

### PBNI Equality Screening Report – June 2016

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 2016**.

#### Policy Equality Screenings

Name of Policy	Brief Description	Outcome
<b>Career Break Policy</b>	The aim of the policy and procedure is to ensure that employees of when a career break is appropriate, the normal terms and conditions that apply to such breaks and to provide a consistent and equitable approach to the management of career breaks.	No equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.  Screened Out
<b>Flexible Working Policy and Procedure</b>	The aim of the policy is to promote fairness in application of procedures and to ensure these are consistently applied. To ensure compliance with legislative requirements for employees who have the right to apply to work flexibly and have their application considered by PBNI.	No equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.  Screened Out
<b>Code of Conduct for Staff</b>	The code of conduct for all staff of PBNI describes the standards of conduct expected of them as they go about their daily work.	No equality issues have been identified that warrant a further inspection of equality issues in relation to the Code of Conduct.  Screened Out
<b>Employers Code of Practice</b>	The Employers Code of Practice describes PBNI's responsibilities as an employer.	No equality issues have been identified that warrant a further inspection of equality issues in relation to the Employers Code of Practice.  Screened Out

Name of Policy	Brief Description	Outcome
<b>PBNI Corporate Plan 2017-2020</b>	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.	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.  Screened Out

### Current Consultations

Name of Policy	Brief Description	Consultation Period
<b>PBNI Corporate Plan 2017-2020</b>	This consultation seeks views on PBNI's priorities for its next Corporate Plan for 2017-20. We invite comments on the Plan from members of the public, key stakeholders as well as organisations and individuals who have an interest in this area.	<b>Closing date for responses: 14 October 2016.</b>  If you require the consultation document in an alternative format this can be arranged by contacting Lisa Maginnis, Communications Unit on <a href="mailto:lisa.maginnis@pbni.gsi.gov.uk">lisa.maginnis@pbni.gsi.gov.uk</a>  Please send any queries, comments, or requests for information to <a href="mailto:consultation@pbni.gsi.gov.uk">consultation@pbni.gsi.gov.uk</a> or telephone: (028) 9026 2462.

If you or your organisation is interested in receiving any draft policy documents, or have any queries in relation our equality work please contact us at [equality@pbni.gsi.gov.uk](mailto:equality@pbni.gsi.gov.uk)

### Consultees may also wish to follow PBNI via our Social Media



<http://www.twitter.com/PBNINews>



<https://www.youtube.com/user/ProbationBoardNI>



<https://www.linkedin.com/company/probation-board-for-northern-ireland>

### Where to find Equality Information on PBNI's Website

You can visit the Probation Board website at [www.pbni.org.uk](http://www.pbni.org.uk) to access equality information and review current and previous Section 75 reports/policy screening forms. Equality information including Screening reports are posted on the website within the **'Guide to Information'** tab and select **'What are our priorities and how are we doing'** link to access our Equality and Diversity pages.

