

## 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

MANAGEMENT OF CHANGE PROTOCOL

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

Existing

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

This protocol sets out best practice principles and procedures to help PBNI and Trade Unions to deal with the impact of financial settlements and restructuring arising from organisation change and the need to continue to deliver high quality services.

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

No – This policy will be applicable to all staff employed by PBNI

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

Human Resources and agreed with Trade Unions

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

Human Resources

#### Implementation factors

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

Yes

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?

Redundancy Policy  
Retirement Policy  
Equal Opportunity

- who owns them?

Human Resources

**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>	Workforce figures Non-Deter    Protestant    Catholic    Other    Blank 7%            45%            47%            1%
<b>Political opinion</b>	Workforce Data Unionist    Nationalist    Other    None    Prefer Not to Say    Blank 2%            1%            1%    5%    2%            89%
<b>Racial group</b>	Workforce Data White    Mixed    Other    Not Disclosed    Blank 97.42%    0.70%    0.24%    0.70%    0.94%
<b>Age</b>	Workforce Data Age Bands 18-25    26-35    36-45    46-55    56+    Blank 2%            21%            30%            30%            16%            1%
<b>Marital status</b>	Workforce Data Single    Married    Widowed/SP    Separated    Divorced 24%    60%    1%            3%            3% Civil Partner    Cohabit    Not Disclosed    Blank 6%            2%            1%
<b>Sexual orientation</b>	Workforce Data Heterosexual    Bi-Sexual    Gay/Lesbian    Not Disclosed    Blank 82%            1%            1%            2%            14%

<b>Men and women generally</b>	Workforce Data Male Female 30% 70%
<b>Disability</b>	Workforce Data Disability Yes No 4% 96%
<b>Dependants</b>	Staff with children = 38% Person with disability = 2% Elderly person = 3% No dependents = 56% Not disclosed = 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 need, experiences or priorities have been identified for religious belief
<b>Political opinion</b>	No specific need, experiences or priorities have been identified for political opinion
<b>Racial group</b>	No specific need, experiences or priorities have been identified for racial groups
<b>Age</b>	No specific need, experiences or priorities have been identified for age
<b>Marital status</b>	No specific need, experiences or priorities have been identified for marital status

<b>Sexual orientation</b>	No specific need, experiences or priorities have been identified for differing sexual orientations
<b>Men and women generally</b>	No specific need, experiences or priorities have been identified for gender
<b>Disability</b>	No specific need, experiences or priorities have been identified for people with or without a disability
<b>Dependants</b>	No specific need, experiences or priorities have been identified for people with or without disabilities

## 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		None
Political opinion		None
Racial group		None
Age		None
Marital status		None
Sexual orientation		None
Men and women generally		None
Disability		None
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 <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief		No, this protocol describes the arrangements for union engagement in the event that PBNI considering redundancy as a potential option.
Political opinion		No, as above
Racial group		No, as above
Age		No, as above
Marital status		No, as above
Sexual orientation		No, as above
Men and women generally		No, as above
Disability		No, as above
Dependants		No, 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	Due to the nature of the protocol it will have little or no bearing on good relations	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	Due to the nature of the protocol it will have little or no bearing on good relations within communities	No
Political opinion		No
Racial group		No



## 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.

No equality issues have been identified through the development of this protocol or its screening for equality impacts.

**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: 8<sup>th</sup> February 2016**  
**Department Completing this Screening: Human Resources**