

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

Closure of PBNI Reporting Centre Limavady

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

New

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

To deploy resources to offer the most efficient use of PBNI resources

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 IT

1.6 Which Dept. owns and who implements the policy?

Deputy Director/s

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

1.9 Other policies with a bearing on this policy

- what are they?

Estates Strategy

- who owns them?

Deputy Director

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.

The following statistical information relates to all Pre-Sentence Reports (PSR) and New Orders 2011-12

Section 75 category	Details of evidence/information																								
Religious belief	<p>Religious Belief Profile: Persons on whom PSRs completed and Orders Made: 2011/12</p> <table border="1"> <thead> <tr> <th data-bbox="564 689 783 723">Religious Belief</th> <th data-bbox="874 723 1054 786">PSRs N=3,002 (49%)</th> <th data-bbox="1114 689 1257 786">New Orders N=1,670 (46%)</th> </tr> </thead> <tbody> <tr> <td data-bbox="564 786 775 819">Roman Catholic</td> <td data-bbox="1011 786 1054 819">52%</td> <td data-bbox="1219 786 1262 819">52%</td> </tr> <tr> <td data-bbox="564 819 703 853">Protestant</td> <td data-bbox="1011 819 1054 853">36%</td> <td data-bbox="1219 819 1262 853">38%</td> </tr> <tr> <td data-bbox="564 853 762 887">Other Christian</td> <td data-bbox="1027 853 1054 887">2%</td> <td data-bbox="1219 853 1262 887">2%</td> </tr> <tr> <td data-bbox="564 887 667 920">Muslim</td> <td data-bbox="1043 887 1054 920">*</td> <td></td> </tr> <tr> <td data-bbox="564 920 647 954">Other</td> <td data-bbox="1027 920 1054 954">1%</td> <td data-bbox="1219 920 1262 954">1%</td> </tr> <tr> <td data-bbox="564 954 647 987">None</td> <td data-bbox="1011 954 1054 987">8%</td> <td data-bbox="1219 954 1262 987">8%</td> </tr> </tbody> </table>	Religious Belief	PSRs N=3,002 (49%)	New Orders N=1,670 (46%)	Roman Catholic	52%	52%	Protestant	36%	38%	Other Christian	2%	2%	Muslim	*		Other	1%	1%	None	8%	8%			
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Black Other	*																								
Irish Traveller	1%	1%																							
Other	1%	1%																							

Age	Age Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	Age	PSRs* N=6,172 (100%)	New Orders N=3,660 (100%)
	Under 18	4%	4%
	18-19	9%	11%
	20-24	26%	29%
	25-29	18%	19%
	30-39	21%	19%
	40-49	15%	13%
	50-59	6%	5%
	60 +	2%	1%
Marital status	Marital Status Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	Marital Status	PSRs N=2,958 (48%)	New Orders N=1,635 (45%)
	Single (Never Married)	70%	77%
	Married	16%	12%
	Separated	7%	5%
	Divorced	6%	5%
	Widowed	1%	1%
Sexual orientation	Sexual Orientation Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	Sexual Orientation	PSRs N=2,914 (47%)	New Orders N=1,615 (44%)
	Heterosexual/ Straight	99%	99%
	Gay/ Lesbian	1%	1%
	Bisexual	*	*
Men and women generally	Gender Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	Gender	PSRs N=6,172 (100%)	New Orders N=3,660 (100%)
	Female	15%	14%
	Male	85%	86%
Disability	Disability Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	Disability	PSRs N=2,964 (48%)	New Orders N=1,647 (45%)

	None	63%	66%
	Mental Health Condition	22%	21%
	Physical Impairment	9%	7%
	Long Term Illness	6%	5%
	Learning Disability/ Autism	5%	4%
	Sensory Impairment	1%	1%
	Other	4%	4%
Dependants	Dependants Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	Dependants	PSRs	New Orders
		N=2,993 (48%)	N=1,658 (45%)
	None	53%	56%
	Child/ Children	45%	42%
	Person with disability	2%	2%
	Elderly Person	2%	1%

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	<p>Equality issues raised mainly pertain to service availability to clients in the local area and the impact travel costs would have when they will be required to go to another area.</p> <p>Staff are of the view that this is a needs/ must exercise and whilst they are reticent about the closure they understand the organisational need for same.</p> <p>No specific issues have been identified regards service users religious beliefs</p>
Political opinion	<p>No specific issues have been identified regards service users political opinions</p>
Racial group	<p>None</p>
Age	<p>No specific age related issues</p>
Marital status	<p>No specific issues identified in relation to marital status</p>
Sexual orientation	<p>No specific issue have been identified in relation to sexual preference</p>
Men and women generally	<p>This policy will affect mostly men, however no specific gender issues have been identified</p>
Disability	<p>No specific disability issues have been identified</p>
Dependants	<p>No specific care for dependants issues have been identified</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? Minor Major None		
Section 75 category	Details of policy impact	Level of impact? Minor Major None
Religious belief	<p>According to PIMS management review there are around 50 clients affected, however this fluctuates dependant on the number of PSRS requested for this locality.</p> <p>There are around five staff affected – this fluctuates dependant on the amount of PSR's and supervised Orders / Licences in the area</p>	None
Political opinion		None
Racial group		None
Age		None
Marital status		None
Sexual orientation		None
Men and women generally		None
Disability		None

Dependants		None
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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		This policy will promote equality of opportunity through the effective use of community resources in the North West
Political opinion		As above
Racial group		As above
Age		As above
Marital status		As above
Sexual orientation		As above
Men and women generally		As above

Disability		As above
Dependants		As above

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	Possible positive impact will be the sharing of community resources in the North West	Minor
Political opinion	Possible positive impact will be the sharing of community resources in the North West	Minor
Racial group	Possible positive impact will be the sharing of community resources in the North West	Minor

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).

A small number of young men will be mostly affected by this closure.

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

Alternative arrangements have been made in Derry and Coleraine Offices.

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.

Through the process of screening the decision to close the Limavady Reporting Centre no equality issues have been identified by staff or service users. PBNI has put in place sufficient measures to ensure anticipated equality issues are mitigated through the flexibility of staff.

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. 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.

The inconvenience that this reporting centre closure causes for clients has been mitigated through agreement to see clients in either Londonderry or Coleraine local offices.

Date Screening Completed: 15 September

Department Completing this Screening: Business Planning & IT