

PBNI Equality Screening Report – March 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 **January to March 2016**.

Policy Equality Screenings

Name of Policy	Brief Description	Outcome
Redundancy Policy and Procedure	The aim of the policy is to ensure that employees impacted by redundancy are treated in fair, consistent and sensitive manner.	No equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.
Domestic Violence and Abuse Policy	The Domestic Violence Policy and these supporting procedures seek to provide staff with clear guidance in dealing with, both offenders who are perpetrators of domestic violence, and victims or potential victims of domestic violence	Through the process of developing this policy and through screening it we have not identified any significant equality issues that require further investigation.
Performance Capability Policy and Procedure	The Performance Capability Policy and Procedure seeks to establish a clear course of action which will ensure the fair, supportive and consistent treatment of employees should they fail to meet the required standards of performance for their role.	No equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.
Management of Change Protocol	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.	No equality issues have been identified through the development of this protocol or its screening for equality impacts.
Recruitment Policy and Procedure	The purpose the Recruitment Policy is to provide a standardised approach to recruiting staff, to ensure that everyone is treated in a fair and consistent way and that processes are open and transparent to all involved.	No equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.

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

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 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.

