

## 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

PBNI Corporate Plan 2017-2020

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

Revised

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

The Probation Board for Northern Ireland (PBNI) is developing its next Corporate Plan, which will cover the delivery of the Probation Service for the period, 2017-2020.

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

PBNI expects that all equality categories will be positively impacted through the delivery of our service to the community. Detail is supplied at Para 1.11

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

The Corporate Plan has been developed by PBNI

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

The Corporate Plan will be delivered by all PBNI Departments and business units.

## 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?

N/A

- who owns them?

N/A

## 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</p> <table border="1" data-bbox="496 674 1114 999"> <thead> <tr> <th>Religious Belief</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</p> <table data-bbox="496 1093 1251 1196"> <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>	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%	Non-Deter	Protestant	Catholic	Other	Blank	7%	45%	47%	1%	
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**Racial group**

Service User Data

<b>Racial Group</b>	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%

Workforce Data

White	Mixed	Other	Not Disclosed	Blank
97.42%	0.70%	0.24%	0.70%	0.94%

**Age**

Service User Data

<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

Age Bands	18-25	26-35	36-45	46-55	56+	Blank
	2%	21%	30%	30%	16%	1%

**Marital status**

## Service User Data

<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

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

<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

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

**Men and women generally**

## Service user information

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

## Workforce Data

	<p>Male    Female</p> <p>29%    71%</p>																								
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## 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 identified
Political opinion	PBNI will contribute to the Northern Ireland Executives Action Plan in tackling <b>paramilitary</b> activity, criminality and organised crime. This includes leading on the delivery of a bespoke initiative for young men to reduce their vulnerability to becoming involved in paramilitarism and organised crime.
Racial group	The Corporate Plan will target PBNI's service delivery on the perpetrators of crime against vulnerable people: children, older people, <b>minority groups</b> , victims of domestic violence and victims of sex offences. This will require strengthened collaborative working with key partners, such as: PSNI, NIPS, YJA, Community and Voluntary sector; and local Health and Social Care Trusts.
Age	Under the Corporate plan PBNI will seek to lead on the delivery of a bespoke initiative for <b>young men</b> to reduce their vulnerability to becoming involved in paramilitarism and organised crime.
Marital status	PBNI will play a key role in the development and delivery of problem solving courts as a means of dealing more effectively with the root causes of offending behaviour, in a range of areas including both <b>domestic abuse</b> and substance misuse.
Sexual orientation	The Corporate Plan will target PBNI's service delivery on the perpetrators of crime against vulnerable people: children, older people, minority groups, victims of <b>domestic violence</b> and <b>victims of sex offences</b> .
Men and women generally	Under the Corporate plan PBNI will seek to lead on the delivery of a bespoke initiative for <b>young men</b> to reduce their vulnerability to becoming involved in paramilitarism and organised crime.
Disability	No specific needs identified

## Dependants

The Corporate Plan will target PBNI's service delivery on the perpetrators of crime against vulnerable people: **children**, older people, minority groups, victims of **domestic violence** and victims of sex offences.

## 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	PBNI consider that there will be positive impact when contributing to the Northern Ireland Executives Action Plan in tackling <b>paramilitary</b> activity, criminality and organised crime.	Not Known at this point
Racial group	The Corporate Plan will target PBNI's service delivery on the perpetrators of crime against vulnerable people including race.	Minor
Age	PBNI will seek to lead on the delivery of a bespoke initiative for <b>young men</b> to reduce their vulnerability to becoming involved in crime. This impact will be a positive impact.	Minor
Marital status	PBNI will play a key role in the development and delivery of problem solving courts as a means of dealing more effectively with the root causes of offending behaviour, in a range of areas including domestic <b>abuse</b> .	Minor
Sexual orientation	The Corporate Plan will target PBNI's service delivery on the perpetrators of crime against vulnerable people: including victims of <b>domestic violence</b> and <b>sex offences</b> .	Minor
Men and women generally	Under the Corporate plan PBNI will seek to lead on the delivery of a bespoke initiative for <b>young men</b> to reduce their vulnerability to becoming involved in crime.	Minor
Disability		None

Dependants	The Corporate Plan will target PBNI's service delivery on the perpetrators of crime against vulnerable people: <b>children</b> , and victims of <b>domestic violence</b> .	Minor
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## 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 Corporate Plan will ensure an effective probation service is delivered 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	No specific actions are directed exclusively toward these communities.	None
Political opinion	This Corporate plan will contribute to the Northern Ireland Executives Action Plan in tackling <b>paramilitary</b> activity, criminality and organised crime.	Minor
Racial group	No specific actions are directed exclusively toward ethnic minorities.	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).

The majority of offenders supervised by PBNI are young males (under 30). There are also significant numbers (35%) of offenders with self-declared 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.

We view the impact as largely positive especially the young males initiative that will assist young men with their offending behaviour.

**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 overall impact of the Corporate Plan 2017-20 is designed to reduce offending, there is a strong equality theme running through our key priorities including domestic violence, bespoke work on young males and targeting services towards vulnerable people i.e. children, older people and minority groups and victims of sexual offending.

**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> August 2016**  
**Department Completing this Screening: Human Resources**