

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

Cessation of Out of Hours Cover

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

New

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

PBNI is required to achieve efficiency savings, and the cessation of this out of hours arrangement will contribute to this.

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

No

1.5 Who initiated or wrote the policy?

Assistant Director – Rural (policy lead)

1.6 Which Dept. owns and who implements the policy?

Assistant Director – Rural

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?

Best Practice Framework, and Practice Update 2014

- who owns them?

PBNI

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																								
Religious belief	<p>Service User Data on those who started an order in 2011/12</p> <table border="1"> <thead> <tr> <th data-bbox="496 640 751 730">Religious Belief</th> <th data-bbox="751 640 935 730">PSRs N=3,002 (49%)</th> <th data-bbox="935 640 1118 730">New Orders N=1,670 (46%)</th> </tr> </thead> <tbody> <tr> <td data-bbox="496 730 751 775">Roman</td> <td data-bbox="751 730 935 775">52%</td> <td data-bbox="935 730 1118 775">52%</td> </tr> <tr> <td data-bbox="496 775 751 819">Protestant</td> <td data-bbox="751 775 935 819">36%</td> <td data-bbox="935 775 1118 819">38%</td> </tr> <tr> <td data-bbox="496 819 751 864">Other Christian</td> <td data-bbox="751 819 935 864">2%</td> <td data-bbox="935 819 1118 864">2%</td> </tr> <tr> <td data-bbox="496 864 751 909">Muslim</td> <td data-bbox="751 864 935 909">*</td> <td data-bbox="935 864 1118 909"></td> </tr> <tr> <td data-bbox="496 909 751 954">Other</td> <td data-bbox="751 909 935 954">1%</td> <td data-bbox="935 909 1118 954">1%</td> </tr> <tr> <td data-bbox="496 954 751 965">None</td> <td data-bbox="751 954 935 965">8%</td> <td data-bbox="935 954 1118 965">8%</td> </tr> </tbody> </table>	Religious Belief	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%			
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Disability	<p>Service User Data on those who started an order in 2011/12</p>																											

	Disability		New Orders
		PSRs N=2,964 (48%)	N=1,647 (45%)
	None	63%	66%
	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%	
Dependants	Service User Data on those who started an order in 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 belief	No specific needs, experiences or priorities have been identified for people with religious beliefs as a result of the cessation of Out of Hours provision.
Political opinion	No specific needs, experiences or priorities have been identified for people with various political opinions as a result of the cessation of Out of Hours provision.
Racial group	No specific needs, experiences or priorities have been identified for racial group / ethnic minorities as a result of the cessation of Out of Hours provision.
Age	No specific needs, experiences or priorities have been identified for people of differing ages as a result of the cessation of Out of Hours provision.
Marital status	No specific needs, experiences or priorities have been identified for differing marital status as a result of the cessation of Out of Hours provision.
Sexual orientation	No specific needs, experiences or priorities have been identified for differing sexual orientations as a result of the cessation of Out of Hours provision.
Men and women generally	No specific needs, experiences or priorities have been identified for men or women as a result of the cessation of Out of Hours provision. It is recognised that the change will mostly affect men.
Disability	Many of the individual service users affected by this change will be those who have problems with addictions or difficulties with mental health disabilities which may have an impact on their offending behaviour.
Dependants	No specific needs, experiences or priorities have been identified for people with dependant responsibilities as a result of the cessation of Out of Hours provision.

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	The withdrawal of evening and weekend cover will mean that service users and other organisations with Criminal Justice roles will have slightly longer to wait to engage with PBNI officials.	Minor
Political opinion	The withdrawal of evening and weekend cover will mean that service users and other organisations with Criminal Justice roles will have longer to wait to engage with PBNI officials.	Minor
Racial group	The withdrawal of evening and weekend cover will mean that service users and other organisations with Criminal Justice roles will have longer to wait to engage with PBNI officials.	Minor
Age	The withdrawal of evening and weekend cover will mean that service users and other organisations with Criminal Justice roles will have longer to wait to engage with PBNI officials.	Minor
Marital status	The withdrawal of evening and weekend cover will mean that service users and other organisations with Criminal Justice roles will have longer to wait to engage with PBNI officials.	Minor
Sexual orientation	The withdrawal of evening and weekend cover will mean that service users and other organisations with Criminal Justice roles will have longer to wait to engage with PBNI officials.	Minor
Men and women generally	The withdrawal of evening and weekend cover will mean that service users and other organisations with Criminal Justice roles will have longer to wait to engage with PBNI officials.	Minor
Disability	The withdrawal of evening and weekend cover will mean that service users and other organisations with Criminal Justice roles will have longer to wait to engage with PBNI officials.	Minor
Dependants	The withdrawal of evening and weekend cover will mean that service users and other organisations with Criminal Justice roles will have longer to wait to engage with PBNI officials.	Minor

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	Longer holiday periods e.g. Christmas, Easter and July PBNI will consider the provision of an Out of Hours rota due to the extended period of office closure.	Yes
Political opinion	See Above	Yes
Racial group	See Above	Yes
Age	See Above	Yes
Marital status	See Above	Yes
Sexual orientation	See Above	Yes
Men and women generally	See Above	Yes
Disability	See Above	Yes
Dependants	See Above	Yes

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		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 Yes , provide details	If No , provide reasons
Religious belief		No, this policy will have no impact on promoting good relations between people of different religious belief, political opinion or racial group.
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).

Many of PBNI services users who are affected by the withdrawal of evening and weekend cover will be male, frequently with addiction and mental health disabilities.

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

The impact is thought to be minor as this policy has been piloted since September 2014 and to date (Feb 2015) there has been no identifiable negative impacts identified for any equality group.

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.

The withdrawal of the evening and weekend cover has been trialled from September (2014) to February (2015) and to date there have been no equality issues identified.

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.

Mitigation of potential impacts will be achieved through the provision of out of hours cover for extended periods of holiday where PBNI premises will be close for 4 or more days e.g. Christmas, Easter and the July holiday period.

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.

The effect of this policy decision will be monitored and updated if necessary based on evidence.

Date Screening Completed: 23.02.15

Department Completing this Screening: Equality Manager & Assistant Director Rural.