

## 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 (Main)

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

Revised Policy

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

The aim of this policy is to secure, so far as is reasonably practicable, the health, safety and welfare of persons at work and protect persons other than persons at work against the risks to health and safety arising out of or in connection with the Board's work activities.

#### 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 health, safety and welfare at work.

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

H&S Department

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

Head of HR / H&S Dept own policy and H&S Dept implement the policy

## Implementation factors

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

**Contribute** – staff awareness of policy and procedures and 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

If yes, are they

financial

legislative

other, please specify

As above

## 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 Health and Safety at Work (Personal Safety)  
- Organisation and Key Responsibilities for the Policy on H&S at Work (Personal Safety)  
- Arrangements for the Policy on H&S at Work (Personal Safety)  
Policy on Blood Borne Viruses  
PBNI Dignity at Work Policy and Procedures  
PBNI Equality Scheme  
Complaints Policy & Procedures  
Disciplinary Policy & Procedures

- who owns them?

Health & Safety Dept  
Human Resources Dept

## 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" data-bbox="491 640 1114 965"> <thead> <tr> <th><b>Religious Belief</b></th> <th>PSRs N=3,002 (49%)</th> <th>New Orders N=1,670 (46%)</th> </tr> </thead> <tbody> <tr> <td>Roman</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>None</td> <td>8%</td> <td>8%</td> </tr> </tbody> </table> <p>Workforce figures from 2012</p> <table border="1" data-bbox="491 1061 1251 1167"> <thead> <tr> <th>Non-Deter</th> <th>Protestant</th> <th>Catholic</th> <th>Other</th> <th>Blank</th> </tr> </thead> <tbody> <tr> <td>7%</td> <td>45%</td> <td>47%</td> <td>1%</td> <td></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%				
	Chinese	*					
	Black African	1%	*				
	Black	*	*				
	Black Other	*					
	Irish Traveller	1%	1%				
	Other	1%	1%				
<hr/>							
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%				
<hr/>							
Workforce Data from 2012							
	Age Bands	18-25	26-35	36-45	46-55	56+	Blank
		2%	21%	30%	30%	16%	1%

**Marital status**

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

Single	Married	Widowed/SP	Separated	Divorced
24%	60%	1%	3%	3%
Civil Partner	Cohabit	Not Disclosed	Blank	
6%	2%	1%		

**Sexual orientation**

Service User Data on those who started an order in 2011/12

<b>Sexual Orientation</b>	PSRs N=2,914 (47%)	New Orders N=1,615 (44%)
Heterosexual/ Straight	99%	99%
Gay/ Lesbian	1%	1%
Bisexual	*	*

Workforce Data from 2012

Heterosexual	Bi-Sexual	Gay/Lesbian	Not Disclosed	Blank
82%	1%	1%	2%	14%

**Men and women generally**

Service user information on those who started an order in 2011/12

<b>Gender</b>	PSRs N=6,172 (100%)	New Orders N=3,660 (100%)
Female	15%	14%
Male	85%	86%

Workforce Data from 2012

Male	Female
30%	70%

**Disability**

Service User Data on those who started an order in 2011/12

<b>Disability</b>	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/	5%	4%
Sensory Impairment	1%	1%
Other	4%	4%

Workforce Data from 2012

Disability Yes No

4% 96%

**Dependants**

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%

Workforce Data from 2012

Dependant Responsibilities for a...

Child	Disabled Person	Elderly Person	None	Not Disclosed
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

Section 75 category	Details of needs/experiences/priorities
<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>	PBNI must consider the health and safety of those who do not speak or understand English to ensure that while under PBNI care they are kept safe. PBNI would not want to expose anyone to a health and safety risk and particular attention is needed where someone does not speak nor understand English.
<b>Age</b>	Young persons (under 18yrs) get special mention in cs procedures manual referred to in the policy as we are aware that specific health and safety issues should be considered, however particular considerations exist for this group.
<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>	Pregnant women and those with a disability get special mention in the policy as we are aware that the health and safety of all staff and service users is important, however but particular considerations exist for both these groups.
<b>Disability</b>	See above
<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	No specific policy impact	None
Political opinion	No specific policy impact	None
Racial group	PBNI would not want to expose anyone to a health and safety risk and particular attention is needed where someone does not speak nor understand English.	Minor
Age	Particular consideration is given to people of different ages as the health and safety of this group requires detailed consideration.	Minor
Marital status	No specific policy impact	None
Sexual orientation	No specific policy impact	None
Men and women generally	Particular consideration is given to people who are pregnant as the health and safety of this group requires detailed consideration.	Minor
Disability	Particular consideration is given to people who are disabled as the health and safety of this group requires detailed consideration.	Minor
Dependants	No specific policy impact	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		This policy will promote health & safety to all groups of people described under section 75 for the Northern Ireland Act 1998.
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		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 <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief		None
Political opinion		None
Racial group		None

## 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).

PBNI consider that single identity issues have been discussed within the context of the Health & Safety policy and believe that when these become multi-identity issues that sufficient arrangements have been developed to promote equality of opportunity.

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

No data available

**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: -

This policy promotes disabled people's safe participation in the workforce through reasonable adjustments as deemed appropriate and enable service users to be supervised safely.

### Part 3 Screening decision

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

No significant equality issues have been discovered through the revision of 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. 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

**Date Screening Completed: 22.10.14**

**Department Completing this Screening: Health & Safety and Human Resources**