

## Equality Impact Screening

### Part 1 Scoping

#### 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 from Human Resources. Staff should complete a form for each new or revised policy for which they are responsible.

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

Operational Guidance to PBNI Staff: Terrorist/Politically Motivated Offenders (T/PMOs)

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

Revised

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

Guidance for staff on how to apply the changes brought about by the Coroners and Justice Act 2009 amendments to the Criminal Justice Order 2008

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

The 'policy' will benefit staff & offenders in providing guidance in relation to the resettlement needs of terrorist and politically motivated offenders.

1.5 Who initiated or wrote the policy?

PBNI Assistant Director responsible for Risk

1.6 Which Dept. owns and who implements the policy?

PBNI Assistant Director responsible for Risk

#### 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

The level of engagement from the offenders themselves

**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?

PBNI Health & Safety Policies and procedures

- who owns them?

Human Resources

## Evidence Base

**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.

Section 75 category	Details of evidence/information																														
<b>Religious belief</b>	<p><b>Service User Data</b> (Service Users Survey 2015)</p> <table data-bbox="475 600 1155 757"> <tr> <td>Religion</td> <td>Roman Catholic</td> <td>50%</td> </tr> <tr> <td></td> <td>Protestant</td> <td>35%</td> </tr> <tr> <td></td> <td>Other</td> <td>4%</td> </tr> <tr> <td></td> <td>None</td> <td>10%</td> </tr> </table> <p><b>Workforce figures</b></p> <table data-bbox="443 860 1198 958"> <tr> <td>Non-Deter</td> <td>Protestant</td> <td>Catholic</td> <td>Other</td> <td>Blank</td> </tr> <tr> <td>7%</td> <td>45%</td> <td>47%</td> <td>1%</td> <td></td> </tr> </table>	Religion	Roman Catholic	50%		Protestant	35%		Other	4%		None	10%	Non-Deter	Protestant	Catholic	Other	Blank	7%	45%	47%	1%									
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	97.42%	0.70%	0.24%	0.70%	0.94%	
<b>Age</b>	<b>Service User Data</b> (Service Users Survey 2015)					
	Age	18-24		26%		
		25-29		20%		
		30-39		25%		
		40-49		16%		
		50+		13%		
	<b>Workforce Data</b>					
	Age Bands	18-25	26-35	36-45	46-55	56+ Blank
		2%	21%	30%	30%	16% 1%
<b>Marital status</b>	<b>Service User Data</b> on those who started an order in 2011/12 (last time surveyed for this information)					
	<b>Marital Status</b>		PSRs N=2,958 (48%)	New Orders N=1,635 (45%)		
	Single (Never Married)		70%		77%	
	Married		16%		12%	
	Separated		7%		5%	
	Divorced		6%		5%	
	Widowed		1%		1%	
	<b>Workforce Data</b>					
	Single	Married	Widowed/SP	Separated	Divorced	
	24%	60%	1%	3%	3%	
	Civil Partner	Cohabit	Not Disclosed	Blank		
	6%	2%	1%			

<b>Sexual orientation</b>	<p><b>Service User Data</b> on those who started an order in 2011/12 (last time surveyed for this information)</p> <table border="1" data-bbox="443 302 1150 517"> <thead> <tr> <th>Sexual Orientation</th> <th>PSRs N=2,914 (47%)</th> <th>New Orders N=1,615 (44%)</th> </tr> </thead> <tbody> <tr> <td>Heterosexual/ Straight</td> <td>99%</td> <td>99%</td> </tr> <tr> <td>Gay/ Lesbian</td> <td>1%</td> <td>1%</td> </tr> <tr> <td>Bisexual</td> <td>*</td> <td>*</td> </tr> </tbody> </table> <p><b>Workforce Data</b></p> <table data-bbox="443 611 1329 712"> <thead> <tr> <th>Heterosexual</th> <th>Bi-Sexual</th> <th>Gay/Lesbian</th> <th>Not Disclosed</th> <th>Blank</th> </tr> </thead> <tbody> <tr> <td>82%</td> <td>1%</td> <td>1%</td> <td>2%</td> <td>14%</td> </tr> </tbody> </table>	Sexual Orientation	PSRs N=2,914 (47%)	New Orders N=1,615 (44%)	Heterosexual/ Straight	99%	99%	Gay/ Lesbian	1%	1%	Bisexual	*	*	Heterosexual	Bi-Sexual	Gay/Lesbian	Not Disclosed	Blank	82%	1%	1%	2%	14%					
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	None	53%	56%		
	Child/ Children	45%	42%		
	Person with disability	2%	2%		
	Elderly Person	2%	1%		
<b>Workforce Data</b>					
	A Child	Person with Disability	Elderly Person	None	Not Disclosed
	161	9	12	239	6
	38%	2%	3%	56%	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 particular issues have been identified that relate solely to religious belief.
Political opinion	T/PMOs may choose not to engage with PBNI services and this issue has been factored into the guidance, however those who are willing to engage will receive assistance with resettlement. PBNI is also mindful of the health and safety of staff in the allocation of cases. The safety of staff involved in this area of work is of paramount importance to PBNI.
Racial group	No identified issues
Age	No identified issues
Marital status	No identified issues
Sexual orientation	No identified issues
Men and women generally	No gender issues have been identified

<b>Disability</b>	No identified issues
<b>Dependants</b>	No identified issues

## 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? <b>Minor   Major   None</b>		
Section 75 category	Details of policy impact	Level of impact? <b>Minor   Major   None</b>
Religious belief	This policy is applicable to all regardless of religious belief	none
Political opinion	This policy is designed to have a beneficial effect for all T/PMOs who engage specifically in relation to resettlement issues post sentencing.	Major
Racial group	No identified policy impact in relation to race	None
Age	No identified policy impact in relation to race	None
Marital status	No identified policy impact in relation to marital status	None
Sexual orientation	No identified policy impact in relation to sexual orientation	None
Men and women generally	The policy currently applies to men & women and therefore no policy impact has been identified in relation to gender	None
Disability	No identified policy impact in relation to disability	None
Dependants	No identified policy impact in relation to 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		This policy will apply equally regardless of religious belief
Political opinion		PBNI will engage with all offenders irrespective of their location or political opinion
Racial group		This policy will apply equally regardless of race or ethnicity
Age		This policy will apply equally regardless of age
Marital status		This policy will apply equally regardless of marital status
Sexual orientation		This policy will apply equally regardless of sexual orientation
Men and women generally		This policy will apply equally regardless of gender
Disability		This policy will apply equally regardless of disability
Dependants		This policy will apply equally regardless of dependant status

## 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	PBNI will endeavour to work on an individual basis with terrorist/politically motivated offenders from all communities and seek to offer assistance in terms of their identified resettlement needs.	Minor due to small numbers affected
Political opinion	PBNI will endeavour to work on an individual basis with terrorist/politically motivated offenders from all communities and seek to offer assistance in terms of their identified resettlement needs.	Minor
Racial group	Low impact	Minor

## 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	Through engaging with PBNI in addressing identified resettlement needs, offenders from the main communities will be assisted to reintegrate back into community life albeit that the numbers doing so are low.	
Political opinion	Through engaging with PBNI in addressing identified resettlement needs, politically motivated offenders will be assisted to reintegrate back into the community albeit that the numbers doing so	

	remains low.	
Racial group	Low impact due to the very low number affected by this policy.	

## 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).

Multiple identities identified to date are male/Catholic/Nationalist and or Loyalist adult offenders. These factors have been considered in the context of this Equality Screening

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

**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.

No significant equality issues have been identified through the process of screening. The overall intention of this policy is to provide support to offenders that takes account of their unique needs and therefore meeting PBNI's duty to show due regard in promoting equality of opportunity. The numbers of offenders affected by this policy is currently low.

**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.

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: November 2016**

**Department Completing this Screening:** Assistant Director Risk with the assistance of PBNI Equality Manager.