

## 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

Policy on Health and Safety at Work (Personal Safety)

#### 1.2 Is this an existing, revised or a new policy?

Revised

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

The aim of this policy is to support the provision of a safe working environment for PBNI employees across a range of situations where they are in contact with offenders and the public.

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

The application of this policy should benefit all employees by assisting to secure their safety at work.

#### 1.5 Who initiated or wrote the policy?

H&S Dept

#### 1.6 Which Dept. owns and who implements the policy?

Head of HR owns policy and H&S Dept implements policy

## 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

- **Contribute:** -
  - Staff awareness of policy and procedures
  - Consistency in the application of the policy
  - **Detract:-**
  - Staff not aware of policy and procedures
  - Inconsistent application of the policy
  - Staff failure to report health and safety issues/incidents
- Resources

## 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?

Policy on H&S at Work (Main)

- who owns them?

Head of HR

## 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>Service User Data on those who started an order in 2011/12</p> <table border="1"> <thead> <tr> <th data-bbox="496 573 751 667"><b>Religious Belief</b></th> <th data-bbox="751 573 927 667">PSRs N=3,002 (49%)</th> <th data-bbox="927 573 1114 667">New Orders N=1,670 (46%)</th> </tr> </thead> <tbody> <tr> <td data-bbox="496 667 751 701">Roman</td> <td data-bbox="751 667 927 701">52%</td> <td data-bbox="927 667 1114 701">52%</td> </tr> <tr> <td data-bbox="496 701 751 734">Protestant</td> <td data-bbox="751 701 927 734">36%</td> <td data-bbox="927 701 1114 734">38%</td> </tr> <tr> <td data-bbox="496 734 751 768">Other Christian</td> <td data-bbox="751 734 927 768">2%</td> <td data-bbox="927 734 1114 768">2%</td> </tr> <tr> <td data-bbox="496 768 751 801">Muslim</td> <td data-bbox="751 768 927 801">*</td> <td data-bbox="927 768 1114 801"></td> </tr> <tr> <td data-bbox="496 801 751 835">Other</td> <td data-bbox="751 801 927 835">1%</td> <td data-bbox="927 801 1114 835">1%</td> </tr> <tr> <td data-bbox="496 835 751 869">None</td> <td data-bbox="751 835 927 869">8%</td> <td data-bbox="927 835 1114 869">8%</td> </tr> </tbody> </table> <p>Workforce figures from 2012</p> <table border="1"> <thead> <tr> <th data-bbox="496 999 655 1032">Non-Deter</th> <th data-bbox="655 999 815 1032">Protestant</th> <th data-bbox="815 999 975 1032">Catholic</th> <th data-bbox="975 999 1134 1032">Other</th> <th data-bbox="1134 999 1246 1032">Blank</th> </tr> </thead> <tbody> <tr> <td data-bbox="496 1032 655 1066">7%</td> <td data-bbox="655 1032 815 1066">45%</td> <td data-bbox="815 1032 975 1066">47%</td> <td data-bbox="975 1032 1134 1066">1%</td> <td data-bbox="1134 1032 1246 1066"></td> </tr> </tbody> </table>	<b>Religious Belief</b>	PSRs N=3,002 (49%)	New Orders N=1,670 (46%)	Roman	52%	52%	Protestant	36%	38%	Other Christian	2%	2%	Muslim	*		Other	1%	1%	None	8%	8%	Non-Deter	Protestant	Catholic	Other	Blank	7%	45%	47%	1%	
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White	97%	98%																														
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	Black African	1%		*			
	Black	*		*			
	Black Other	*					
	Irish Traveller	1%		1%			
	Other	1%		1%			
	Workforce Data from 2012						
	White	Mixed	Other	Not Disclosed	Blank		
	97.42%	0.70%	0.24%	0.70%	0.94%		
<b>Age</b>	Service User Data on those who started an order in 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%		
	Workforce Data from 2012						
	Age Bands	18-25	26-35	36-45	46-55	56+	Blank
		2%	21%	30%	30%	16%	1%
<b>Marital status</b>	Service User Data on those who started an order in 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%		
	Workforce Data from 2012						

	<p>Single Married Widowed/SP Separated Divorced</p> <p>24% 60% 1% 3% 3%</p> <p>Civil Partner Cohabit Not Disclosed Blank</p> <p>6% 2% 1%</p>																						
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	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%
<hr/>			
	Workforce Data from 2012		
	Disability Yes No		
	4%	96%	
<b>Dependants</b>	Service User Data on those who started an order in 2011/12		
	<b>Dependants</b>	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%
	<hr/>		
	Workforce Data from 2012		
	Dependant Responsibilities for a...		
	Child	Disabled Person	Elderly Person
38%	2%	3%	56% 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

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
<b>Religious belief</b>	No specific different needs, experiences or priorities have been identified related to this policy
<b>Political opinion</b>	No specific different needs, experiences or priorities have been identified related to this policy
<b>Racial group</b>	No specific different needs, experiences or priorities have been identified related to this policy
<b>Age</b>	No specific different needs, experiences or priorities have been identified related to this policy
<b>Marital status</b>	No specific different needs, experiences or priorities have been identified related to this policy
<b>Sexual orientation</b>	No specific different needs, experiences or priorities have been identified related to this policy
<b>Men and women generally</b>	No specific different needs, experiences or priorities have been identified related to this policy
<b>Disability</b>	No specific different needs, experiences or priorities have been identified related to this policy
<b>Dependants</b>	No specific different needs, experiences or priorities have been identified related 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	The policy is in place to protect all staff and service users and as a result should assist in the promotion of opportunity.	None
Political opinion	As above	None
Racial group	As above	None
Age	As above	None
Marital status	As above	None
Sexual orientation	As above	None
Men and women generally	As above	None
Disability	As above	None
Dependants	As above	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		The policy is designed to protect staff and service users as well as the organisation and as a result as a result should assist in the promotion of opportunity.
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	The policy is designed to protect staff and service users as well as the organisation and as a result should assist in the promotion of opportunity.	None
Political opinion	As above	None
Racial group	As 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		The policy is designed to protect staff and service users as well as the organisation and as a result should assist in the promotion of opportunity.
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).

None

**2.10** Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

None

**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.

PBNI has not identified any specific equality issues throughout this screening process.

**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.

**Date Screening Completed:** 25<sup>th</sup> November 2014

**Department Completing this Screening:** Paul McIlwaine, HR  
Karen Andrews, H&S Dept