



FREEDOM OF INFORMATION REQUEST

FOI Reference number: FOI 56/2025

Date: 1 October 2025

Request.

Under the Freedom of Information Act 2000, please provide copies of any equality or disability impact assessments carried out by, or provided to, the Policing Board relating to:

- The PSNI Attendance Management Policy (AMP),
- The use of WINs, or
- The process for medical retirement (including the “red folder” system).

The time period is 1 January 2022 – 31 January 2025.

Answer:

We can confirm that the Board holds information falling within the description specified in your request.

This information is being withheld under section 12 (1) (of the Freedom of Information Act) as we estimate that the cost of gathering the information would exceed the appropriate limit. Consequently, the Board is not obliged by the Freedom of Information Act 2000 to respond to your request.

We have received a number of requests for information that are similar to your request.

Guidance from the Information Commissioner’s Office states -

When a public authority is estimating whether the appropriate limit is likely to be exceeded, it can include the costs of complying with two or more requests if the conditions laid out in regulation 5 of the Fees Regulations are satisfied. Those conditions require the requests to:

- Be made by one person, or by different persons who appear to the public authority to be acting in concert or in pursuance of a campaign;
- Relate, to any extent, to the same or similar information; and
- Be received by the public authority within any period of 60 consecutive working days.

We believe these conditions have been met in respect of this request and have aggregated the costs of complying with a total of 3 separate requests.

The appropriate limit has been specified in regulations and for the Board it is set at £450. This represents the estimated cost of one person spending 18 hours in determining whether the Board holds the information, locating, retrieving and extracting the information. The estimated cost of complying with your request is taken to be the estimated total cost of complying with all requests made under the same subject matter.

Guidance published by the Information Commissioner's Office (ICO) states that where a public authority claims that section 12 of the FOIA is engaged, as in this case, the public authority should, where reasonable, provide advice and assistance to help the requestor refine their request so that it can be dealt with under the appropriate limit. Unfortunately, in the specific circumstances of your request it is difficult for us to suggest how you could narrow your request.

Any reformulated request the Board receives from you will be treated as a fresh FOI request.

If you have queries about this request or the decision, please contact the Board quoting the reference number above. If you are unhappy with the service, you have received and wish to make a complaint or request a review you should contact the Board's Chief Executive -

Via Email: foi@nipolicingboard.org.uk

Or in writing at the following address:

Northern Ireland Policing Board
James House
Block D
2 – 4 Cromac Avenue
The Gasworks
Belfast
BT7 2JA

You should contact the Board within 40 working days of this response.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner. Generally, the Information Commissioner's Office cannot investigate or make a decision on a case unless you have exhausted the complaints procedure provided by the Board. You should make complaints to the ICO within six weeks of receiving the outcome of an internal review.

The Information Commissioner can be contacted at the following web link –

www.ico.org.uk/foicomplaints

or in writing at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF

Telephone: - 0303 1231114

Email: - ni@ico.org.uk

Please be advised that Policing Board replies under Freedom of Information may be released into the public domain via our website @ www.nipolicingboard.org.uk.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.