

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

Child Protection Policy

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)

PBNI staff will act to safeguard and promote the welfare of children through defined actions within its remit and through clear and timely communications to other agencies.

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

Yes – This policy is aimed at the protection of young people and children who are also vulnerable through disability

1.5 Who initiated or wrote the policy?

Assistant Director Risk

1.6 Who owns and who implements the policy?

Assistant Director Risk

Implementation factors

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

No

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? – See below policy linkages

- Safeguarding Board Bill (Northern Ireland) Act 2011;
- Best Practice Framework incorporating Northern Ireland Standards
- PBNI Risk of Serious Harm Policy and Procedures;
- PBNI Policy and Procedures on Domestic Violence;
- PBNI Management of Information Policy;
- Area Child Protection Committees' Regional Policy and Procedures (2005);
- Co-operating to Safeguard Children (2003);
- Public Protection Arrangements Northern Ireland (PPANI) (2008);
- Understanding the Needs of Children in Northern Ireland (UNOCINI);
- Health and Social Services Circular 3/96 (revised) Sharing to Safeguard (Information sharing on individuals who may pose a risk to children) 2008;
- Northern Ireland Executive's: The Vetting and Barring Scheme (2009); and
- The Protection of Children in England and Wales. A Progress Report. The Lord Laming (2009).
- TRANSLATING LEARNING INTO ACTION: An overview of learning arising from the case Management Reviews in Northern Ireland (2013)

- who owns them?

OFMDFM
 PBNI
 QUB
 DHSSPS
 Health & Social Care Board

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	The introduction of the Safeguarding Board (NI) Act 2011 placed a legal duty on PBNI, and other named, agencies to make arrangements to have a due regard when exercising their function, for the need to safeguard and promote the welfare of children This legal responsibility will be discharged by all staff
Political opinion	See above
Racial group	See above
Age	See above
Marital status	See above
Sexual orientation	See above
Men and women generally	See above
Disability	See above
Dependants	See above

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	No specific needs/experiences/priorities
Political opinion	No specific needs/experiences/priorities
Racial group	No specific needs/experiences/priorities
Age	The policy is age specific (children).
Marital status	No specific needs/experiences/priorities
Sexual orientation	No specific needs/experiences/priorities
Men and women generally	No specific needs/experiences/priorities
Disability	Children with a disability have increased needs. They are also more vulnerable to abuse this policy seeks to address those increased needs
Dependants	No specific needs/experiences/priorities

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	No identified policy impact	None
Political opinion	No identified policy impact	None
Racial group	No identified policy impact	None
Age	This policy is aimed at affording protection to children	None
Marital status	No identified policy impact	None
Sexual orientation	No identified policy impact	None
Men and women generally	No identified policy impact	None
Disability	Children with a disability have increased needs. They are also more vulnerable to abuse this policy seeks to address those increased needs	None
Dependants	No identified policy impact	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		Note entry under Age
Political opinion		Note entry under Age
Racial group		Note entry under Age
Age	This policy seeks to promote equality in relation to children who through age are vulnerable. This policy applies to all staff and volunteers working with PBNI	
Marital status		Note entry under Age
Sexual orientation		Note entry under Age
Men and women generally		Note entry under Age
Disability		Note entry under Age
Dependants		Note entry under Age

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	This intention of this policy is to ensure that children are protected from harm	
Political opinion	As above	
Racial group	As above	

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		This policy is aimed at ensuring that children from all communities are protected from risk of harm
Political opinion		As above
Racial group		As above

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.

Safeguards for children with disability should be the same as those for other children. They may also have additional needs associated with their disability, which may increase their vulnerability to abuse.

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.

This policy is designed to promote equality for children through through defined actions within its remit and through clear and timely communications to other agencies.

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.

N/A