

PBNI Section 75 Policy Screening Template

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

Restorative Interventions Strategy 2014 – 2017

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

New

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

PBNI will promote the use of restorative interventions with adult offenders in order to support victims and reduce reoffending.

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

Victims of crime and offenders will benefit from this policy.

1.5 Who initiated or wrote the policy?

Assistant Director for Victims and Restorative Justice

1.6 Who owns and who implements the policy?

Assistant Director for Victims and Restorative Justice

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?

Victims Policy
The Victim Offender Strategy 2011
PBNI Best Practice Framework 2011

- who owns them?

AD Prisons

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.

During 2011/12, 3,660 people commenced supervision during the year (3,984 orders). The information underpinning much of this analysis (with the exception of age and gender information) is sourced from equality monitoring forms completed by offenders at Pre-Sentence Report stage. The equality monitoring form collates information on all nine Section 75 categories.

Section 75 category	Details of evidence/information	
Religious belief	Religious Belief	New Orders N=1,670 (46%)
	Roman	52%
	Protestant	38%
	Other Christian	2%
	Muslim	
	Other	1%
	None	8%
Political opinion	Political Opinion	New Orders N=1,626 (44%)
	Unionist	11%
	Nationalist	12%
	None	58%
	Other	2%
	Prefer Not To Say	17%
Racial group	Racial Group	New Orders N=1,690 (46%)
	White	98%
	Chinese	
	Black African	*
	Black Caribbean	*
	Black Other	
	Irish Traveller	1%
	Other	1%
Age	Age	New Orders N=3,660 (100%)
	Under 18	4%
	18-19	11%
	20-24	29%

	25-29	19%
	30-39	19%
	40-49	13%
	50-59	5%
	60 +	1%
Marital status	Marital Status	New Orders N=1,635 (45%)
	Single (Never Married)	77%
	Married	12%
	Separated	5%
	Divorced	5%
	Widowed	1%
Sexual orientation	Sexual Orientation	New Orders N=1,615 (44%)
	Heterosexual/ Straight	99%
	Gay/ Lesbian	1%
	Bisexual	*
Men and women generally	Gender	New Orders N=3,660 (100%)
	Female	14%
	Male	86%
Disability	Disability	New Orders N=1,647 (45%)
	None	66%
	Mental Health Condition	21%
	Physical Impairment	7%
	Long Term Illness	5%
	Learning Disability/ Autism	4%
	Sensory Impairment	1%
Other	4%	
Dependants	Dependants	New Orders N=1,658 (45%)
	None	56%
	Child/ Children	42%
	Person with disability	2%
	Elderly Person	1%

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 needs, experiences or priorities have been identified on the grounds of religious belief.
Political opinion	No needs, experiences or priorities have been identified on the grounds of Political opinion.
Racial group	Victims who are subject to this policy may need translation of interpretation services and these services will be made available as needed.
Age	Victims of crime come from all age bands in society - No specific needs, experiences or priorities have been identified.
Marital status	No needs, experiences or priorities have been identified for differing marital status.
Sexual orientation	No needs, experiences or priorities have been identified for differing sexual orientation.
Men and women generally	The majority of service users are male, however we have been unable to identify any specific gender needs or priorities.
Disability	High numbers of offenders have mental health issues that affect their behaviour - however these are identified in assessment.
Dependants	No needs, experiences or priorities have been identified.

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? Minor Major None		
Section 75 category	Details of policy impact	Level of impact? Minor Major None
Religious belief	This policy is likely to have a positive impact on all people in this group.	Minor
Political opinion	This policy is likely to have a positive impact on all people in this group.	Minor
Racial group	Analysis of PBNI's victim Information scheme shows that ethnic minorities do not regularly use the scheme. Steps are being taken to address this.	Minor
Age	This policy is likely to have a positive impact on all people in this group.	Minor
Marital status	This policy is likely to have a positive impact on all people in this group.	Minor
Sexual orientation	Analysis of PBNI's victim Information scheme shows that gay and lesbian people do not regularly use the scheme. Steps are being taken to address this.	Minor
Men and women generally	Due to the fact that the majority of offenders are male this policy will affect more men than women numerically.	None
Disability	Offenders with mental health and difficulty with communication will need additional support in writing to victims, however this is managed	Minor

	and facilitated by staff.	
Dependants	Childcare concerns are generally accomodated by PBNI staff.	Minor

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 Yes , provide details	If No , provide reasons
Religious belief	A review of PBNI Victim Information Scheme equality monitoring data has identified that Faith groups are under-represented	
Political opinion	No	No available evidence of under - representation
Racial group	A review of PBNI Victim Information Scheme equality monitoring data has identified that ethnic minorities are under-represented	
Age	No	No available evidencence of under - representation
Marital status	No	No available evidencence of under - representation
Sexual orientation	A review of PBNI Victim Information Scheme equality monitoring data has identified that gay and lesbian people are under-represented	

Men and women generally	A review of PBNI Victim Information Scheme equality monitoring data has identified that men are under-represented	
Disability	No	No available evidence of under - representation
Dependants	No	No available evidence of under - representation

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? Minor Major None		
Good relations category	Details of policy impact	Level of impact Minor Major None
Religious belief	PBNI's Restorative Practice Policy seeks to work in partnership with local community groups in Northern Ireland and could lead to greater community cohesion	Minor
Political opinion	See above	
Racial group	See above	

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 Yes , provide details	If No , provide reasons
Religious belief	Restorative Practice is designed to have a positive impact within local communities	
Political opinion	As above	
Racial group	As above	

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).

2.10 Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

Multiple identities have been considered throughout the strategy forming process.

2.11 Is there an opportunity thorough 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.

PBNI is of the view that the Restorative Interventions Strategy will have a positive impact overall impact for both Victims of Crime and Offenders who volunteer to be involved the process.

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.

Not applicable

3.3 If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

Not Applicable

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.

3.5 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.

Not Applicable

Timetabling and prioritising

3.6 If the policy has been ‘**screened in**’ for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

3.7 On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people’s daily lives	
Relevance to a public authority’s functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority’s Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

3.8 Is the policy affected by timetables established by other relevant public authorities and if yes, please provide details

Monitoring

The Equality Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, Para 2.13 – 2.20 of the ECNI Monitoring Guidance 2007).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

	Position/Job Title	Date
Screened by:	Equality Manager & Restorative Justice Band 6 Manger	07.02.14