

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

WHISTLEBLOWING POLICY AND SUPPORTING ARRANGEMENTS

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 AND SUPPORTING ARRANGEMENTS IS TO PROVIDE INFORMATION FOR STAFF ON HOW TO RAISE CONCERNS SAFELY.

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?

GAIL MCGREEVY HEAD OF COMMUNICATIONS (WILL BE BOARD SECRETARY)

1.6 Which Dept. owns and who implements the policy?

COMMUNICATIONS (WILL BE BOARD SECRETARY)

Implementation factors

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

No

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?

DIGNITY AT WORK, DISCIPLINARY POLICY, GRIEVANCE POLICY, COUNTER-FRAUD POLICY

- who owns them?

HUMAN RESOURCES DEPARTMENT, FINANCE DEPARTMENT

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 | Workforce figures Non-Deter Protestant Catholic Other Blank 7% 45% 47% 1% |
| Political opinion | Workforce Data Unionist Nationalist Other None Prefer Not to Say Blank 2% 1% 1% 5% 2% 89% |
| Racial group | Workforce Data White Mixed Other Not Disclosed Blank 97.42% 0.70% 0.24% 0.70% 0.94% |
| Age | Workforce Data Age Bands 18-25 26-35 36-45 46-55 56+ Blank 2% 21% 30% 30% 16% 1% |

| | | | | | |
|--------------------------------|-------------------------------------|-----------------|---------------------|---------------|---------------|
| Marital status | Workforce Data | | | | |
| | Single | Married | Widowed/SP | Separated | Divorced |
| | 24% | 60% | 1% | 3% | 3% |
| | Civil Partner | Cohabit | Not Disclosed Blank | | |
| | 6% | 2% | 1% | | |
| Sexual orientation | Workforce Data | | | | |
| | Heterosexual | Bi-Sexual | Gay/Lesbian | Not Disclosed | Blank |
| | 82% | 1% | 1% | 2% | 14% |
| | | | | | |
| Men and women generally | Workforce Data | | | | |
| | Male | Female | | | |
| | 30% | 70% | | | |
| Disability | Disability Yes No | | | | |
| | | 4% 96% | | | |
| Dependants | Workforce Data | | | | |
| | Dependant Responsibilities for a... | | | | |
| | Child | Disabled Person | Elderly Person | None | Not Disclosed |
| | 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 | NONE |
| Political opinion | NONE |
| Racial group | NONE |
| Age | NONE |
| Marital Status | NONE |
| Sexual orientation | NONE |
| Men and women generally | NONE |
| Disability | NONE |
| Dependants | NONE |

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 | | 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 | | The policy is designed to protect staff, service users as well as the organisation |
| Political opinion | | As Above |
| Racial group | | As Above |
| Age | | As Above |
| Marital status | | As Above |
| Sexual orientation | | As Above |
| Men and women generally | | As Above |
| Disability | | As Above |
| Dependants | | As 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 policy is designed to protect staff and service users as well as the organisation in a limited set of circumstances. |
| Political opinion | | |
| Racial group | | |

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).

N/A

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.

ALL QUESTIONS IN SECTION 2 RECEIVED A 'NO' ANSWER

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.

Date Screening Completed: 12.05.2015

Department Completing this Screening: Communications