

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

Victims Policy

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

Existing

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

To ensure that the application of the victim perspective to the delivery of all work with victims and offenders.

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)..

To ensure that Probation staff working with offenders are trained appropriately to deliver effective services taking account of the needs of victims.

To ensure that Victim Liaison Officers (VLOs) are appropriately trained to deliver effective services to registered victims.

PBNI will endeavour to ensure that the victim's perspective will inform practice with offenders.

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?

Chris Davies (Victims Unit)

1.6 Who owns and who implements the policy?

Roisin Muldoon (Assistant Director)

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 (victims)

other public sector organisations

voluntary/community/trade unions

other, please specify

1.9 Other policies with a bearing on this policy

- what are they?

Restorative Practice Strategy (2014);
 Health and Safety Policy;
 Complaints;
 Domestic Violence;
 Hate Crime;
 PPANI Policy.

It also links to PBNI's Best Practice Framework for assessment, management and supervision of offenders, and to standards and procedures for the operation of the PBNI Victim Information Scheme; The Parole Commissioners' Rules (2009); The Victims Charter (2014); The EU Victims Directive; and the PBNI Corporate Plan (2014/17).

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>The information in this section, relates to equality data held on people using the victim information scheme 2013-14.</p> <table border="0"> <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%		
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Political opinion	<table border="0"> <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	White 94%	
	Indian 3%	
	Blank 3%	
Age	Average Age of Victims	48
Marital status	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	No specific needs, experiences or priorities have been identified.
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

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	No specific equality issues have been identified	None

Political opinion	No specific equality issues have been identified	None
Racial group	In circumstance were a person is unable to speak in English Interpretation and translations services are provided.	None – due to mitigation
Age	Data suggests that younger victims are less likely to use the service.	Minor
Marital status	No specific equality issues have been identified	None
Sexual orientation	Data suggests that LGBT victims are not using the scheme – This was recognised in PBNI’s Equality Scheme and measures have been proposed to raise awareness of this service to victims.	Minor
Men and women generally	Data suggests that men are less likely to use the service.	Minor
Disability	Any potential equality issues are mitigated for service users as face to face work is conducted in a suitable location agreed in advance with each victim.	Minor
Dependants	No specific equality issues have been identified	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	.	No specific equality issues have been identified
Political opinion		No specific equality issues have been identified
Racial group	<p>PBNI's Equality Scheme Action Plan has the following action –</p> <p>PBNI will raise awareness of our Victims Information Scheme with ethnic minorities, trans-gendered, gay and disabled groups as well as victim organisations generally.</p>	
Age		The average age of users of the Victims Scheme is currently 48, although the scheme is open to all ages
Marital status		No specific equality issues have been identified
Sexual orientation	PBNI will raise awareness of our Victims Information Scheme with trans-gendered and LGBT groups	
Men and women generally	More frequently used by women	
Disability	PBNI will raise awareness of our Victims Information Scheme with disabled groups.	
Dependants		No specific equality issues have been identified

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		This policy seeks to offer information to victims of crime individually
Political opinion		See above
Racial group		See 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.

2.11 Is there an opportunity through this policy for PBNl 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.

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.

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.

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