

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

'A Regional Family Risk Assessment and Intervention Model'

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

New

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

This project will improve the outcomes for children subject to child protection registration and provide a regional and co-ordinated service model of assessment and intervention to address the risk of sexual harm potentially posed to children by those men who are not subject to statutory supervision and about whom there are concerns regarding their sexual behaviours.

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

Gender (Males) and Age (Children)

1.5 Who initiated or wrote the policy?

PBNI Psychology

1.6 Which Dept. owns and who implements the policy?

The Probation Board for Northern Ireland

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

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?

N/A

- 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	Data will be gathered by equality monitoring the project and a new equality impact screening will be completed using this data at the end of the first year of operation.
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

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 needs, experiences or priorities have been identified for this equality group
Political opinion	No specific needs, experiences or priorities have been identified for this equality group
Racial group	No specific needs, experiences or priorities have been identified for this equality group
Age	NSPCC will undertake a safe parenting assessment with the mother of each child. The NSPCC will also complete work with the children/young people as appropriate to incorporate the voice of the child within the assessment.
Marital status	No specific needs, experiences or priorities have been identified for this equality group
Sexual orientation	No specific needs, experiences or priorities have been identified for this equality group
Men and women generally	Assessment of males about whom concerns have been raised will take place alongside the assessment of the mother's (or any adult who is providing significant care of the child) ability to protect the child from the assessed risk.
Disability	No specific needs, experiences or priorities have been identified for this equality group
Dependants	No specific needs, experiences or priorities have been identified for this equality group

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	This will positively impact children and young people by enhancing their protection from sexual violence	Major
Marital status		None
Sexual orientation		None
Men and women generally	This will have a positive impact through offering increased protection offering assessment of treatment needs to address potential offending behaviour	Major
Disability		None
Dependants	This will benefit dependants of a parent or other carer who is at risk of sexual abuse, through assessment of treatment needs.	Major

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		It is not known if an opportunity exists to better promote equality of opportunity – This issue will be addressed following the first year of operation.
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		No, equality data is needed to properly assess the impact for good relations
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).

More data is required to make a full assessment

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

Not Known

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: -

This policy will enhance protection to disabled people who through their disability have increased vulnerability.

Part 3 Screening decision

3.1 If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

There is insufficient equality data available to provide a reliable screening decision; therefore PBNI proposes to re-screen this area of work when equality data becomes available within one year of the commencement of the project.

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: 2.12.14

Department Completing this Screening: Psychology & Human Resources