

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

COMMUNITY GRANTS SCHEME POLICY 2014/15

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

New

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

In accordance with Article 4(2) of the Probation Board (NI) Order 1982 (Annex A), a proportion of PBNI's budget will be utilised to provide grant funding to organisations which can provide services for adjudicated offenders, this is currently referred to as "Community Grants Scheme".

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

Previously funding has been directed at services for younger people and women.

1.5 Who initiated or wrote the policy?

Head of Finance

1.6 Who owns and who implements the policy?

Deputy Director Corporate Services

Implementation factors

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

N/A

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?

Article 4 (2) of the Probation Board (NI) Order 1982
Section 75 Northern Ireland Act 1998
Programme for Government (2011 – 2015)
2011-2014 Corporate Plan

- who owns them?

PBNI and Department of Justice

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.

Evidence presented in the table below represents equality monitoring data on 2011-12 successful applications. This data is supplied by applicants and focuses on the services that they deliver in a targeted way to communities in Northern Ireland.

Of the 63 successful applications for community development funding, 52 provided information on the equality groups targeted by their organisation however due to errors in the completion of this section information should be treated with caution. The table below shows the range in number of equality groups targeted by each organisation.

Table: Number of Equality Groups Targeted by each Organisation

Range of Equality Groups Targeted	Number of Organisations	Per cent (N=52)
1 Target Group	17	33%
2 to 9 Target Groups	12	23%
10 to 19 Target Groups	13	25%
20-25 Target Groups	6	12%
Targeted all groups	4	8%
Total	52	100%

Section 75 category				
Religious belief	Community Breakdown	Protestant	28	54%
		Catholic	28	54%
Political opinion	Political Opinion	Unionist	25	48%
		Nationalist	26	50%
Racial group	Ethnic Group	White	24	46%
		Chinese	10	19%
		Indian	11	21%
		Pakistani	9	17%

		Other Asian	8	15%
		Black African	10	19%
		Black Caribbean	8	15%
		Black Other	8	15%
		Bangladeshi	7	13%
		Irish Traveller	16	31%
		Other Mixed	20	38%
Age	Age	Young People U25	39	75%
		Older People 65+	19	37%
Marital status	Marital Status	Single People	28	54%
		Separated Divorced	25	48%
		Married	25	48%
		Bereaved	22	42%
Sexual orientation	Sexual Orientation	Lesbian/Gay or Transgendered	21	40%
Men and women generally	Gender	Males	31	60%
		Females	33	63%
Disability	Disability	Disabled People	29	56%
Dependants	Dependant Responsibility	People with Dependents	29	56%

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 issues identified

Political opinion	No issues identified
Racial group	No issues identified
Age	Funding is reaching younger age groups and this is proportionate in relation to PBNI's client base.
Marital status	No issues identified
Sexual orientation	No issues identified
Men and women generally	There is a higher proportion of funding for women
Disability	No issues identified
Dependants	No issues 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? Minor Major None		
Section 75 category	Details of policy impact	Level of impact? Minor Major None
Religious belief	The policy and strategic intent will not affect any one group, indeed the strategy is seeking to positively impact and support the utilisation of multi-agency initiatives to target offenders with multiple needs.	Minor
Political opinion	As above	Minor
Racial group	As above	Minor
Age	As above	Minor
Marital status	As above	Minor
Sexual orientation	As above	Minor
Men and women generally	As above	Minor
Disability	As above	Minor
Dependants	As above	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 Yes , provide details	If No , provide reasons
Religious belief		<p>This strategy seeks to co-ordinating resource allocation with other statutory organisations to maximise resources to meet identified needs.</p> <p>PBNI will utilise its Community Development budget to purchase services and support new initiatives that target funding allocation priorities of:</p> <p>Services for adjudicated offenders</p> <p>Emergency services in relation to adjudicated offenders</p>
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	Analysis of communities targeted by funding 2011-12 demonstrates that there is no discernible difference in impact	
Political opinion	Analysis of communities targeted by funding 2011-12 demonstrates that there is no discernible difference in impact	
Racial group	Funding is finding its way into minority ethnic communities via the groups supported under community development funding	

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	One of the intentions is to work with community partners to ensure that services are available on a cross community basis.	
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.

The policy and strategic intent will not affect any one group indeed the strategy is seeking to positively impact and support the utilisation of multi-agency initiatives to target offenders with multiple needs

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.

Based on analysis of equality monitoring information from previous year's successful applications – Funding is spread evenly across quality categories and where it is not the case (gender/age) there are good reasons to justify this.

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.