

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

Volunteering and Mentoring Policy

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

Revised

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

To offer volunteering mentoring opportunities in the work of the Probation Board for Northern Ireland

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

It is anticipated that the following equality groups will benefit from the application of this policy – Young People, Disabled Offenders and Males

1.5 Who initiated or wrote the policy?

Business Planning & Development

1.6 Who owns and who implements the policy?

Business Planning & Development

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

If there was a significant increase in numbers of people using this policy it would have an impact on our ability to operate in the current structure.

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?

Health & Safety, Data Protection and Child Protection

- who owns them?

HR, Communications and Operations

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>46% of the respondents to the equality census June 2010 stated that they are Catholic and</p> <p>43% stated they are Protestants. The following list is a breakdown of other religious beliefs.</p> <p>8% no religion,</p> <p>2% other Christian, Less than 1% Muslim, Less than 1% Buddhist, Less than 1% Jewish, Less than 1% Other</p>
Political opinion	<p>50% of offenders stated they do not hold a political opinion.</p> <p>16% of offenders stated they hold a Unionist opinion and</p> <p>15% stated they hold a Nationalist opinion.</p> <p>4% stated they have different political opinions to those listed and 15% preferred not to say what their political opinion is</p>
Racial group	<p>99% of offenders are white,</p> <p>1% of which are Irish Travellers.</p> <p>The remaining 1% is broken down as Black African, Chinese, Black Other, Pakistani, Mixed race, Other</p>
Age	<p>2% under18 -</p> <p>32% ages 18-24 -</p> <p>32% ages 25-34</p> <p>18% ages 35-44</p> <p>11% ages 45-54</p> <p>5% aged 55+</p>

Marital status	<p>68% Single -</p> <p>14% Married</p> <p>9% Divorced</p> <p>6% Separated</p> <p>1% Widowed</p> <p>2% No response</p>
Sexual orientation	<p>94% of the offenders' state that they are heterosexual/straight,</p> <p>1% gay,</p> <p>1% bisexual,</p> <p>4% of offenders did not supply an answer to this question.</p>
Men and women generally	<p>9% female</p> <p>91% male</p>
Disability	<p>37% of offenders declare that they have a disability. In total nearly a quarter of all offenders surveyed (23%) state that they have a mental health condition. The table below shows a breakdown of other classifications of disability.</p> <ul style="list-style-type: none"> • 23% Mental Health Condition • 8% Long Term Illness • 7% Physical disability • 6% Learning disability • 1% Sensory disability
Dependants	<p>Just under half of offenders (48%) declare that they have responsibilities for one or more dependants the majority of these (45%) with caring responsibilities for children. 2% have caring responsibilities for a disabled person and 1% for an elderly person.</p> <p>The figures in this table refer to the census of offenders under the supervision of PBNI June 2010</p>

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 interpretation services to enable them to take part in mentoring activities
Age	It is anticipated that younger people will benefit most from mentoring support
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	While males and females will benefit from this policy, due to number men will be far more likely to use the mentoring services.
Disability	High numbers of offenders have communication, learning or mental health issues that affect their behaviour
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 the following groups are under-represented ethnic minorities, men, gay and lesbian and minority faiths groups.	
Political opinion	No	No available evidencence of under - representation
Racial group	A review of PBNI Victim Information Scheme equality monitoring data has identified that the following groups are under-represented ethnic minorities, men, gay and lesbian and minority faiths groups	
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 the following groups are under-represented ethnic minorities, men, gay and lesbian and minority faiths groups	
Men and women generally	A review of PBNI Victim Information Scheme equality monitoring data has identified that the following groups are under-represented ethnic minorities, men, gay and lesbian and minority faiths groups	
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 based in all communities in Northern Ireland	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 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.

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

Section 75 bodies will also have an opportunity to comment as part of the statutory procedure. The screening form will be included in the Department's quarterly consultation exercise with consultees.

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.

Approval and authorisation

	Position/Job Title	Date
Screened by:	Roisin Muldoon Assistant Director and Paul Mcilwaine Equalit Manager	14-12-11
Approved by:	Roisin Muldoon Assistant Director	14-12-11

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy and made easily accessible on PBNl website as soon as possible following completion and made available on request. Completed forms must be forwarded to equality@pbni.gsi.gov.uk