

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

Hate Crime 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 will use the knowledge, understanding and skill base of the organisation to assess and challenge attitudes and behaviours rooted in prejudice

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

Targeting offenders who have committed crimes that involve discriminatory attitudes towards the following groups; race, religious belief, sexual orientation and disability

1.5 Who initiated or wrote the policy?

Area Manager - Christine Hunter

1.6 Who owns and who implements the policy?

Assistant Director - Eithne McIlroy

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?

PBNI Best Practice Framework (Offending Behaviour Analysis, 3c3.12)
Bullying and Harassment Policy
Victims Policy
Risk of Serious Harm Policy
PBNI Equality Scheme
PPANI manual

- who owns them?

Human Resources, AD Risk, Business Planning & Development, PBNI Operations.

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 and not those specifically convicted of hate crime as this would be too small a sample to analyse.

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" style="width: 100%; border-collapse: collapse;"> <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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Racial group	Racial Group Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	Racial Group	PSRs N=3,046 (49%)	New Orders N=1,690 (46%)
	White	97%	98%
	Chinese	*	
	Black African	1%	*
	Black	*	*
	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/ Sensory Impairment	5%	4%
Other	1%	1%	
	4%	4%	
Dependants	Dependants Profile: Persons on whom PSRs completed and Orders Made: 2011/12		
	Dependants	PSRs N=2,993 (48%)	New Orders 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	This policy will target prejudice rooted in faith based and sectarian discrimination

belief	
Political opinion	This policy will target prejudice rooted in sectarian discrimination
Racial group	This policy will target prejudice rooted in racial discrimination
Age	No specific need identified
Marital status	No specific need identified
Sexual orientation	This policy will target prejudice rooted in homophobic discrimination
Men and women generally	No specific need identified
Disability	This policy will target prejudice rooted in disability discrimination
Dependants	No specific need identified for this group

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	This policy is designed to have a positive policy impact on offenders who hold prejudicial attitudes based on faith based discrimination.	
Political opinion	This policy is designed to have a positive policy impact on offenders who hold prejudicial attitudes based on sectarian attitudes.	
Racial group	This policy is designed to have a positive policy impact on offenders who hold prejudicial attitudes based on racial attitudes.	
Age		None
Marital status		None
Sexual orientation	This policy is designed to have a positive policy impact on offenders who hold prejudicial attitudes based on homophobic attitudes.	

Men and women generally		None
Disability	This policy is designed to have a positive policy impact on offenders who hold prejudicial attitudes based on disability discrimination.	
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 Yes, provide details	If No, provide reasons
Religious belief		This policy is designed to deal with those offenders who have been shown to hold prejudicial discriminatory attitudes towards in the following categories Race, Faith, Sectarian, Homophobia and Disability.
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	This policy is designed to have a positive impact and is part of PBNI's Good Relations Action Plan	
Political opinion	This policy is designed to have a positive impact and is part of PBNI's Good Relations Action Plan	
Racial group	This policy is designed to have a positive impact and is part of PBNI's Good Relations Action Plan	

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		This policy is designed to have a positive impact and is part of PBNI's Good Relations Action Plan
Political opinion		See above
Racial group		See 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 majority of PBNI's clients are younger men and this will be factored into the design of future interventions designed to tackle discriminatory attitudes.

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: -

We will seek to promote positive attitudes towards disabled people in relation to offender's discriminatory attitudes towards this identified group. The extent of this impact will be monitored over time.

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 part of PBNI's Good Relation Plan consulted upon as part of its Equality Scheme published in 2012. The overarching theme of this policy is to identify and deal with discriminatory attitudes through developing a specific Northern Ireland intervention that can be delivered to offenders by Probation Officers.

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 applicable

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