

Policy Equality Screening Report June 2014

Update on Equality Screening and Consultations within the Probation Board for Northern Ireland

The Probation Board for Northern Ireland (PBNI) wishes to keep our consultees regularly informed about what we are doing to assess the impact of our policies regarding the promotion of equality of opportunity and good relations.

Please find below details of equality impact screening work carried out by the PBNI from April to June 2014.

Policy Equality Screening

Name of Policy	Brief Description	Outcome
Equal Opportunities Policy	PBNI's equal opportunities policy aims to promote a workplace that is free from unlawful discrimination, victimisation, harassment, bullying and inappropriate behaviour.	<i>Screened out</i>
Relocation of Victim Information Scheme Office	In line with the Estates Strategy this relocation will offer improved efficiency in the delivery of the Victims Information Scheme	<i>Screened out</i>
Special Leave Guidance Document	Provide guidance to managers about equality of treatment in the provision of Special Leave - (amendment to guidance specifically in relation to marriage leave)	<i>Screened out</i>
Retirement Policy	The aim of this policy is to ensure that those employees who wish to retire are dealt with in a fair, equitable and transparent manner in accordance with legislation. The removal of the Default Retirement Age means that a mandatory retirement age no longer exists for staff.	<i>Screened out</i>

Policy Work 2014-15

As referred to in our last Equality Screening report, I include a full list of policies scheduled to be developed or refreshed during the business year ahead. Other policies may be added to this list throughout the year according to legislative or business needs. We will keep you informed of any changes to this list.

If you, or your organisation are interested in receiving any policy documents or wish to register an interest in forthcoming work, please contact me.

Policy	Target Dates for Completion
1. Equal Opportunities	June 2014
2. Management of Information	June 2014
3. Procurement	June 2014
4. Secondment of PBNI Employees and Early Retirement Provision	June 2014
5. Employee Mobility and Transfer	September 2014
6. Community Grants	October 2014
7. Victims	October 2014
8. Travel and subsistence	October 2014
9. Environmental Management and Protection	December 2014
10. Female Offenders	January 2015
11. H&S Main and Personal Safety	January 2015
12. Disability Action Plan (statutory duty)	March 2015
13. Hate Crime	March 2015

Documents will be made available in alternative formats, for example Braille, audio CD etc. If you have any requests for alternative formats, or if you wish to make any comment about PBNI's equality work you can contact me via any of the methods describes below:-

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Where to find Equality Information on PBNI's Website

You can visit the Probation Board website at www.pbni.org.uk to access equality information and review current and previous Section 75 reports/policy screening forms. Consultations undertaken by the PBNI are posted on the website within the 'Consultation' area which is also accessible from PBNI's home page.

