

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

Relocation of Victims Unit

1.2 Is this an existing, revised or a new policy? (Use drop down menu)

New

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

In line with the Estates Strategy this relocation will offer improved efficiency in the delivery of the Victims Information Scheme

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?

Roisin Muldoon (Victims Unit)

1.6 Who owns and who implements the policy?

Hugh Hamill (Estates Strategy)

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?

- 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.

Section 75 category	Details of evidence/information												
Religious belief	<p>Equality information is available on the staff working in the Victims Unit however due to the low numbers of staff in this location we have not included this information within this screening document. The information below relates to equality data held on people using the victim information scheme 2013-14.</p> <table data-bbox="491 757 791 1059"> <tr> <td>Protestant</td> <td>45%</td> </tr> <tr> <td>Catholic</td> <td>27%</td> </tr> <tr> <td>Other Christian</td> <td>9%</td> </tr> <tr> <td>Hindu</td> <td>3%</td> </tr> <tr> <td>Blank</td> <td>16%</td> </tr> </table>	Protestant	45%	Catholic	27%	Other Christian	9%	Hindu	3%	Blank	16%		
Protestant	45%												
Catholic	27%												
Other Christian	9%												
Hindu	3%												
Blank	16%												
Political opinion	<table data-bbox="491 1122 831 1480"> <tr> <td>Unionist</td> <td>24%</td> </tr> <tr> <td>Nationalist</td> <td>12%</td> </tr> <tr> <td>None</td> <td>39%</td> </tr> <tr> <td>Prefer not to say</td> <td>9%</td> </tr> <tr> <td>Blank</td> <td>13%</td> </tr> <tr> <td>Other</td> <td>3%</td> </tr> </table>	Unionist	24%	Nationalist	12%	None	39%	Prefer not to say	9%	Blank	13%	Other	3%
Unionist	24%												
Nationalist	12%												
None	39%												
Prefer not to say	9%												
Blank	13%												
Other	3%												
Racial group	<table data-bbox="491 1547 655 1715"> <tr> <td>White</td> <td>94%</td> </tr> <tr> <td>Indian</td> <td>3%</td> </tr> <tr> <td>Blank</td> <td>3%</td> </tr> </table>	White	94%	Indian	3%	Blank	3%						
White	94%												
Indian	3%												
Blank	3%												
Age	<table data-bbox="491 1776 919 1816"> <tr> <td>Average Age of Victims</td> <td>48</td> </tr> </table>	Average Age of Victims	48										
Average Age of Victims	48												
Marital status	<table data-bbox="491 1883 751 1977"> <tr> <td>Separated</td> <td>12%</td> </tr> <tr> <td>Widowed</td> <td>10%</td> </tr> </table>	Separated	12%	Widowed	10%								
Separated	12%												
Widowed	10%												

	Divorced 15% Married / civil partnership 33% Single 21% Blank 9%
Sexual orientation	No information
Men and women generally	Male 36% Female 64%
Disability	Yes 41% No 53% Blank 8%
Dependants	Yes 63% No 31% Blank 9%

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	Based on consultation with staff affected and also service users via the Victim Reference group both parties have not identified any equality needs in relation to this move.
Political	See above

opinion	
Racial group	See above
Age	See above
Marital status	See above
Sexual orientation	See above
Men and women generally	See above
Disability	See above
Dependants	See above

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	Based on consultation with PBNI staff affected and also service users via the Victim Reference group both parties have not identified any equality issues in relation to the relocation of the Victims Unit.	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 Yes , provide details	If No , provide reasons
Religious belief		Any potential equality issues in relation to the physical office relocation will be mitigated for service users as face to face work will still be conducted in a suitable location that will be agreed in advance with each service users.
Political opinion		See above
Racial group		See above
Age		See above
Marital status		See above
Sexual orientation		See above
Men and women generally		See above

Disability		See above
Dependants		See above

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		The new location of the office has been welcomed by the staff involved and the new location will not be a factor for face to face victims work.
Political opinion		See above

Racial group	See above
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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.

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.

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.

Through the process of screening the decision to relocate the PBNI Victims Information Unit's office from Belfast to Lisburn no equality issues have been identified by staff or service users. PBNI has put in place sufficient measures to ensure anticipated equality issues such as accessibility are mitigated through the flexibility offered under the scheme.

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

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.

N/A