Title of Policy	Aim of Policy	Summary of Screening Findings
Hate Crime	To guide the police service in maintaining a robust, proactive and effective response to tackling and preventing hate incidents, including crimes, ensuring that perpetrators are detected, prosecuted and work to secure the respect, trust and support of potential victims, groups and communities both internally and externally and include amendments to NICHE for hate and signal crime investigations and victim risk assessments.	Religious Belief; Political opinion; Race; Disability; Sexual Orientation and Identification. All of the above are to benefit from the improved performance in relation to hate crime through better and quicker identification of hate crime; improved investigations and detections; assessing risk around the victims' circumstances; retaining a central focus on the victim and overall a better service to victims of hate crime.
Corporate Governance Committee Structure Service Instruction	This service instruction outlines the governance committee structure in place to ensure a consistent and professional approach to corporate governance within the Police Service of Northern Ireland.	The Service Instruction is in relation to corporate governance structures within the PSNI. It sets out the responsibilities in respect of Committee Chairpersons and Committee Managers. It does not shape or direct what the objective or purpose of any individual committee should be and therefore does not impact any Section 75 groupings. (Please note however that the Service Instruction does guide corporate governance committees to consider Section 75 when writing Terms of Reference documents).
Annual Performance Review (APR) and Performance Related Pay (PRP) for Superintending Ranks	The aim of the policy was to explain the background and to outline the procedures relating to how the pay of Superintending ranks is linked to their performance rating as assessed via Annual Performance Review (APR).	This Service Procedure is to be cancelled. As part of the Winsor Reforms, the PSNI abolished Performance Related Pay (PRP) for Superintending Ranks with effect from 1 April 2014 and therefore the Service Procedure is no longer relevant and does not require to be replaced by any other form of guidance.
Digital Strategy to 2020 & Beyond	A primary aim of the strategy is to ensure transparency in the approach that PSNI takes to develop its technological portfolio and management of its budgets. The strategy is not considered to have any negative or positive impact on any grouping, but is an articulation of how technology capabilities will be developed.	This has been designed as a proactive and positive step to actively develop the digital capability of PSNI irrespective of Section 75 groupings. Furthermore, the Digital Strategy looks to increase the wider accessibility of PSNI, through new technology solutions, both digitally and physically, to all members of all NI communities. In addition, it recognises the differing needs of the audience, making the document available digitally and in print, and has supplemented the document with a short video. It is recognised that female colleagues are a minority grouping in IT and policing roles, and so make a conscious effort to promote (visually) where possible this gender grouping in photos and video production.
Community Empowerment	The aim of community empowerment work stream is to: • Skill NPT officers to understand and adopt empowerment methods to work collaboratively with communities and partners • Provide toolkit of empowerment concept and methods • Benchmark communities using Community Prioritisation Index (vulnerability) and Calls for Service (demand) • Facilitate and energise communities to help themselves	Approval for community empowerment approach was approved by Service First Board. The roll out of this practice includes training for officers on how to empower communities, with an asset register to assist officers dealing with community issues. There is a toolkit as a guidance resource for NPT officers. A community empowerment approach helps 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
Overtime Approval and assurance	To provide auditable assurance on the use , approval, claiming and payment of police overtime	This is an update of previous policy and aims to provide all Constables & Sergeants with clear guidance in terms of overtime allowances.
Notifiable Occupations Scheme (NOS)(SP20/08)	CANCELLATION - This service procedure sets out the notification requirements to employers of a specific list of occupations in regards to offending behaviour. The procedure (NOS) was revoked in March 2015 and replace with Common Law Police Disclosure (CLPD).	The procedure has been replaced with CLPD a more robust and wider reaching protection measure.

Title of Policy	Aim of Policy	Summary of Screening Findings
Automatic Number Place Recognition (ANPR) Service Instruction	CANCELLATION - Instructions for the deployment of ANPR is currently contained on the PSNI Intra-net and a separate Service Instruction is not now required.	The need for the PSNI to protect life and property, prevent and reduce crime and improve crime investigation is based on intelligence, risk and threat assessments. These criteria are need driven and Section 75 category groups are not used at any stage to dictate the requirement to deploy ANPR to contribute to the PSNI's Policing Plan. Therefore although the PSNI have no data on file it is my pragmatic judgement based on experience that the withdrawal of this Service Instruction being screened will not have a differential adverse impact on any of the Section 75 groups.
Interview Records – Non Terrorist Crime	This document will provide guidance to officers in regards to the recording, certification, storage and security of interview records of persons interviewed after caution in connection with indictable offences (including hybrid offences but excluding the offences of driving or causing or permitting a person to drive a motor vehicle while uninsured) instructions on completion of Blue Booklet (Form 38/19 (b)) interviews when Digital Interview Recording (DIR) is not available.	This guidance document provides proactive information to Police Officers and Staff conducting interviews. This guidance works in conjunction with other service instructions/protocols and procedures such as Flex Interpretation Services, Action on Hearing Loss, Northern Ireland Appropriate Adult Scheme, Registered Intermediaries to ensure interviews are conducted within legal parameters and in consideration of any requirements in terms of the interviewee including Section 75 grouping. These other service instructions and protocols can be found on the Custody A-Z Guidance pages of PoliceNet.
Social Media	This Service Instruction helps ensure the use of social media by Police Officers and Police Staff is effective, safe, and appropriate, while enhancing the reputation and the professional integrity of the PSNI.	This Service Instruction intends to promote PSNI both internally and externally through the use of social media. Social Media is a major medium for engagement to all communities irrespective of S75 groupings
Domestic Abuse	This document explains how the Police Service of Northern Ireland will record incidents/crimes of domestic abuse as well as how victims will be risk assessed, safeguarding and managed in consequence of that incident/crime. The instructions are designed to provide a standardised framework for dealing with all victims and perpetrators of domestic abuse in line with legal obligations. The instructions outline the process which should be followed from the point of receipt of the request for assistance at a domestic incident. 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 domestic abuse and perpetrators of domestic abuse in providing a police service which keeps people safe.	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 domestic abuse will be managed irrespective of Section 75 groupings.

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Concern Hub	To introduce the concept of, and participate in Multi-Agency Concern Hub within Antrim and Newtownabbey District. The Concern Hub brings key professionals together to facilitate early, better quality information sharing, decision making to work together to improve a vulnerable person's situation. 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. The Concern 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. 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.	This is a proactive approach aimed at reducing vulnerability. This will be a supporting and preventative measure which will have a positive impact upon individuals and families within the community. This is a multi-agency collaborative problem solving pilot. This will be evaluated and developed in order to enable full roll out to all Districts.
Chief Constable's Commendations	To encourage recognition of exceptional and good work in the delivery of policing.	No negative impact identified. The amendments are minor but are considered to have a positive impact on Equality of Opportunity for all PSNI personnel and in particular support staff and females.
Review of Corporate Communications Department	The review seeks to create efficient, effective communications, Engagement and Advocacy functions with sufficient expertise, skills and capacity to identify, assess and respond to operational, reputational, Stakeholder and Engagement challenges facing the PSNI.	This is a proactive review of the Corporate Communications department which aims to expand PSNI engagement with all sections of the community in order to enhance confidence in policing and keeping people safe.
Maintaining Professional Boundaries Between Police and Members of the Public	This Service Instruction provides guidance and instruction to all members of the PSNI as to appropriate boundaries regarding social contact with those they have met in the course of their duties.	Whilst data suggests that perpetrators are primarily male, numbers are also low. The Service Instruction is designed to prevent inappropriate behaviour and promote positive standards. The publication of this service instruction aims to support the national media strategy in place for the launch of the NPCC National Strategy for Addressing Abuse of Authority for Sexual Gain which goes live in July 2017