

### PBNI Equality Screening Report October 2015

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 July to September 2015.

#### Policy Equality Screening

Name of Policy	Brief Description	Outcome
<b>Transfer and Mobility Policy</b>	The aim of this policy is to ensure that employee requested transfers and mobility moves are dealt with in a fair, equitable and transparent manner so that as an organisation PBNI has the right people, in terms of qualification, competence, ability and potential, in the right place at the right time.	The policy addresses the equality concerns of people who are carers while also acknowledging staff with disabilities.  Sufficient mitigation has been provided within this policy to address the identified equality issues.

As can be seen above there has been a slow down over the summer months of policies being screened.

Policies being worked on over the Autumn and Winter include the following: -

- PBNI Recruitment Policy
- Performance and Capability
- Redundancy Policy
- IT Information and Assurance Policy
- PBNI Voluntary Exit Scheme

If you or your organisation is interested in receiving any policy documents, 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.

