

# PBNI Section 75 Policy Screening Template

## 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

Equal Opportunity 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's equal opportunities policy aims to promote a workplace that is free from unlawful discrimination, victimisation, harassment, bullying and inappropriate behaviour.

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

This policy is intended to promote equality to all equality groups covered under employment legislation

### 1.5 Who initiated or wrote the policy?

PBNI Equality Manager

### 1.6 Who owns and who implements the policy?

Head of Business Planning & Development

**Implementation factors**

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

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?

- who owns them?

## 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
<b>Religious belief</b>	<p><b>Details from the PBNI Diversity Profile 2012 indicated that the workforce is as follows:</b></p> <p>Non-determined 7% Protestant 45% Catholic 47% Blank Form 1%</p>
<b>Political opinion</b>	<p>Unionist 2% Nationalist 1% Other 1% None 5%</p> <p>Prefer not to say 25 Blank 89%</p>
<b>Racial group</b>	<p>White 97.42% Mixed 0.70% Other 0.24% Not Disclosed 0.70% Blank Form 0.94%</p>
<b>Age</b>	<p>18-25 2% 26-35 21% 36-45 30% 46-55 30% 56+ 16%</p> <p>Blank Form 1%</p>
<b>Marital status</b>	<p>Single 24% Married 60% Widowed/SP 1% Separated 3%</p> <p>Divorced 3% Cohabit 6% Not Disclosed 2% Blank Form 1%</p>
<b>Sexual orientation</b>	<p>Heterosexual 82% Bi-sexual 1% Gay/Lesbian 1%</p> <p>Not disclosed 2% Blank Form 14%</p>
<b>Men and women generally</b>	<p>Male 30% Female 70%</p>
<b>Disability</b>	<p>Disabled Yes 4% Disabled No 96%</p>
<b>Dependants</b>	<p>Staff with children 38% Person with disability 2% Elderly person 3%</p> <p>None 56% Not disclosed 1%</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

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
<b>Religious belief</b>	None in relation to this policy
<b>Political opinion</b>	None in relation to this policy
<b>Racial group</b>	None in relation to this policy
<b>Age</b>	None in relation to this policy
<b>Marital status</b>	None in relation to this policy
<b>Sexual orientation</b>	None in relation to this policy
<b>Men and women generally</b>	None in relation to this policy
<b>Disability</b>	None in relation to this policy
<b>Dependants</b>	None in relation to this policy

## 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	No specific policy impact for this group alone	
Political opinion	No specific policy impact for this group alone	
Racial group	No specific policy impact for this group alone	
Age	No specific policy impact for this group alone	
Marital status	No specific policy impact for this group alone	
Sexual orientation	NNNo specific policy impact for this group alone	
Men and women generally	No specific policy impact for this group alone	
Disability	No specific policy impact for this group alone	
Dependants	No specific policy impact for this group alone	

## 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		No - This policy is designed to promote equality to all equality groups covered by equality law in Northern Ireland and is based on Equality Commission guidance
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? <b>Minor   Major   None</b>		
Good relations category	Details of policy impact	Level of impact <b>Minor   Major   None</b>
Religious belief	This policy is directed mainly at staff and job applicants	None
Political opinion	See above	None
Racial group	See above	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 <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief	Training will be given to all staff in relation to promoting equality and a harmonious working environment within the workplace fostering an environment of respect.	
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.

People with multiple identities will be covered under this policy

**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: -

As indicated above under section 2.8 it is hoped that through general training for staff on this policy there will be more awareness of the social identities under section 75

## Part 3 Screening decision

**3.1** If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

No equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.

**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

### **Timetabling and prioritising**

**3.6** If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

**3.7** On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

*Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.*

**3.8** Is the policy affected by timetables established by other relevant public authorities and if yes, please provide details

No
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Date: 2.04.14