

## PBNI Equality Impact Screening

### 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

Substance Misuse Strategy

#### 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 primarily focus on harm reduction in addressing substance misuse. Through this, it will contribute to reducing offending and making communities safer.

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

Young males are more likely to benefit from this strategy as this multiple identity group is over represented in the Criminal Justice System

#### 1.5 Who initiated or wrote the policy?

Programme Delivery Unit

#### 1.6 Which Dept. owns and who implements the policy?

PBNI Psychology Department

#### Implementation factors

**1.7** Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

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?

- who owns them?

**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	
<b>Religious belief</b>	<b>Religious Belief</b>	New Orders N=1,670 (46%)
	Roman	52%
	Protestant	38%
	Other Christian	2%
	Muslim	
	Other	1%
	None	8%
<b>Political opinion</b>	<b>Political Opinion</b>	New Orders N=1,626 (44%)
	Unionist	11%
	Nationalist	12%
	None	58%
	Other	2%
	Prefer Not To Say	17%
<b>Racial group</b>	<b>Racial Group</b>	New Orders N=1,690 (46%)
	White	98%
	Chinese	
	Black African	*
	Black Caribbean	*
	Black Other	
	Irish Traveller	1%
	Other	1%
<b>Age</b>	<b>Age</b>	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%
<b>Marital status</b>	<b>Marital Status</b>	New Orders N=1,635 (45%)
	Single (Never Married)	77%
	Married	12%
	Separated	5%
	Divorced	5%
	Widowed	1%
<b>Sexual orientation</b>	<b>Sexual Orientation</b>	New Orders N=1,615 (44%)
	Heterosexual/ Straight	99%
	Gay/ Lesbian	1%
	Bisexual	*
<b>Men and women generally</b>	<b>Gender</b>	New Orders N=3,660 (100%)
	Female	14%
	Male	86%
<b>Disability</b>	<b>Disability</b>	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%
<b>Dependants</b>	<b>Dependants</b>	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
<b>Religious belief</b>	No needs, experiences or priorities have been identified on the grounds of religious belief.
<b>Political opinion</b>	No needs, experiences or priorities have been identified on the grounds of political opinion.
<b>Racial group</b>	No needs, experiences or priorities have been identified on the grounds of racial group.
<b>Age</b>	No needs, experiences or priorities have been identified on the grounds of age other than drug and alcohol misuse is likely to be prevalent in younger age groups.
<b>Marital status</b>	No needs, experiences or priorities have been identified on the grounds of marital status.
<b>Sexual orientation</b>	No needs, experiences or priorities have been identified on the grounds of sexual orientation.
<b>Men and women generally</b>	No needs, experiences or priorities have been identified on the grounds of gender other than increased prevalence of drug misuse by men .
<b>Disability</b>	No needs, experiences or priorities have been identified on the grounds of disability.
<b>Dependants</b>	No needs, experiences or priorities have been identified on the grounds of dependant status.

## 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? <b>Minor   Major   None</b>
Religious belief		None
Political opinion		None
Racial group		None
Age		None
Marital status		None
Sexual orientation		None
Men and women generally		None
Disability		None
Dependants		None

## 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 <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief		No, the application of this policy will be delivered solely on the basis of need.
Political opinion		No, the application of this policy will be delivered solely on the basis of need
Racial group		No, the application of this policy will be delivered solely on the basis of need
Age		No, the application of this policy will be delivered solely on the basis of need
Marital status		No, the application of this policy will be delivered solely on the basis of need
Sexual orientation		No, the application of this policy will be delivered solely on the basis of need
Men and women generally		No, the application of this policy will be delivered solely on the basis of need
Disability		No, the application of this policy will be delivered solely on the basis of need
Dependants		No, the application of this policy will be delivered solely on the basis of need

## 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? <b>Minor   Major   None</b>		
Good relations category	Details of policy impact	Level of impact <b>Minor   Major   None</b>
Religious belief	Dealing with substance misuse at community level, should have an overall beneficial affect given the established link between substance misuse and offending behaviour in communities	Unknown
Political opinion	As above	Unknown
Racial group	As above	Unknown

## 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 <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Religious belief		No, the strategy will be delivered on the basis of need and addictive behaviour.
Political opinion		No, the strategy will be delivered on the basis of need and addictive behaviour.
Racial group		No, the strategy will be delivered on the basis of need and addictive behaviour.

## 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).

Young men are more likely to benefit from the impact of this policy.

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

Overall this strategy will have a positive beneficial effect by reducing the harm that substance misuse can cause.

**2.11** Is there an opportunity through 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.

This policy will have an overall beneficial policy impact on a self-selecting group of people who abuse alcohol and drugs.

**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.

N/A

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

N/A

### 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. 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.

N/A

**Date Screening Completed: 20 August 2014**

**Department Completing this Screening: Programme Delivery Unit and Business Planning & Development**