

PBNI Equality Screening Report March 2015

The Probation Board for Northern Ireland (PBNI) wishes to keep our consultees regularly informed about what we are doing to assess the impact of our policies regarding the promotion of equality of opportunity and good relations.

Please find below details of equality impact screening work carried out by the PBNI from **January** to end of **March** 2015.

Policy Equality Screening

Name of Policy	Brief Description	Outcome
Hate Crime Policy	The overarching theme of this policy is to identify and deal with discriminatory attitudes through developing a specific Northern Ireland intervention that can be delivered to offenders by Probation Officers.	This policy is part of PBNI's Good Relation Plan consulted upon as part of its Equality Scheme published in 2012. Screened Out
Victims Policy	<p>To ensure that the application of the victim perspective to the delivery of all work with victims and offenders.</p> <p>To contribute to development and implementation of services through partnership working with other criminal justice agencies (via the Victims and Witnesses Steering Group) and victim organisations (via PBNI Victims Reference Group)..</p> <p>To ensure that Probation staff working with offenders are trained appropriately to deliver effective services taking account of the needs of victims.</p> <p>To ensure that Victim Liaison Officers (VLOs) are appropriately trained to deliver effective services to registered victims.</p> <p>PBNI will endeavour to ensure that the victim's perspective will inform practice with offenders.</p>	PBNI has put in place sufficient measures to ensure anticipated equality issues such as physical accessibility or language barriers are mitigated through the operation of the Victims Policy. Further mitigation will be achieved through raising awareness of the Victim Information Scheme with minority groups.
Cessation of Out of Hours Cover	PBNI is required to achieve efficiency savings, and the cessation of this out of hours arrangement will contribute to this.	Mitigation of potential impacts will be achieved through the provision of out of hours cover for extended periods of holiday where PBNI premises will be close for 4

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		or more days e.g. Christmas, Easter and the July holiday period.

If you or your organisation is interested in receiving any policy documents, please contact us at equality@pbni.gsi.gov.uk

Consultations

Following PBNI consultation on its draft Disability Action Plan 2015-2020. This new Disability Action Plan has been approved by our Board in March 2015. This plan is a statement of the PBNI's commitment to promote positive attitudes towards disabled people; and encourage the participation of people with disabilities in public life roles. This new Disability Action Plan along with a consultation summary document are available on PBNI's website click [here](#) for details.

Where to find Equality Information on PBNI's Website

You can visit the Probation Board website at www.pbni.org.uk to access equality information and review current and previous Section 75 reports/policy screening forms. Equality information including Screening reports are posted on the website within the 'Guide to Information' tab and select 'What are our priorities and how are we doing' link to access our Equality and Diversity pages.



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