PBNI Equality Impact Screening

Part 1 Policy Scoping

Information about the policy

This form should be read in conjunction with the Equality Commission's revised Section 75, "A Guide for Public Authorities" April 2010 and available via the following link S75 Guide for Public Authorities April 2010. Staff should complete a form for each new or revised policy for which they are responsible (see page 6 for a definition of policy in respect of section 75).

The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations and so determine whether an Equality Impact Assessment (EQIA) is necessary. Screening should be introduced at an early stage when developing or reviewing a policy.

1.1   Name of the policy

Women's Service User Strategy

1.2   Is this an existing, revised or a new policy?

New Policy

1.3   What is it trying to achieve? (Intended aims/outcomes)

Enhance gender-responsive, trauma informed outcomes for women service user's in addition to supporting and developing staff involved in delivery.

1.4   Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.

Staff: No section 75 categories identified

Service Users: Yes, this strategy will benefit women service users however not to the detriment of males

1.5   Who initiated or wrote the policy?

Assistant Director Prisons

1.6   Which Dept. owns and who implements the policy?

Operations

Implementation factors

1.7   Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

Yes – potential budgetary impact on ability to deliver action plan

If yes, are they

X   financial

☐   legislative

☐   other, please specify

Main stakeholders affected

1.8   Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

X   staff

X   service users

X   other public sector organisations

X   voluntary/community/trade unions

☐   other, please specify

1.9   Other policies with a bearing on this policy

- what are they?

Service User Strategy

- who owns them?

Assistant Director Urban – Operations

Available evidence

1.10 What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Section 75 category	Details of evidence/information
Religious belief	Service User Monitoring (May 2025) See table below. Staff Monitoring (April 2023) See table below.

Service User Monitoring (May 2025)

Community Background		%
Buddhist	8	0.4%
Declined to Answer	196	9.1%
Hindu		0.0%
Jewish	2	0.1%
Muslim	12	0.6%
None	224	10.4%
Other	33	1.5%
Other Christian	84	3.9%
Protestant	679	31.4%
Roman Catholic	905	41.8%
Sikh		0.0%
Unable to Complete	20	0.9%
	2163	**100%**

Staff Monitoring (April 2023)

Protestant	Roman Catholic	Non-determined
43%	51%	6%

Political opinion	N/A- PBNI does not gather service user information on political opinion Staff Monitoring (Dec 2022)

Nationalist	None	Other	Prefer not to say	Unionist	Not disclosed
11%	30%	7%	5%	7%	40%

Racial group	Service Users (as of May 2025)

Ethnicity		%
Bangladeshi	0	0.0%
Black African	14	0.6%
Black Caribbean	2	0.1%
Black Other	2	0.1%
Chinese	9	0.4%
Declined to Answer	138	6.4%
Indian	2	0.1%
Irish Traveller	43	2.0%
Mixed Ethnic Group	10	0.5%
Other	15	0.7%
Other Asian	4	0.2%
Pakistani	2	0.1%
Unable to Complete	21	1.0%
White	1905	87.9%
Grand Total	**2167**	**100%**

Staff (Dec 22)

White	Black African / \other	Not disclosed / Blank	Mixed race	
98%	0.5%	1%	0.5%	

Age

Service Users (as of May 2025)

Age		%
Under 20	47	1.3%
20 to 29	901	25.4%
30 to 39	1215	34.2%
40 to 49	798	22.5%
50 to 59	396	11.1%
60 and over	195	5.5%
	3552	**100%**

Staff (Dec 2022)

18-25	26-35	36-45	46-55	56+
3%;	24%;	25%;	30%;	18%

Marital status

Service Users (May 2025)

Marital Status		%
Declined to Answer	180	8.3%

Divorced - or dissolved civil partnership		145	6.7%
Married - or in a civil partnership		230	10.6%
Separated - (but still legally married or in a civil partnership)		130	6.0%
Single - Never married and never formed a civil partnership		1444	66.6%
Unable to Complete		23	1.1%
Widowed - or the surviving partner from a civil partnership		16	0.7%
		2168	**100%**

Sexual orientation

Service Users (May 2025)

LGBT			%
Bisexual		29	1.3%
Declined to Answer		241	11.1%
Gay		33	1.5%
Heterosexual		1827	84.3%
Lesbian		8	0.4%
Transgender		1	0.0%
Unable to Complete		29	1.3%
		2168	**100%**

Staff

Bisexual	Heterosexual	Gay/Lesbian	Not Disclosed/Blank
2%	91%	2%	5%

Men and women generally

Service users (May 2025)

Trends across gender have remained consistent for the past 5 years.

Gender			%
Female		417	11.7%
Male		3134	88.2%
Other		1	0.0%
Unknown			0.0%
		3552	**100%**

Registered victims evidence high proportions of female service users.

Total Current Males Registered	% Male	Total Current Females Registered	% Female	
165	30%	391	70%	

Latest Section 75 data for staff suggests

Male	Female
23%	77%

Disability

Service Users (May 2025)

Highest proportion of disability across service users is mental health conditions at 35.8% followed by 9.4% learning disability. 34.5% also identify as having no form of disability.

Disability		%
Declined to Answer	161	7.4%
Learning Disability or Difficulty	203	9.4%
Long Term Illness	101	4.7%
Mental Health Condition	776	35.8%
None	748	34.5%
Physical Disability	143	6.6%
Sensory Impairment	17	0.8%
Unable to Complete	20	0.9%
	2169	100%

Staff:

Not Disabled	Disabled
89%	11%

Dependants

Service Users (May 2025)

18.5% of service users have care of a child

Dependants		%
Care for a Person with a disability	114	5.3%

	Care for Elderly Person	55	2.5%
	Care of Child / Children	400	18.5%
	Declined to Answer	165	7.6%
	None	1409	65.1%
	Unable to Complete	23	1.1%
		2166	**100%**

Staff

Latest Section 75 data suggests:

Care of a child	Care of an adult	Care (disability)	Not Disclosed/Blank
39%	9%	3%	49%

Needs, experiences and priorities

1.11   Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
Religious belief	None in relation to this strategy
Political opinion	None in relation to this strategy
Racial group	None in relation to this strategy
Age	None in relation to this strategy
Marital status	None in relation to this strategy

Sexual orientation	While there are no specific needs related to sexual orientation, this strategy seeks to ensure equality for women service users inclusive of their sexual orientation.
Men and women generally	This strategy is specific to women service users and therefore will ensure equality for this group of PBNI service users.
Disability	None in relation to this strategy
Dependants	While data relating to independents is not separated by gender, it is highly likely that women service user's will have caring responsibilities and this will be considered within the relevant action plan.

Part 2 Equality Screening Questions

SCREENING QUESTIONS

2.1 In making a decision as to whether or not there is a need to carry out an equality impact assessment, consider questions 2.5 -2.8 listed below.

2.2 If the conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the decision may to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, give details of the reasons for the decision taken.

2.3 If the conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

   i. measures to mitigate the adverse impact; or
   ii. the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

2.4 If the conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

2.5 Equality Impact

What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? **Minor | Major | None**		
Section 75 category	Details of policy impact	Level of impact? **Minor | Major | None**
Religious belief		None
Political opinion		None
Racial group		None
Age		None
Marital status		None
Sexual orientation	This strategy seeks to improve outcomes for women irrespective of sexual orientation	None
Men and women generally	This strategy will focus on improving quality outcomes for women which are gender responsive, and trauma informed. This will have no adverse impact for males.	Major
Disability		None
Dependants	This strategy should promote outcomes for women who are more likely to have caring responsibilities	Minor

2.6 Promotion of Equality

Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If **Yes**, provide details	If **No**, provide reasons
Religious belief		No. Not relevant applied equally.
Political opinion		No. Not relevant applied equally
Racial group		No. Not relevant applied equally
Age		No. Not relevant applied equally
Marital status		No. Not relevant applied equally
Sexual orientation		No. Not relevant applied equally
Men and women generally	Yes, the strategy will promote best outcomes for women service users.	
Disability		No. Not relevant applied equally
Dependants	Yes. The strategy will promote good outcomes for women taking account of caring responsibilities.	

2.7 Good Relation Impact

To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? **Minor | Major | None**		
Good relations category	Details of policy impact	Level of impact **Minor | Major | None**
Religious belief		None
Political opinion		None
Racial group		None

2.8 Promotion of Good Relations

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If **Yes**, provide details	If **No**, provide reasons
Religious belief		No- applied equally
Political opinion		No-applied equally
Racial group		No-applied equally

Additional considerations

Multiple identities

2.9 Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?
(*For example; disabled women; young Protestant men; and young lesbians, gay and bisexual people*).

Women may fall into more than one Section 75 category however this strategy seeks to improve overall best outcomes for women

2.10 Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

As above – the strategy action plan will improve outcomes for women across multiple categories

2.11 Is there an opportunity thorough this policy for PBNI to promote positive attitudes towards disabled people or encourage the participation of disabled people in public life?

Yes   X

No

If answered yes detail how this will be achieved: -

Best practice guidance for women, as part of the strategy action plan may assist in this regard for example when considering environment location for office appointments

Part 3 Screening decision

3.1 If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

> Not required- while the strategy will have a significant impact for women service users, there will be no negative impact in terms of gender for males.

3.2 If the decision is not to conduct an equality impact assessment consider if the policy should be mitigated or an alternative policy be introduced.

> Not required- the strategy will improve equality outcomes for women

3.3 If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

> N/A

Mitigation

3.4 When the likely impact is 'minor' an equality impact assessment is not to be conducted, mitigation may lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations. Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations and if so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

Date Screening Completed: 02/05/2025
Department Completing this Screening: **Operations**