close the RADAR (Risk Avoidance Danger Awareness Resource) Centre	The RADAR Centre, as it is currently constituted, is not viable. Due to the nature of the current lease agreement and significant financial pressures on PSNI, the decision was taken to exercise the break clause within the current lease with the result that the Centre will close by the end of this financial year (2018/19). Reluctantly, this became the PSNI position following the exploration of many options with key partners and others to resolve the issues faced by the Centre including the lack of cross-departmental responsibility but these have not developed into a sustainable solution.	Complete	Screened out	28/09/2018	We accept that the closure of the RADAR centre will have some effect on young people in the 9-24 year age bracket however; the Centre is no longer affordable for PSNI. In mitigation, there may be some scope to carry out good will work with identified redundant resources as yet to be identified. S75 - agreed
Promotion Process for Derry City and Strabane	Provide substantive resources to an area of high risk.	Complete	Screened out	18/09/2018	As all officers who have passed the relevant selection examination for this specific process are being included this is an inclusive an option as possible S75 – the differences in this bespoke Sgt process and the wider process are noted but mitigated by virtue of the operational need and the fact that this process is being offered to all in the earlier process irrespective of passing / failing the sift mechanism. Screened out, no adjustments