

Appendix 6 of PBNI Equality Scheme

Equality and Good Relations Action Plan 2020-2022 (to March 2023)

Good Relations – PBNI are required to have due regard to the desirability of promoting good relations between people of different religious belief, political opinion or racial group.

| No | Actions | Outcome | Lead Manager | Progress April 2022 to March 2023 | Update October 2023 |
|----|--|---|------------------------|--|---|
| 1. | Develop an annual equality, diversity and inclusion calendar of events as part of the Communications Strategy and deliver through multi-media channels. To include: <ol style="list-style-type: none"> 1. Pride 2. Mela 3. International Women’s Day and International Men’s 2021. 4. Hate crime awareness week 5. Disability awareness week 6. Good relations week 7. Mental health awareness week 8. Older people abuse events | Increased awareness | Head of Communications | Completed Annual programme of events is comprehensive covering the areas noted | Achieved. Events held monthly covering S75 groups led by Communications Team and H&S Team. |
| 2. | To continue developing the physical, mental and emotional wellbeing for all service users through the ongoing development of the PBNI app. | The purpose of the wellbeing activity is to provide service users with information, support and advice that can help them achieve a good balance between work and family life; providing them with the tools to ensure they make informed | Head of Communications | Completed Annual wellbeing plan developed with staff, TU and SLT input. | Achieved. Events held monthly covering S75 groups led by H&S Team. |

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|----|---|---|------------------------|---|---|
| | | decisions about their health, both physical and mental. | | | |
| 3. | Using the news area of the intranet, signpost to sources of support and information available to colleagues and to promote focused events and campaigns | Better informed members of staff | Head of Communications | Completed Comprehensive and up to date reports on intranet and in Probation News | Achieved. Events held monthly covering S75 groups led by Communications Team and H&S Team. |
| 4. | Managers to promote and encourage staff attendance at a range of cultural diversity events across NI | Staff make local links so they are aware and can attend province wide cultural diversity events, exposing them to different cultures and people from different backgrounds. | ADs | Ongoing Developing area of activity supported through the Engagement Plan | All events publicised. |
| 5. | Review and update equality, diversity and inclusion training and awareness | All staff have access to up to date legislation, case law and best practice on equality and diversity workplace issues, including discrimination, bullying, harassment, victimisation, prejudice and NI equality legislation. | Deputy Head of HR | Ongoing Developing area of work. Focus has been on Pay Modernisation to address potential inequalities in pay. Policy Screening is being undertaken. | Online Training modules being tested and will be available to staff from December 2023. |

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| | | | | Extensive Consultation programmes, for example linked to Corporate Plan have taken place. | |
| 6. | Review the PBNI estates strategy through the lens of S75 | All service users will feel safe and welcome in our buildings | Head of Finance | Ongoing The development of the Estate must take account of any potential for Hybrid Working to be implemented on long term basis. The Pilot Hybrid Working Pilot ended in August 2023 and the Estates Review now includes this work arrangement. Equality Screening will be conducted. | Review of Estates ongoing. |
| 7. | Consultation list to be reviewed and updated, taking into consideration all mediums, not just email. | PBNI consults with a wide range of organisations | Deputy Head of HR | Complete Over 600 notified of Corporate Plan consultation process. | Consultation List – reviewed. |
| 8. | Senior managers to ensure that all new/reviewed workplace policies and major decisions are equality screened. | All policies and major decisions are screened ensuring PBNI deliver a fair and equitable service to all users. | SLT | Complete Equality Screening in place | Equality considerations for all policy items at Senior Leadership Team Meetings, and Meetings |

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| | | | | | <p>of Board or Sub committees.</p> <p>Equality Screening takes place with equality information for employees and service users available on the intranet.</p> |
| 9. | <p>Ensure that grant funded projects provide services to the appropriate areas/communities within Northern Ireland</p> | <p>Service users feel that they are treated fairly, and decisions are made without reference to any equality related reasons.</p> <p>Good relations is promoted through community funding.</p> | ADs | <p>Ongoing</p> <p>Funding is always directed towards areas of need identified through statistical information on crime.</p> <p>The internal gathering of monitoring data is improving. With further improvements, this will further assist in decision making in relation to internal funding outlay.</p> | Ongoing. |

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| Section 75 Categories | | | | | | | | |
|-----------------------|-----------------------------------|--|--|--------------------------|--|---------------------------------------|---|--|
| | Area | Actions | Outcome | Lead Manager | | Timescale | Progress 2022 | Progress April 2022 to March 2023 |
| 1. | Ethnicity | <p>Work with NIACRO and the South Belfast Round Table to deliver training to Social work qualified staff on race, ethnicity and hate crime.</p> <p>To continue to develop and deliver a range of training for all staff via eLearning.</p> | <p>Staff feel confident to deal with people from different backgrounds, understand and make allowances for their culture.</p> <p>Members of staff understand the needs of people from different ethnic backgrounds</p> | Deputy Head of HR | | <p>Jan 2021</p> <p>September 2023</p> | <p>Ongoing</p> <p>In 2022/2023 Reporting year, contact made with NIACRO to support better understanding of Service User needs in relation to Equality and to employment challenges.</p> | Complete |
| 2. | Religion and community background | Review how equality data is collected and used when awarding community grants | Subject to bids from organisations, PBNI will ensure that grants are awarded in a regionally distributed way and without advantage for any particular areas. | AD's and Head of Finance | | 2021/22 | <p>Ongoing</p> <p>A full review has been undertaken to improve the ability of PBNI to collect, record and analyse Service User</p> | Improvements have been made to data gathering, but further work to be done to make the process consistently applied in all |

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| | | | | | | | Equality Data, in consultation with ECNI. | Probation Offices. |
| 3. | Age | <p>Build on the Aspire review findings to deliver services to young males and develop a service user involvement group for Aspire Service Users</p> <p>To deliver training for PBNI staff in the area of child protection and adult safeguarding.</p> | <p>Appropriate services are delivered to young males and a SU involvement group is established.</p> <p>PBNI's statutory obligations are met by having clear processes in place to promote the safeguarding and welfare of children/adults.</p> | <p>AD Prisons</p> <p>AD Risk</p> | | <p>Q1 2021 – 2022</p> <p>2020-22</p> | Ongoing | Ongoing. Feedback is collated on an individual basis from Aspire service users due to their chaotic nature. This is reported and acted upon accordingly. |
| 4. | Sexual orientation | <p>Demonstrate commitment to LGBT service users by ensuring all policies are LGBT inclusive.</p> <p>Providing information to through intranet articles and other communications on relevant topics</p> | <p>PBNI will be equipped to provide the best service to those people identifying as LGBT as they will have had the opportunity to participate more in the decisions that affect them.</p> | SLT | | | Ongoing PBNI subscribed to Stonewall in 2020/2021 and information made available to staff | Complete Attendance at PRIDE 2022/2023. |

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| | | | | | | | regarding Stonewall. Area to be reviewed in 2023 Equality Plan. | |
| 5. | Dependants | PBNI have funded, under the ECO project, Barnardo's to provide parenting and family services for ECO service users and their families. | The ECO project as a whole will mean fewer children will be impacted by having an imprisoned parent. This particular service, under the ECO project, will also enable more families to reduce conflict within the home, and increase parenting skills as appropriate. | AD Rural | | | Ongoing | Complete. 371 individual sessions were offered to parents and children over the course of 2022/23. |
| 6. | Disability | Implement the PBNI Disability Action Plan 2020-2023. Encourage all service users including those with disabilities to become involved in SU groups | PBNI Disability Action Plan objective achieved. Increased service users with disabilities are taking part in SU groups | SLT AD Programmes and Interventions | | 2023 Q1 2021-2022 Ongoing | Ongoing Disability Action Plan to be updated and research undertaken in relation to | Ongoing Disability Action plan progressed and will be reviewed and updated in |

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| | | To deliver training in order to support staff who are working with service users with mental health issues. | Mental health awareness training delivered to staff. Appropriate services are in place to meet Service User needs. | Psychology | | | Disability Passport Service User groups have been extended during 2021/2022. Complete PHA have been engaged to train 12 Mental Health First Aiders; the HSENI Talking Toolkit training was mandatory for all managers in this reporting year. | support of Corporate Plan 2023-2026. Service User Groups are continuing to be held successfully. Internally, training available for staff in relation to supporting positive mental health and recognising signs of poor mental health. |
| 7. | Marital status | To continue to deliver the Building Better Relationships and Respectful Relationship Interventions Programmes for | Victims of domestic abuse continue to receive direct support; perpetrators of abuse receive appropriate | AD Programmes and Interventions | | To continue to review | Ongoing | Ongoing |

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| | | <p>domestic violence perpetrators and ensure that our Partner Support Workers continue to support victims throughout this process.</p> <p>To continue to work in partnership with the Health and Social Care Trusts and Women's Aid in delivering the non-adjudicated Promoting Positive Relationships Programme across all Trust areas.</p> <p>PBNI will continue to facilitate a number of programmes to promote change in the behaviour and attitudes of people who commit domestic abuse.</p> | <p>interventions and there is evidence of a reduction in re offending</p> <p>Programme delivered</p> <p>Service users will develop skills to improve their relationships. The number of victims of domestic violence is reduced.</p> <p>Service users will develop skills to improve their relationships.</p> | <p>AD Risk</p> <p>ADs</p> | | during 2021 | | |
| 8. | Gender | To implement to actions arising from the CJINI thematic Inspection on how the CJ system responds to females in conflict with the law. | To continue to deliver gender specific interventions for women subject to supervision across Northern Ireland through partnership work | AD Programmes and Interventions | | July 2021 | Ongoing | Ongoing |

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| | | <p>To participate in developing the DoJ 'Empowering Change in Women's Lives' Strategy for supporting and challenging women and girls in contact with the justice system</p> <p>To continue to work in partnership with Start 360 regarding the delivery of the Engage programme supporting women in progressing from paramilitary influence</p> <p>Build on the success of the Mid Ulster Women's Service User Group and develop a second female service user involvement group</p> | <p>with key agencies including Women's Aid, Start 360 and substance misuse organisations.</p> <p>Strategy has been launched for public consultation, which PBNI has contributed to.</p> <p>Programme delivered</p> <p>A second female SU group is in operation by January 2021.</p> | | | Q1 2021-2022 | | <p>There are two active female service user groups, one in Mid Ulster and one in North West. A third female service user group (Belfast Area) is to</p> |

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| | | | | | | | | commence in October 2023 |