

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

Domestic Violence and Abuse 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)

The Domestic Violence Policy and these supporting procedures seek to provide staff with clear guidance in dealing with, both offenders who are perpetrators of domestic violence, and victims or potential victims of domestic violence.

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

This policy seeks to reduce the reoccurrence of domestic abuse and therefore will primarily benefit Men, Women and Children

1.5 Who initiated or wrote the policy?

Jimmy Moore and Kerry Malone, Area Managers

1.6 Who owns and who implements the policy?

Geraldine O'Hare, Head of Programmes

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?

PBNI Victims Policy 2011, PBNI Child Protection Policy and Procedures 2011 and Best Practice Framework: Incorporating Northern Ireland Standards 2011

- who owns them?

PBNI Senior Management Team

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>46% of the respondents to the equality census June 2010 stated that they are Catholic and</p> <p>43% stated they are Protestants. The following list is a breakdown of other religious beliefs.</p> <p>8% no religion,</p> <p>2% other Christian, Less than 1% Muslim, Less than 1% Buddhist, Less than 1% Jewish, Less than 1% Other</p>
Political opinion	<p>50% of offenders stated they do not hold a political opinion.</p> <p>16% of offenders stated they hold a Unionist opinion and</p> <p>15% stated they hold a Nationalist opinion.</p> <p>4% stated they have different political opinions to those listed and 15% preferred not to say what their political opinion is</p>
Racial group	<p>99% of offenders are white,</p> <p>1% of which are Irish Travellers.</p> <p>The remaining 1% is broken down as Black African, Chinese, Black Other, Pakistani, Mixed race, Other</p>
Age	<p>2% under18 -</p> <p>32% ages 18-24 -</p> <p>32% ages 25-34</p> <p>18% ages 35-44</p> <p>11% ages 45-54</p> <p>5% aged 55+</p>

Marital status	<p>68% Single -</p> <p>14% Married</p> <p>9% Divorced</p> <p>6% Separated</p> <p>1% Widowed</p> <p>2% No response</p>
Sexual orientation	<p>94% of the offenders' state that they are heterosexual/straight,</p> <p>1% gay,</p> <p>1% bisexual,</p> <p>4% of offenders did not supply an answer to this question.</p>
Men and women generally	<p>9% female</p> <p>91% male</p>
Disability	<p>37% of offenders declare that they have a disability. In total nearly a quarter of all offenders surveyed (23%) state that they have a mental health condition. The table below shows a breakdown of other classifications of disability.</p> <ul style="list-style-type: none"> • 23% Mental Health Condition • 8% Long Term Illness • 7% Physical disability • 6% Learning disability • 1% Sensory disability
Dependants	<p>Just under half of offenders (48%) declare that they have responsibilities for one or more dependants the majority of these (45%) with caring responsibilities for children. 2% have caring responsibilities for a disabled person and 1% for an elderly person.</p> <p>The figures in this table refer to the census of offenders under the supervision of PBNI June 2010</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	No specific needs/experiences or priorities identified
Political opinion	No specific needs/experiences or priorities identified
Racial group	No specific needs/experiences or priorities identified
Age	No specific needs/experiences or priorities identified
Marital status	Domestic violence, is defined as 'threatening behaviour, violence, or abuse (psychological, physical, verbal, sexual, financial or emotional) inflicted on one person by another where they are or have been intimate partners or family members, irrespective of gender or sexual orientation'.
Sexual orientation	See above
Men and women generally	See Above
Disability	No specific needs/experiences or priorities identified
Dependants	Dependants are specifically referred to within the policy and are a key consideration especially in relation to risk.

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 significant policy impact	None
Political opinion	No significant policy impact	None
Racial group	No significant policy impact	None
Age	No significant policy impact	None
Marital status	This policy will benefit those in intimate personal relationships include those who are in a marital replationship where abuse has been detected	Minor
Sexual orientation	This policy will benefit those in intimate personal relationships including same sex relationships where abuse has been detected	None
Men and women generally	Interventions under this policy will be different for men and women, however there is no less favourable treatment or inequality across genders	Minor
Disability	No significant policy impact	None
Dependants	Dependants of parents involved in domestic abuse will receive special consideration under this policy	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 specific opportunity to better promote equality of opportunity for people within the section 75 equality categories has been identified.
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

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	Programmes offered by PBNI to address offending behaviour are offered in cross community locations	
Political opinion	Programmes offered by PBNI to address offending behaviour are offered in cross community locations	
Racial group	Programmes offered by PBNI to address offending behaviour are offered in cross community locations	

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.

This will specifically impact men and women in relationships and their dependants

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: -
No specific opportunities have been identified through this policy

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 offer a positive outcome/impact to both men and women who are in abusive or violent relationships. Through the process of developing this policy and through screening it we have not identified any significant equality issues that require further investigation.

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.

Not considered necessary

3.3 If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

Not applicable

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.

Not Applicable