

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

Hate Crime 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 recognises that hate crime is a serious problem which has a devastating impact on victims and their families. The Hate Crime Policy seeks to provide staff with clear guidance in dealing with both offenders who are perpetrators and victims or potential victims of hate crime.

PBNI recognise that we are working in an increasingly diverse society and that a capacity for empathy with individuals from diverse backgrounds is essential to the delivery of effective and responsive interventions as well as to desistance by hate crime perpetrators.

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

It is hoped that all those section 75 categories will benefit from the promotion of this policy. PBNI will engage purposefully with offenders in relation to offences rooted in prejudice and hate, always prioritising public protection and victims' interests

1.5 Who initiated or wrote the policy?

Acting Head of Psychology and Interventions

1.6 Which Dept. owns and who implements the policy?

Psychology and Interventions.

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

X 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?

- PBNI Risk of Serious Harm Policy and Procedures;
- PBNI Policy and Procedures on Domestic Violence;
- PBNI Policy on Victims;
- Public Protection Arrangements Northern Ireland (PPANI);

• 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	<p>A faith/religious hate crime is defined as any crime which is perceived to be based upon prejudice towards or hatred of the faith of the victim or so perceived by the victim or any other person. A faith or religious group can be defined as a group of persons defined by reference to religious belief or lack of religious belief. This includes Christians, Muslims, Jews, Hindus, Sikhs and different sects within a religion. It also includes people who hold no religious belief at all. A total of 50 reported incidents were recorded by PSNI in 2017, with 6 reported crimes.</p>
Political opinion	<p>A sectarian hate crime is a crime which is perceived to be sectarian by the victim or any other person. The term sectarian is almost exclusively used in Northern Ireland to describe incidents of bigotry towards or hatred of members of different religious or political groups. It is broadly accepted that within the Northern Ireland context an individual or group is often perceived to be Catholic or Protestant, regardless of the degree to which they are believers or practise, and that this is often further extended into attributions of nationalist/republican or unionist/loyalist, regardless of whether and to what extent this is true.</p> <p>A total of 852 reported incidents were recorded by PSNI in 2017, with 584 reported crimes.</p>
Racial group	<p>A racist hate crime is any crime which is perceived to be racist by the victim or any other person, i.e., perceived to be based upon prejudice towards or hatred of the race or the victim, or so perceived by the victim, or any other person. A racial group includes a group of persons defined by reference to race, colour, nationality or ethnic or national origin. Whilst including the many national origins now represented in Northern Ireland, the term also includes national origins in common usage in the United Kingdom namely, Irish, English, Scottish and Welsh. References to a person's racial group refer to any racial group into which he or she falls. Racial group includes the Irish Traveller community, and the Roma Traveller community.</p> <p>A total of 1041 reported incidents were recorded by PSNI in 2017, with 640 reported crimes.</p>
Age	<p>This is not a section recorded by PSNI under Hate Crime but PBNI is committed in its 2017-20 Corporate Plan to protect vulnerable people as a strategic</p>

Marital status	This is not a section that is recorded by PSNI under Hate Crime but is better measured under the Domestic Violence Policy (Operational).
Sexual orientation	<p>A homophobic hate crime is defined as any crime which is perceived to be homophobic by the victim or any other person. Homophobia can be defined as prejudice towards, or hatred of lesbian, gay, or bisexual people, or degradation of their lifestyle, culture or characteristics.</p> <p>Transphobic hate crimes are those perceived to be transphobic by the victim or any other person. Transphobia can be defined as prejudice towards or hatred of transsexual persons. A transsexual person is a person who has 'gender dysphoria' or dissatisfaction with his or her own birth gender. Transsexuals may be lesbian, gay, bisexual or heterosexual and may or may not consider an incident perpetrated against them to be homophobic.</p>
Men and women generally	No specific report for this section.
Disability	A disability related hate crime is any crime which is perceived to be based upon prejudice towards or hatred of the victim because of their disability or so perceived by the victim or any other person. Disability is defined by Article 2(5) of the Criminal Justice (No.2) Order 2004 as any physical or mental impairment. This differs from the definition in the Disability Discrimination Act 1995.
Dependants	No specific report for this section.

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	It is hoped that all those section 75 categories will benefit from the promotion of this policy. PBNI will engage purposefully with offenders in relation to offences rooted in prejudice and hate, always prioritising public protection and victims' interests. PBNI will always seek to promote 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	<p>PBNI's recognises that hate crime is a serious problem which has a devastating impact on victims and their families. The Hate Crime Policy seeks to provide staff with clear guidance in dealing with both offenders who are perpetrators and victims or potential victims of hate crime.</p> <p>PBNI recognise that we are working in an increasingly diverse society and that a capacity for empathy with individuals from diverse backgrounds is essential to the delivery of effective and responsive interventions as well as to desistance by hate crime perpetrators</p>	
Political opinion	As above	
Racial group	As above	
Age	As above	
Marital status	As above	
Sexual orientation	As above	
Men and women	As above	

generally		
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	<p>The Hate Crime Policy seeks to provide staff with clear guidance in dealing with both offenders who are perpetrators and victims or potential victims of hate crime.</p> <p>PBNI recognise that we are working in an increasingly diverse society and that a capacity for empathy with individuals from diverse backgrounds is essential to the delivery of effective and responsive interventions as well as to desistance by hate crime perpetrators</p>	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. Training will be undertaken with staff to promote best practice.	
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 The Hate Crime Policy 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 Hate Crime Policy will be communicated to all 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:

15th June 2019
Psychology & Intervention