

PBNI Section 75 Policy Screening Template

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

Anti Fraud and Anti Bribery Policy and Response Plan

1.2 Is this an existing, revised or a new policy? (Use drop down menu)

Revised

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

This policy, along with the associated Response Plan, prescribes what staff members should do if they suspect fraud or other wrongdoing, such as bribery, in any business associated with PBNI.

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

None

1.5 Who initiated or wrote the policy?

Head of Finance

1.6 Who owns and who implements the policy?

Head of Finance

Implementation factors

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

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

1.9 Other policies with a bearing on this policy

• what are they?

- a) Whistleblowing Policy
- b) Hospitality and Gifts Policy
- c) Procurement Policy

• who owns them?

- a) Board Secretary
- b) and c) Head of Finance

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>PBNI workforce is as follows:</p> <p>Non-determined 6% Protestant 45% Catholic 49%</p> <p>The operation of this policy has no impact on religious belief</p>
Political opinion	<p>The operation of this policy has no impact on political opinion</p>
Racial group	<p>PBNI workforce is as follows:</p> <p>White 98%. Mixed 1% Not Disclosed 1%</p> <p>The operation of this policy has no impact on any particular racial group</p>
Age	<p>PBNI workforce is as follows:</p> <p>18-25 = 1.5% 26-35 = 23% 36-45 = 29% 46-55 = 31% 56+ = 15% Blank =0.5%</p> <p>The operation of this policy has no impact on any particular age group</p>
Marital status	<p>PBNI workforce is as follows:</p> <p>Single = 23% Married = 62% Widowed = 1% Separated = 3% Divorced = 3% Civil Partnership = 1% Cohabit = 5% Not Disclosed = 1% Blank = 1%</p> <p>The operation of this policy has no impact on marital status</p>
Sexual orientation	<p>PBNI workforce is as follows:</p> <p>Heterosexual = 82% Bisexual = 1% Gay/Lesbian = 1%</p> <p>Not Disclosed = 2 % Blank 14%</p> <p>The operation of this policy has no impact on sexual orientation</p>

Men and women generally	<p>PBNI workforce is as follows:</p> <p>Male = 31% Female = 69%</p> <p>The operation of this policy has no impact on gender</p>
Disability	<p>PBNI workforce is as follows:</p> <p>Disabled = 4% Not Disclosed = 96%</p> <p>The operation of this policy has no impact on those with a disability</p>
Dependants	<p>PBNI workforce is as follows:</p> <p>Staff with Children = 23% Person with Disability = 2% Elderly Person = 3% No Dependents = 56% Not Disclosed = 1%</p> <p>The operation of this policy has no effect on those with dependents</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

Section 75 category	Details of needs/experiences/priorities
Religious belief	N/A
Political opinion	N/A
Racial group	N/A
Age	N/A
Marital status	N/A

Sexual orientation	N/A
Men and women generally	N/A
Disability	N/A
Dependants	N/A

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	None	
Men and women generally	None	
Disability	None	
Dependants	None	

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	
Political opinion	No	
Racial group	No	
Age	No	
Marital status	No	
Sexual orientation	No	
Men and women generally	No	
Disability	No	
Dependants	No	

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	None	
Political opinion	None	
Racial group	None	

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).

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

None

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

Yes

No

If answered yes detail how this will be achieved: -

Part 3 Screening decision

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

No significant equality issues have been identified during the process of screening this policy

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.

N/A

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.

3.5 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.

Screening completed by

Head of Finance

Deputy Head of HR

Date: 15.04.16