

Police Ombudsman for Northern Ireland
Summary: Equality Screened Policies 1 January – 31 December 2025

To request a copy of screening documents associated with each policy, please contact hr@policeombudsman.org

Policy Title	Date Screened	Policy Aim	Screening Outcomes
Policy on the Police Ombudsman's consideration of complaints, referrals and own motion (Non-complaint) matters under the RUC (Complaints Etc) Regulations 2001 and related legislation ('Grave or Exceptional')	05/08/2025	The purpose of this Policy is to provide an overview of the approach the Police Ombudsman will take when considering complaints, referrals and own motion (non-complaint) matters under the 2001 Regulations and related legislation, to provide guidance to staff in the application of the 2001 Regulations and to make detailed Regulations and a complex decision making process accessible to members of the public.	Screened Out
Staff Witness Policy	15/09/2025	This policy sets out the standards of integrity required by those staff within the Office, who may be called upon to provide evidence in court on behalf of the Office. It explains why it is important to introduce such a policy and explains how the policy will be implemented when information is uncovered, which impacts upon the reliability of an employee as a witness on behalf of the Office. In addition, the policy states how it affects candidates for employment with the Office.	Screened out

Policy Title	Date Screened	Policy Aim	Screening Outcomes
Driving at Work Policy	15/09/2025	This policy sets out the responsibilities of staff and line managers whilst carrying out any work-related driving. This policy acknowledges the Office's responsibility for the health and safety of staff and other people not employed by PONI, which may be affected by its' driving activities.	Screened out
Learning and Development Policy	15/09/2025	This policy sets out the Office's commitment to staff in relation to learning and development. It aims to develop a structured and agreed method of identifying and meeting training needs, to allow for the prioritisation of training in accordance with corporate goals and objectives, within the context of workload priorities and budget availability. It also aims to ensure equality of opportunity in the planning, delivery and monitoring of all training and development opportunities.	Screened out