

## 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 Shankill Road

#### 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																								
<b>Religious belief</b>	<p><b>Religious Belief Profile: Persons on whom PSRs completed and Orders Made: 2011/12</b></p> <table border="1"> <thead> <tr> <th style="border-top: 1px solid black; border-bottom: 1px solid black;">Religious Belief</th> <th style="border-top: 1px solid black; border-bottom: 1px solid black;">PSRs N=3,002 (49%)</th> <th style="border-top: 1px solid black; border-bottom: 1px solid black;">New Orders N=1,670 (46%)</th> </tr> </thead> <tbody> <tr> <td>Roman Catholic</td> <td>52%</td> <td>52%</td> </tr> <tr> <td>Protestant</td> <td>36%</td> <td>38%</td> </tr> <tr> <td>Other Christian</td> <td>2%</td> <td>2%</td> </tr> <tr> <td>Muslim</td> <td>*</td> <td></td> </tr> <tr> <td>Other</td> <td>1%</td> <td>1%</td> </tr> <tr> <td style="border-bottom: 1px solid black;">None</td> <td style="border-bottom: 1px solid black;">8%</td> <td style="border-bottom: 1px solid black;">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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<b>Age</b>	Age Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	<b>Age</b>	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%
<b>Marital status</b>	Marital Status Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	<b>Marital Status</b>	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%
<b>Sexual orientation</b>	Sexual Orientation Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	<b>Sexual Orientation</b>	PSRs N=2,914 (47%)	New Orders N=1,615 (44%)
	Heterosexual/ Straight	99%	99%
	Gay/ Lesbian	1%	1%
	Bisexual	*	*
<b>Men and women generally</b>	Gender Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	<b>Gender</b>	PSRs N=6,172 (100%)	New Orders N=3,660 (100%)
	Female	15%	14%
	Male	85%	86%
<b>Disability</b>	Disability Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	<b>Disability</b>	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%
<b>Dependants</b>	Dependants Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	<b>Dependants</b>	<b>PSRs</b> N=2,993 (48%)	<b>New Orders</b> 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
<b>Religious belief</b>	<p>This change will affect 78 clients and four PO's impacted with two PO's carrying majority of the caseload for this area.</p> <p>No specific faith issues have been identified</p>
<b>Political opinion</b>	<p>Unique challenges for Shankill and perceived safety issues attending Antrim Road – we do however insist on PSR interviews and CS induction interviews being held at Antrim Road with no issues identified.</p> <p>All clients advised of Shankill Road closure and Antrim Road proposed as the alternative – 11 clients overall have expressed reservations about attending Antrim Road and they will be seen at HQ. All new orders/Licences to be offered Antrim Road.</p> <p>No specific issues relating to a person's political beliefs have been identified</p>
<b>Racial group</b>	None
<b>Age</b>	No specific age related issues
<b>Marital status</b>	No specific issues identified in relation to marital status
<b>Sexual orientation</b>	No specific issue have been identified in relation to sexual preference
<b>Men and women generally</b>	This policy will affect mostly men, however no specific gender issues have been identified
<b>Disability</b>	No specific disability issues have been identified
<b>Dependants</b>	No specific care for dependants issues have been identified

## 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	This will affect 78 service users from the Shankill area. This community is mostly a Protestant community. Suitable alternative offices have been agreed with existing clients.	Minor
Political opinion	This will affect 78 service users from the Shankill area. This community is mostly a Unionist community. Suitable alternative offices have been agreed with existing clients.	Minor
Racial group		None
Age		None
Marital status		None
Sexual orientation		None
Men and women generally	The policy will affect mostly men	Minor
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 <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief		This policy will promote equality of opportunity through the effective use of community resources in the North Belfast area
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? <b>Minor   Major   None</b>		
Good relations category	Details of policy impact	Level of impact <b>Minor   Major   None</b>
Religious belief	Possible positive impact will be the sharing of community resources in the North Belfast Area	Minor
Political opinion	Possible positive impact will be the sharing of community resources in the North Belfast Area	Minor
Racial group	Possible positive impact will be the sharing of community resources in the North Belfast Area	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 <b>Yes</b> , provide details	If <b>No</b> , 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, Protestant 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 North Belfast.

**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 Shankill Road 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 Antrim Road or HQ Offices.

**Date Screening Completed: 15 September**

**Department Completing this Screening: Business Planning & IT**