

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

Equal Opportunities Policy

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

Revised

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

PBNI's Equal Opportunities Policy aims to promote a workplace that is free from unlawful discrimination, victimisation, harassment, bullying and inappropriate behaviour.

All job applicants and employees, and others who work for us will be treated fairly and will not be unlawfully discriminated against (either directly or indirectly) or receive less favourable treatment on the grounds of sex, pregnancy or maternity leave, gender reassignment, marital status, religious belief, political opinion, race, colour, nationality, ethnic or national origins, being an Irish Traveller, disability, sexual orientation and age.

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 all section 75 categories will benefit from the promotion of equality of opportunity and fair participation in employment as well as the promotion of a good and harmonious working environment in which all persons are treated with respect.

1.5 Who initiated or wrote the policy?

Staff Officer Human Resources Department

1.6 Which Dept. owns and who implements the policy?

Human Resources Department

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

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 Policy
- Grievance Policy
- Disciplinary Policy
- Recruitment Policy

- who owns them?

Human Resources 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	<p>Details from the latest Section 75 report indicate that PBNI workforce is as follows:</p> <p>Non-determined 7% Protestant 45% Catholic 47% Blank 1%</p> <p>Equal opportunities is recognised as something which applies to everybody and from which all can benefit.</p>
Political opinion	<p>Equal opportunities is recognised as something which applies to everybody and from which all can benefit.</p>
Racial group	<p>Details from the latest Section 75 report indicate that PBNI workforce is as follows:</p> <p>White = 97.42% Mixed = 0.7% other = 0.235% Not disclosed = 0.7%</p> <p>Equal opportunities is recognised as something which applies to everybody and from which all can benefit.</p>
Age	<p>Details from the latest Section 75 report indicate that PBNI workforce is as follows:</p> <p>18-25 = 2% 26-35 = 21% 36-45 = 30% 46-55 = 30% 56+ = 16% Blank = 1%</p> <p>Equal opportunities is recognised as something which applies to everybody and from which all can benefit.</p>
Marital status	<p>Details of the latest Section 75 Report indicate that PBNI workforce is as follows:</p> <p>Single = 24% Married = 60% Widowed = 1% Separated = 3% Divorced = 3% Civil Partnership = 0% Cohabit = 6% Not disclosed = 2% Blank = 1%.</p> <p>Equal opportunities is recognised as something which applies to everybody and from which all can benefit.</p>
Sexual orientation	<p>Details of the latest Section 75 report indicate that PBNI workforce is as follows:</p> <p>Heterosexual = 82% Bisexual = 1% Gay/Lesbian = 1%</p>

	<p>Not disclosed = 2% Blank = 14%</p> <p>Equal opportunities is recognised as something which applies to everybody and from which all can benefit.</p>
Men and women generally	<p>Details of the latest Section 75 report indicate that PBNI workforce is as follows:</p> <p>Male = 30% Female = 70%</p> <p>Equal opportunities is recognised as something which applies to everybody and from which all can benefit.</p>
Disability	<p>Details of the Section 75 report indicate that PBNI workforce is as follows:</p> <p>Disabled = 4% Not disabled = 96%</p> <p>Equal opportunities is recognised as something which applies to everybody and from which all can benefit.</p>
Dependants	<p>Details of the latest Section 75 report indicate that PBNI workforce is as follows:</p> <p>Staff with children = 38% Person with disability = 2% Elderly person = 3% No dependents = 56% Not disclosed = 1%</p> <p>Equal opportunities is recognised as something which applies to everybody and from which all can benefit.</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	PBNI will fulfil its legal obligations under the equality legislation and associated codes of practice. Lawful affirmative or positive action will take place where appropriate.
Political opinion	PBNI will fulfil its legal obligations under the equality legislation and associated codes of practice. Lawful affirmative or positive action will take place where appropriate.

Racial group	PBNI will fulfil its legal obligations under the equality legislation and associated codes of practice. Lawful affirmative or positive action will take place where appropriate.
Age	PBNI will fulfil its legal obligations under the equality legislation and associated codes of practice. Lawful affirmative or positive action will take place where appropriate.
Marital status	PBNI will fulfil its legal obligations under the equality legislation and associated codes of practice. Lawful affirmative or positive action will take place where appropriate.
Sexual orientation	PBNI will fulfil its legal obligations under the equality legislation and associated codes of practice. Lawful affirmative or positive action will take place where appropriate.
Men and women generally	PBNI will fulfil its legal obligations under the equality legislation and associated codes of practice. Lawful affirmative or positive action will take place where appropriate.
Disability	PBNI will fulfil its legal obligations under the equality legislation and associated codes of practice. Lawful affirmative or positive action will take place where appropriate.
Dependants	PBNI will fulfil its legal obligations under the equality legislation and associated codes of practice. Lawful affirmative or positive action will take place where appropriate.

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	The aim of the Equal Opportunities Policy is to promote workplace that is free from unlawful discrimination, victimisation, harassment, bullying and inappropriate behaviour. Promoting a harmonious working environment in which all persons are treated with dignity and respect.	This policy is in place to promote a positive 'impact' on all section 75 categories.
Political opinion	As above	As above
Racial group	As above	As above
Age	As above	As above
Marital status	As above	As above
Sexual orientation	As above	As above
Men and women generally	As above	As above
Disability	As above	As above
Dependants	As above	As above

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 aim of the Equal Opportunities Policy is to promote workplace that is free from unlawful discrimination, victimisation, harassment, bullying and inappropriate behaviour. Promoting a harmonious working environment in which all persons are treated with dignity and respect.	
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	The Policy is committed to promoting equality of opportunity and fair participation in employment for all persons.	This policy is in place to promote a positive 'impact' on all section 75 categories.
Political opinion	As above	As above
Racial group	As above	As 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	This policy will be communicated to employees, job applicants and relevant others. Equality training and guidance will be provided as appropriate including induction training that will explain the Equal Opportunities, Dignity at Work and Grievance policies.	
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).

It is hoped only positive impact will occur with the promotion of equal opportunities within the workplace for all categories under Section 75.

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: -
The Equal Opportunities Policy will be communicated to staff and will form part of induction training.

Part 3 Screening decision

3.1 If the decision is not to conduct an equality impact assessment, please provide

No equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.

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.

N/A

Date Screening Completed:
Department Completing this Screening:

7 March 2019
Human Resources Department