



## 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

PBN Draft Corporate Plan 2026-29

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

New policy

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

It sets out the strategic vision and priorities, values and guiding principles for the organisation for the next 3 years.

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

No

#### 1.5 Who initiated or wrote the policy?

Probation Board and Chief Executive

#### 1.6 Which Dept. owns and who implements the policy?

Probation Board and Chief Executive

## Implementation factors

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

Yes

If yes, are they

☒ 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?

☒ staff

☒ service users

☒ other public sector organisations

☒ voluntary/community/trade unions

☒ other, please specify

Judiciary, members of the public

**1.9** Other policies with a bearing on this policy

- what are they?

NI Executive Programme for Government  
Department of Justice Corporate Plan  
NI Adult Offending/Reoffending Strategies  
Business plans for the coming three years  
Estate Strategy  
Communications and Engagement strategy  
PBNI Practice Standards  
PBNI People Strategy

- who owns them?

NI Executive  
Department of Justice  
PBNI

## 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	<p><b>NI Census</b> According to the most recent Census figures for Northern Ireland taken in 2021, 42.31% of our population were 'Catholic', 37.36% were 'Protestant, Other Christian or Christian related' and 1.34% were from other non-Christian religions. The remaining 17.39% of our population, (or 330,983 people in Census 2021) neither belonged to nor were brought up in any religion. This group has increased in size from 2011 when 5.6% of people were recorded in this way.</p> <p><b>PBNI Service Users</b> 38.6% of Service Users have not supplied information regarding religious belief. 26.5% are Roman Catholic and 19.1% are Protestant, with 6.4% stating none and 5.3% refusing to state. Of the remaining responses 2.4% identified as other Christian, 0.9% as Other, 0.4% Muslim, 0.3% Buddhist and 0.1% Jewish.</p> <p><b>PBNI Workforce Composition</b> 43% of our staff indicate they are Protestant and 51%, Roman Catholic, with 6% citing non determined 'None' as their religious belief.</p>
Political opinion	<p><b>NI Census</b> According to the NI Census 2021, 814,600 people (42.8%) living here identified solely or along with other national identities as 'British'. This is down from 876,600 people (48.4%) in 2011. In Census 2021, 634,600 people (33.3%) living here identified solely or along with other national identities as 'Irish'. This is up from 513,400 people (28.4%) in 2011. In Census 2021, 598,800 people (31.5%) living here identified solely or along with other national identities as 'Northern Irish'. This is up from 533,100 people (29.4%) in 2011.</p>

	<p><b>PBNI Service Users</b> We do not hold details of political opinion of Service Users.</p> <p><b>PBNI Workforce Composition</b> 40% of our staff have not disclosed their political opinion, 30% said they have no political opinion, 11% state they are nationalist and 7% are unionist, 5% prefer not to say, and 7% say Other.</p>
<b>Racial group</b>	<p><b>NI Census</b> On Census Day 2021, 3.4% (65,604) of the usually resident population of Northern Ireland belonged to minority ethnic groups, an increase from the figure of Page   13 1.8% in 2011. The main minority ethnic groups were Indian (9,881 people), Chinese (9,495), and black african (8,069), with their combined figures accounting for around 1.4% of the usually resident population. A further 0.14% (2,609) of people were Irish Travellers. Belfast (7.05%), Mid-Ulster (3.99%) and Lisburn and Castlereagh council areas (3.93%) had the highest proportions of residents from minority ethnic groups</p> <p><b>PBNI Service Users</b> Of the Service Users, we hold monitoring information on, the majority (54.4%) have stated their racial group as White with, 1.6% Irish traveller, 0.4% showing as other and less than 1% in any other racial group.</p> <p><b>PBNI Workforce Composition</b> 98% of our staff have recorded White as their racial group.</p> <p><b>Hate Crime Statistics</b>  The PSNI's Hate Crime Statistical Bulletin for the period between 1 April 2023 to 31 March 2024, there were fewer hate incidents recorded across each hate motivation strand when compared with the previous twelve months, with the exception of race and faith/religion incidents. There were 132 more race incidents and 41 fewer race crime recorded. The 1,353 race incidents in 2023/24 is the highest financial year level recorded since the data series began in 2004/05.</p> <p>In terms of repeat offenders, the highest number of repeat victims continue to be subject to racist, sectarian and homophobic abuse. However, the overall level of repeat hate victims has decreased since the previous year.</p>
<b>Age</b>	<p><b>NI Census</b> According to the 2021 Census, of those aged between 0 to 64 years old, 50% are women and 50% are men. Of those aged 65 and over 54% are women and 46% are men. In further analysis of the age of the usual resident population of Northern Ireland, 19.19% of the population are aged between 0 and 14 years,</p>

63.66% are aged between 15 years and 64 years, and 17.15% are aged over 65 years old.

### **PBNI Service Users**

The information we hold on Service Users in general is accurate as it derived from Date of Birth. The majority of our Service Users are aged 30-39 (34.5%), 1.6% under 20; 26.1 % are 20-29; 21.5% are 40-49; 11.0% are 50-59/ and 5.3% are over 60 years old.

### **PBNI Workforce Composition**

Age profile of Staff is accurate as it is derived from Date of Birth information. Our workforce is 3% aged 18-25; 24% aged 26-35; 25% aged 36-45; 30% aged 46-55; and 18% over aged 56 years.

### **Crime Rates and Trends**

In January 2024, crime against children had increased by 19% whereas crime against older people had decreased by 9%.

According to PSNI Trends in Police Recorded Crime published in November 2023, of the crimes recorded in 2022/23 where there was a person victim, 13 per cent were crimes where the victim was aged under 18, 81 per cent where the victim was aged 18-64 and six per cent where the victim was aged 65 or over. In 2022/23 there were 23 crime victims under 18 per 1,000 of the population under 18, 55 crime victims aged 18-64 per 1,000 of the population aged 18-64 and 14 crime victims aged 65 or over per 1,000 of the population aged 65 plus. 93% of victims who were under 18 at the time the offence occurred were victims of violence against the person or a sexual offence. The number of sexual offences recorded where the victim was under 18 at the time the offence was committed more than doubled between 2007/08 and 2022/23.

Offences relating to sexual activity where the victim is under 16 more than trebled between the introduction of new sexual offence legislation in February 2009 and the peak of 618 offences recorded in 2016/17, with the largest increases occurring between 2013/14 and 2015/16. More than a third of the sexual offences recorded during 2022/23 were reported to police when the victim was an adult (age 18 and over) but occurred when the victim was a child (age under 18).

Online crime accounted for five per cent of all crimes in 2022/23, with three such offences recorded per 1,000 population. Victims aged under 18 were most likely to be victims of malicious communications, harassment or sexual activity offences with an online motivation while those aged 18+ were most likely to be victims of malicious communications, harassment or blackmail. Repeat child victims

### **Repeat child victims**

	<p>According to the PSNI in June 2024, there are 932 children (Under the age of 18) who are classed as repeat victims of crime, the repeat victimisation rate is 13.6%. This remains unchanged since the last reporting period (signifying the end to a year-on-year rise since 2020/21) although the rate has reduced slightly by 0.2% points. Of the 932 repeat child victims, 25 of these are at risk of Child Sexual Exploitation (CSE), which equates to 2.7% of the total. The number and rate of repeat child victims at risk of CSE has reduced. Work is ongoing to develop a CE (child exploitation) strategy with Organised Crime to understand the scope and scale across Northern Ireland.</p>
<b>Marital status</b>	<p><b>NI Census</b></p> <p>According to the 2021 Census, 45.59% of people aged 16 years and over were married, and over a third (38.07%) were single. Just over 3,900 people (0.26%) were in registered same sex married or civil partnerships. A further 14.34% of residents were either separated, divorced, widowed or a surviving partner or formerly in a same-sex civil partnership</p> <p><b>PBNI Service Users -</b></p> <p>Of the 42.7% of Service Users, generally, we have monitoring information from, the majority are Single – never married (38.8%) and less than 6% are in other categories, including divorced or dissolved civil partnerships, married, separated, or widowed.</p> <p><b>PBNI Workforce Composition</b></p> <p>Nearly half our workforce is married or with civil partners– 47%, 34% are single; with 7% cohabiting; 9.5% divorced or separated; 2% widowed; and 0.5% not disclosed.</p>
<b>Sexual orientation</b>	<p><b>NI Census</b></p> <p>According to the 2021 Census, 90.04% of people were straight or heterosexual. Over 31,600 (2.1%) were gay, lesbian, bisexual or of another sexual orientation. A further 7.87% of people preferred not to say or state their sexual orientation</p> <p><b>PBNI Service Users -</b></p> <p>52% stated they were heterosexual, with 2.3% across all LGBTQ categories.</p> <p><b>PBNI Workforce composition –</b></p> <p>91% of our workforce have said they are heterosexual, 2% bisexual; 2% Gay / Lesbian; and 5% did not disclose.</p> <p><b>Rainbow Project Research</b></p> <p>According to the Rainbow Project research, 39% of Gay, Lesbian and Bisexual people change their behaviour to avoid others</p>

	<p>knowing they are not Heterosexual.</p> <p>The Rainbow Project has also conducted research about Gay, Lesbian and Bisexual people in the workplace and found that 24.5% respondents from the public sector conceal their sexual orientation in the workplace, 26.3% Gay, Lesbian and Bisexual people working in the public sector believe that their sexual orientation would have a negative impact on their chances of progressing in work. 32.7% of respondents across all workplace sectors would not, or do not know if they would, feel comfortable approaching management for support if they were the victim of homophobic bullying at work.</p> <p>This research also considered Gay, Lesbian and Bisexual people's views on fear of crime and 11% of those surveyed stated that they were "more worried" about being a victim of crime than being seriously ill, and 39% being "worried" about being a victim of crime</p>
<p><b>Men and women generally</b></p>	<p><b>NI Census</b> According to the 2021 Census, 50.8 of the NI population are female and 49,2% are male.</p> <p><b>Service Users -</b> The majority of Service Users are male. Over 88% of our Service Users are male.</p> <p><b>PBNI Workforce Composition</b> 77% of our workforce are female and 23% male. Therefore, any changes will affect this group disproportionately.</p> <p><b>PSNI Crime Trends</b></p> <p>The PSNI's Trends in Police Recorded Crime in Northern Ireland published in November 2023, the Stalking and Harassment time series has been impacted by the introduction of malicious communications recording which started on 1st April 2017 and also a change in recording practice for the Home Office Counting Rules in April 2018 requiring harassment to be recorded in addition to the most serious additional victim-based offence. Both of these changes have seen levels increase, particularly between 2018/19 and 2019/20 where the level almost doubled from 5,274 to 10,052 crimes recorded. The overall classification continued to increase to reach 14,343 offences in 2021/22; there were 13,937 offences in 2022/23. The Domestic Abuse offence (classification 8U Controlling or Coercive Behaviour) was introduced in February 2022 and accounts for seven percent of offences (916) within the classification in 2022/23. During 2022/23 sexual offences reached</p>



	<p>the highest level recorded at 4,232 offences, the latest figure is more than three and half times higher than the lowest level recorded in 2000/01. Rape offences have increased to 1,272 offences in 2022/23, the highest level recorded. The number of rape offences recorded in 2022/23 is more than five times higher than the lowest level of 232 offences recorded in 2000/01. Sexual assaults have also reached the highest level recorded in 2022/23 at 1,889 offences, almost three times the lowest level recorded in 2002/03.</p> <p>Females were most likely to be victims of malicious communications, harassment or sexual activity, with males most likely to be victims of malicious communications, harassment or blackmail.</p> <p><b>EVAWG Strategy and Action Plan</b></p> <p>In September 2022, the NI Executive launched its first ever action plan aimed at reducing violence against women and girls (VAWG). Since 2017 42 women and girls across Northern Ireland were killed by men.</p>
Disability	<p><b>NI Census</b></p> <p>Just over 34% of the population indicated in the 2021 Census that they have one or more limiting long-term health problem(s). 463,000 people in NI have a limiting long-term health problem or disability (approx. 1 in 4 adults) 7.9% of those with a limiting long-term health problem or disability are children aged 0-14 years old. Nearly 45% of households have one or more residents living with a limiting long-term health problem or disability.</p> <p><b>PBNI Workforce Composition</b></p> <p>Of the 57.6% of Service Users, who responded to this area of the monitoring record, 35.5% stated they had a disability. The majority of those with a disability had a mental health condition (22.6%)</p> <p><b>PBNI Workforce Composition</b></p> <p>89% of our staff have indicated they are not disabled. 11% have indicated they have a disability.</p> <p><b>PSNI Hate Crime Statistics</b></p> <p>The PSNI's Hate Crime Statistical Bulletin for the period between 1 April 2023 and 30 March 2024 reported Disability incidents decreased from 139 to 97 and crimes fell from 102 to 58 in the last 12 months. According to the Policing Plan Survey 2023, respondents with a disability were more likely to feel unsafe in the community (10.4%) than those without a disability (6.0%). Disability was also related to concern about crime with half of all respondents with a disability concerned about crime in their local area (51.1%) while two in five respondents without a disability (38.9%) were concerned or very concerned. Twice as many</p>



	<p>respondents with a disability were very concerned about crime, 16.5% compared to 7.1% who did not have a disability. Respondents who were disabled were more likely to feel unsafe in the town centre (18.6%) compared to those without a disability (13.1%).</p>
<b>Dependants</b>	<p><b>NI Census</b> According to the 2021 Census, nearly 32% of households had a dependent child or children. Nearly 11% were single family households with a lone parent, either male or female, who had one or more dependent children</p> <p><b>PBNI Service Users</b> 61.9% of service users stated their dependant responsibilities. 40.5% said they had none. 11.2% said they had care of a child and 5% had responsibility for care of an elderly person or a person with a disability.</p> <p><b>Impacts on Children</b> Impact on victims of sexual abuse, domestic violence, and other serious violence regarding an increase in offending due to fewer staff available to work with service users.</p> <p><b>PBNI Workforce Composition</b>  49% of our staff have not disclosed if they have dependents. 39% have said they have care of a child, 9% care for an adult; and 3% care for a person with a disability.</p>

## 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

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
<b>Religious belief</b>	<p>The Board and SLT will be cognisant of the need to monitor the staff compliment of PBNI.</p> <p>The draft priorities developed for the Corporate Plan may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.</p>

<b>Political opinion</b>	<p>PBNI anticipates that the objectives in the Corporate Plan 2026-2029 will have an overall positive effect across Northern Ireland and therefore there are no different needs, experience or priorities required in relation to the development of the Corporate Plan.</p>
<b>Racial group</b>	<p>The composition of PBNI service users and staff will be monitored through the work of the Corporate Resources Committee and Policy and Practice Committee.</p> <p>Interpretation of the words and phrases used could be perceived differently due to possible differences in cultural backgrounds.</p> <p>Specialist support services are required including use of interpreters and signposting of services for those whose first language isn't English.</p> <p>Cultural sensitivities of certain groups need to be recognised e.g. women not allowed to be in public without a man, traveller community where girls are married before age 18.</p> <p>Discriminatory behaviour is evident against the Traveller community and extends to a basic lack of support service provision.</p> <p>Increasing issue of women who are asylum seekers who have no access to public funds – No Recourse to Public Funds. Due to fear of deportation or detention, they may be too afraid to enquire about accessing assistance. This fear further prevents these groups from reporting any assaults or from leaving violent and abusive situations.</p> <p>Many women from ethnic minority backgrounds suffer in silence as they don't have an understanding of what sexual abuse and violence is.</p>
<b>Age</b>	<p>The priorities in the Corporate Plan may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.</p> <p>Addressing the issue of adult children abusing their parents – increased during Covid-19 with many adult children moving home to look after parents and abusing them.</p> <p>Perception that the experiences of older women are unaccounted for.</p> <p>Older people may have caring responsibilities for PBNI service users and conflicted about reporting (other health issues come</p>

	<p>into play e.g. dementia).</p> <p>Victim blaming and not being supported may be barriers to reporting incidents of sexual abuse or violence.</p> <p>Younger children exposed to online harms, harassment and 'influencers' who share their views on social media. They also have wider access to pornography.</p> <p>Young children impacted by witnessing abuse in the home (directly/indirectly).</p> <p>The impact of Adverse Childhood Experiences (ACEs).</p>
<b>Marital status</b>	<p>There is not thought to be any particular impact in relation to marital status in the development of PBNI Corporate Plan for 2026-2029.</p>
<b>Sexual orientation</b>	<p>The priorities in the Corporate Plan may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.</p> <p>Very specific needs and wants for the community who experience high levels of domestic violence. They want a non-judgmental space within their community to engage with.</p> <p>Negative interaction with any aspect of criminal justice system ripples out within the community.</p> <p>Victims turned away from services because of gender/sexual identity (they are unlikely to seek help again).</p>
<b>Men and women generally</b>	<p>PBNI anticipates that the draft Corporate Plan 2026-2029 will have an overall positive effect across Northern Ireland and therefore there are no different needs, experiences or priorities required in relation to the development of the Corporate Plan.</p> <p>PBNI receive EPPOC funding to support delivery of the Aspire Project. The Aspire project commenced in 2017/18 financial year and contributed to the aims and principles of the Fresh Start Agreement by targeting those marginalised young men (aged 16-30) who are most at risk of becoming involved or further involved in criminality / paramilitary activity. Currently, there are two elements to this programme:</p> <ol style="list-style-type: none"> <li>1. Statutory for those under probation supervision (with two</li> </ol>

	<p>strands), and</p> <p>2. Non-statutory (community engagement), for those not under supervision.</p> <p>The statutory element of the Aspire project provides additionality to individuals supervised by PBNi. The service users referred into Aspire are marginalised within their community and struggle to gain equal access to healthcare provision regarding assessment and intervention to address addiction and mental health needs. The consequences of delay in receiving support can be significant including re-offending and return to custody which has a further detrimental impact on health, families and the prison population. Involvement in the Aspire project provides young men access to services at the point of need. For those involved in the non-statutory community engagement element, a significant proportion of whom have never been known to the criminal justice system, the aim is to prevent these individuals from entering the criminal justice system. Support is offered (dependant on assessed need) across a range of areas delivered by NIACRO.</p> <p>The funding for continuation of the Aspire Project will be an issue that the Board will need to consider. work is ongoing with the PSNI in respect of their review on the delivery of the Reducing Re-offending Partnership to consider if this could support the mainstreaming of Aspire, by targeting resources towards young males. We will also consider the opportunity to align the work (where possible) with the new Programme for Government and the commitment under the 'Safer Communities' priority to develop a cross-governmental strategy to reduce offending and reoffending.</p>
<p><b>Disability</b></p>	<p>While statistically, our records show that 35.5% of our service users have a disability, feedback from Service User Groups and from our Probation Officers, indicate that most of our Service Users have poor mental health condition(s); and largely have experienced negative trauma in their lives. These combined needs, mean that the management of Service Users during the period of their licences is often complex due to the level of support required.</p> <ul style="list-style-type: none"> <li>• For some people with a disability, there will be visual and attitudinal discrimination when they are attempting to report some very distressing issues. This has the potential to re-traumatise.</li> <li>• The need for specialist provision for disabled people with links to the mental health of those affected.</li> <li>• Some service users require adapted</li> </ul>

	<p>accommodation/spaces – this is an added vulnerability. Accessible accommodation for the physically disabled.</p> <p>One in two disabled people impacted by violence (data source provided by Disability Action)</p>
<b>Dependants</b>	<p>Children in households which experience abuse are impacted (Adverse Childhood Experiences, ACEs).</p>

## 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? <b>Minor   Major   None</b>		
Section 75 category	Details of policy impact	Level of impact? <b>Minor   Major   None</b>
Religious belief	PBNI considers that there will be a positive impact to this category through aligning with the DoJ Corporate Plan and monitoring of the PBNI service users and workforce composition and actions that may arise from decisions thereafter to have a positive effect.	Minor
Political opinion	In developing the Corporate Plan 2026-2029, PBNI anticipates that its priorities and actions will have an overall positive effect across NI and will not target or discriminate against particular communities, political opinions and beliefs.	Minor
Racial group	PBNI considers that there will be a positive impact to this category through aligning with the DOJ Corporate Plan and the PSNI Racial Equality Action Plan.	Minor
Age	PBNI considers that there will be a positive impact to this category through aligning with the DOJ Corporate Plan and the SBNI Corporate Plan 2026-2029.	Minor
Marital status	No specific impact	None
Sexual orientation	PBNI considers that there will be a positive impact to this category through aligning with the DOJ Corporate Plan.	Minor
Men and women	The majority of service users are male therefore the development of interventions, supervision and	Minor

generally	<p>probation practice generally will impact upon equality of opportunity of men.</p> <p>The majority of victims registered with the victim information scheme are women.</p> <p>The majority of staff are women, and any workforce changes may impact on equality of opportunity on women.</p> <p>PBNI considers that there will be a positive impact to this category through aligning with the DOJ Corporate Plan.</p>	
Disability	PBNI considers that there will be a positive impact to this category through aligning with the DOJ Corporate Plan.	Minor
Dependants	PBNI considers that there will be a positive impact to this category through aligning with the DOJ Corporate Plan and the SBNI Corporate Plan 2026-2029.	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 <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief	<p>The proposed Corporate Plan will be applicable for all irrespective of religious belief.</p> <p>There are opportunities to better promote equality of opportunity through:</p> <ul style="list-style-type: none"> <li>• Consultation on the content of the Corporate Plan with staff, stakeholders and the public.</li> <li>• PBNI's Equality Scheme and Equality and Disability Action Plans.</li> <li>• PBNI's Communication and Engagement Strategy.</li> <li>• The monitoring of the PBNI People Strategy and associated action plans.</li> </ul>	
Political opinion	<p>The proposed Corporate Plan will be applicable for all irrespective of political opinion.</p> <p>There are opportunities to better promote equality of opportunity through:</p> <ul style="list-style-type: none"> <li>• Consultation on the content of the Corporate Plan with staff, stakeholders and the public.</li> <li>• PBNI's Equality Scheme and Equality and Disability Action</li> </ul>	

	<p>Plans.</p> <ul style="list-style-type: none"> <li>• PBNI's Communication and Engagement Strategy.</li> <li>• The monitoring of the PBNI People Strategy and associated action plans.</li> </ul>	
Racial group	<p>The proposed Corporate Plan will be applicable for all irrespective of racial group.</p> <p>Actions in the Corporate Plan may provide opportunities to promote better relations between people of different racial groups, although that is not the primary aim of the proposed Corporate Plan. For example, the development of materials for use by racial groups may be an opportunity for collaborative working, and in this way promote good relations</p> <p>There are opportunities to better promote equality of opportunity through:</p> <ul style="list-style-type: none"> <li>• Consultation on the content of the Corporate Plan with staff, stakeholders and the public.</li> <li>• PBNI's Equality Scheme and Equality and Disability Action Plans.</li> <li>• PBNI's Communication and Engagement Strategy.</li> </ul> <p>The monitoring of the PBNI People Strategy and associated action plans.</p>	
Age	<p>It is anticipated that the proposed Corporate Plan will apply to all ages.</p> <p>There are opportunities to better promote equality of opportunity</p>	

	<p>through:</p> <ul style="list-style-type: none"> <li>• Consultation on the content of the Corporate Plan with staff, stakeholders and the public.</li> <li>• PBNI's Equality Scheme and Equality and Disability Action Plans.</li> <li>• PBNI's Communication and Engagement Strategy.</li> <li>• The monitoring of the PBNI People Strategy and associated action plans.</li> <li>• As a member of the SBNI and SBNI engagement with children and young people.</li> </ul>	
Marital status	<p>It is unclear if marital status will be significant in the development of the proposed Corporate Plan.</p> <p>There are opportunities to better promote equality of opportunity through:</p> <ul style="list-style-type: none"> <li>• Consultation on the content of the Corporate Plan with staff, stakeholders and the public.</li> <li>• PBNI's Equality Scheme and Equality and Disability Action Plans.</li> <li>• PBNI's Communication and Engagement Strategy.</li> <li>• The monitoring of the PBNI People Strategy and associated action plans.</li> </ul>	
Sexual orientation	<p>In terms of perpetrators of domestic abuse and other crimes, PBNI and PSNI statistics have identified that this is most likely to be men, and in</p>	

	<p>both heterosexual and same-sex relationships.</p> <p>YLT statistics identify that 40% of heterosexuals knew someone who touched, hugged or kissed a girl/woman without her agreement compared to 60% of those with another sexual orientation.</p> <p>There are opportunities to better promote equality of opportunity through:</p> <ul style="list-style-type: none"> <li>• Consultation on the content of the Corporate Plan with staff, stakeholders and the public.</li> <li>• PBNI's Equality Scheme and Equality and Disability Action Plans.</li> <li>• PBNI's Communication and Engagement Strategy.</li> <li>• The monitoring of the PBNI People Strategy and associated action plans.</li> </ul>	
Men and women generally	<p>The Corporate Plan will be applicable to women and men generally.</p> <p>There are actions to support Women service users in the PBNI Women's Strategy in particular.</p> <p>Men are largely the focus for PBNI behavioural change programmes and attitudinal change.</p> <p>There are opportunities to better promote equality of opportunity through:</p> <ul style="list-style-type: none"> <li>• Consultation on the content of the Corporate Plan with staff, stakeholders and the public.</li> </ul>	

	<ul style="list-style-type: none"> <li>• PBNI's Equality Scheme and Equality and Disability Action Plans.</li> <li>• PBNI's Communication and Engagement Strategy.</li> <li>• The monitoring of the PBNI People Strategy and associated action plans.</li> </ul>	
Disability	<p>Disability Action have published a statistic which states that one in two disabled people are impacted by violence.</p> <p>There are opportunities to better promote equality of opportunity through:</p> <ul style="list-style-type: none"> <li>• Consultation on the content of the Corporate Plan with staff, stakeholders and the public.</li> <li>• PBNI's Equality Scheme and Equality and Disability Action Plans.</li> <li>• PBNI's Communication and Engagement Strategy.</li> <li>• The monitoring of the PBNI People Strategy and associated action plans.</li> </ul>	
Dependants	<p>There are opportunities to better promote equality of opportunity through:</p> <ul style="list-style-type: none"> <li>• Consultation on the content of the Corporate Plan with staff, stakeholders and the public.</li> <li>• PBNI's Equality Scheme and Equality and Disability Action Plans.</li> <li>• PBNI's Communication and Engagement Strategy.</li> </ul>	

	<ul style="list-style-type: none"> <li>The monitoring of the PBNI People Strategy and associated action plans.</li> </ul>	
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## 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? <b>Minor   Major   None</b>		
Good relations category	Details of policy impact	Level of impact <b>Minor   Major   None</b>
Religious belief	Opportunities to consult are now available to a wide range of stakeholders, including those of different religious belief	None
Political opinion	Opportunities to consult are now available to a wide range of stakeholders, including those of different political opinion.	None
Racial group	Opportunities to consult are now available to a wide range of stakeholders, including those of different racial groups.	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 <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief	<p>Through networking with groups of differing religious beliefs at bespoke engagement events.</p> <p>Through the work of PCSPs and engagement with purpose events.</p>	
Political	Through networking with groups of differing political opinion (e.g. Political	

opinion	<p>party engagement).</p> <p>Through the work of PCSPs and engagement with purpose events.</p>	
Racial group	<p>Through networking with groups of differing racial groups.</p> <p>Through the work of PCSPs and engagement with purpose events 9eg Mela Festival).</p>	



## **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).*

There will be multiple identity impacts on a number of categories including the potential 2for all categories to be included in this.

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

PBNI's continued engagement with various S75 groups representing persons with multiple identity means that PBNI will be aware of the likely impact.

**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**

If answered yes detail how this will be achieved: -

Through alignment of PBNI's Equality and Disability Action Plans alignment with the Corporate Plan priorities and actions.

### Part 3 Screening decision

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

PBNI's Corporate Plan will align with the PFG and DoJ Corporate Plan and consultation has taken place on overarching plans with the public to ensure the plans do not discriminate against any of the categories. There is limited minor impact, we will ensure through engagement with staff and service

**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.

The overall impact of the Corporate Plan will be designed to ensure a strong equality theme will be running through the key priorities and should not require mitigation or an alternative policy.

**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.

PBNI's Corporate Plan will be influenced by the Programme for Government and the Department of Justice Corporate Plan and its associated legislation and policies. Consultation has taken place on all these overarching plans with the public to ensure the plans do not discriminate against any of the categories.

**Date Screening Completed: 8 September 2025**

**Department Completing this Screening: Chief Executive on behalf of PBNI Board.**