

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

Transfer and Mobility Policy

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

Revised

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

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.

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

No

1.5 Who initiated or wrote the policy?

Human Resources Department

1.6 Which Dept. owns and who implements the policy?

Human Resources Department

Implementation factors

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

N/A

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?

PBNI Grievance Policy

- who owns them?

Human Resources

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.

Section 75 category	Details of evidence/information																				
Religious belief	<p>Workforce figures</p> <table border="1"> <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>	Non-Deter	Protestant	Catholic	Other	Blank	7%	45%	47%	1%											
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7%	45%	47%	1%																		
Political opinion	<p>Workforce Data</p> <table border="1"> <tr> <td>Unionist</td> <td>Nationalist</td> <td>Other</td> <td>None</td> <td>Prefer Not to Say</td> <td>Blank</td> </tr> <tr> <td>2%</td> <td>1%</td> <td>1%</td> <td>5%</td> <td>2%</td> <td>89%</td> </tr> </table>	Unionist	Nationalist	Other	None	Prefer Not to Say	Blank	2%	1%	1%	5%	2%	89%								
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2%	1%	1%	5%	2%	89%																
Racial group	<p>Workforce Data</p> <table border="1"> <tr> <td>White</td> <td>Mixed</td> <td>Other</td> <td>Not Disclosed</td> <td>Blank</td> </tr> <tr> <td>97.42%</td> <td>0.70%</td> <td>0.24%</td> <td>0.70%</td> <td>0.94%</td> </tr> </table>	White	Mixed	Other	Not Disclosed	Blank	97.42%	0.70%	0.24%	0.70%	0.94%										
White	Mixed	Other	Not Disclosed	Blank																	
97.42%	0.70%	0.24%	0.70%	0.94%																	
Age	<p>Workforce Data</p> <table border="1"> <tr> <td>Age Bands</td> <td>18-25</td> <td>26-35</td> <td>36-45</td> <td>46-55</td> <td>56+</td> <td>Blank</td> </tr> <tr> <td></td> <td>2%</td> <td>21%</td> <td>30%</td> <td>30%</td> <td>16%</td> <td>1%</td> </tr> </table>	Age Bands	18-25	26-35	36-45	46-55	56+	Blank		2%	21%	30%	30%	16%	1%						
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	2%	21%	30%	30%	16%	1%															
Marital status	<p>Workforce Data</p> <table border="1"> <tr> <td>Single</td> <td>Married</td> <td>Widowed/SP</td> <td>Separated</td> <td>Divorced</td> </tr> <tr> <td>24%</td> <td>60%</td> <td>1%</td> <td>3%</td> <td>3%</td> </tr> <tr> <td>Civil Partner</td> <td>Cohabit</td> <td>Not Disclosed</td> <td>Blank</td> <td></td> </tr> <tr> <td>6%</td> <td>2%</td> <td>1%</td> <td></td> <td></td> </tr> </table>	Single	Married	Widowed/SP	Separated	Divorced	24%	60%	1%	3%	3%	Civil Partner	Cohabit	Not Disclosed	Blank		6%	2%	1%		
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6%	2%	1%																			

Sexual orientation	Workforce Data									
	<table border="0"> <tr> <td>Heterosexual</td> <td>Bi-Sexual</td> <td>Gay/Lesbian</td> <td>Not Disclosed</td> <td>Blank</td> </tr> <tr> <td>82%</td> <td>1%</td> <td>1%</td> <td>2%</td> <td>14%</td> </tr> </table>	Heterosexual	Bi-Sexual	Gay/Lesbian	Not Disclosed	Blank	82%	1%	1%	2%
Heterosexual	Bi-Sexual	Gay/Lesbian	Not Disclosed	Blank						
82%	1%	1%	2%	14%						
Men and women generally	Workforce Data									
	<table border="0"> <tr> <td>Male</td> <td>Female</td> </tr> <tr> <td>30%</td> <td>70%</td> </tr> </table>	Male	Female	30%	70%					
Male	Female									
30%	70%									
Disability	Workforce Data									
	<table border="0"> <tr> <td>Disability Yes</td> <td>No</td> </tr> <tr> <td>4%</td> <td>96%</td> </tr> </table>	Disability Yes	No	4%	96%					
Disability Yes	No									
4%	96%									
Dependants	Staff with children 38% Person with disability 2% Elderly person 3%									
	None 56% Not disclosed 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 specific equality issues identified
Political opinion	No specific equality issues identified
Racial group	No specific equality issues identified
Age	No specific equality issues identified
Marital status	No specific equality issues identified

Sexual orientation	No specific equality issues identified
Men and women generally	No specific equality issues identified
Disability	PBNI will give full regard to its responsibilities under the Disability Discrimination Act 1995 and reasonable adjustments made where appropriate.
Dependants	PBNI will consider the circumstances of employees who have sole responsibility for the care of dependants or employees with a disability prior to making staffing decisions. In such circumstances, full regard and commitment to PBNI's responsibilities under the Disability Discrimination Act 1995 and employment legislation will be adhered to and reasonable adjustments made where appropriate.

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		None
Political opinion		None
Racial group		None
Age		None
Marital status		None
Sexual orientation		None
Men and women generally		None
Disability	PBNI will give full regard to its responsibilities under the Disability Discrimination Act 1995 and reasonable adjustments made where appropriate.	Minor
Dependants	PBNI will consider the circumstances of employees who have sole responsibility for the care of dependants or employees with a disability prior to making staffing decisions.	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	No equality issues have been identified	No
Political opinion	No equality issues have been identified	No
Racial group	No equality issues have been identified	No
Age	No equality issues have been identified	No
Marital status	No equality issues have been identified	No
Sexual orientation	No equality issues have been identified	No
Men and women generally	No equality issues have been identified	No
Disability	Sufficient mitigation is included within the policy for this equality category	No
Dependants	Sufficient mitigation is included within the policy for this equality category	No

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		None
Political opinion		None
Racial group		None

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	This policy describes an internal procedure for transferring staff.	N/A
Political opinion		N/A
Racial group		N/A

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).

Men and women with caring responsibilities that may include care for people with disabilities.

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

The policy addresses the equality concerns of people who are carers while also acknowledging staff with disabilities.

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.

Sufficient mitigation has been provided within this policy to address the identified equality issues.

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.

Already recorded above

Date Screening Completed:
Department Completing this Screening:

8th September 2015
Human Resources