

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

Learning and Development Policy

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

Revised

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

Aim:

To ensure that the mechanisms are in place to equip PBNI staff with the necessary knowledge, skills and attributes required to deliver the objectives identified in the Corporate Plan, Business Plan, team plans and individuals objectives within available resources.

Objectives:

- 4.1 To ensure learning and development is directly linked to organisational business objectives, taking account of identified priority skills needs.
- 4.2 To ensure learning and development is appropriately resourced to meet priority skills needs.
- 4.3 To ensure learning and development is appropriately resourced to meet commitments to agreed partnerships.
- 4.4 To ensure access to learning and development opportunities are equitable and fair and ensure there is an open and transparent process for selection of staff on learning events.
- 4.5 To support the drive towards maintaining and continuing professionalism.
- 4.6 To evaluate learning and development in terms of both delivery and impact on the achievement of objectives at all levels of the organisation.

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

No - the Policy will generally apply to all staff and not targeted to any specific Section 75 category

1.5 Who initiated or wrote the policy?

Deputy Head of HR

1.6 Which Dept. owns and who implements the policy?

Human Resources Department – Head of Human Resources

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?

- 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	Non-Deter		Protestant		Catholic		Blank			
	21		168		205		0			
	5%		43%		52%		0%			
Political opinion	Not measured. PBNi use the EC guidance of assuming political opinion is led by religious belief.									
Racial group	White		Mixed Race		Not-Disclosed		Blank		Black African	Black Other
	386		1		1		3		1	2
	98%		0%		0%		1%		0%	1%
Age	18-25		26-35		36-45		46-55		56+	
	11		78		104		121		80	
	3%		20%		26%		31%		20%	
Marital status	Single	Married	Widowed/SP	Separated	Divorced	Cohabit	Not-Disclosed	Civil P'ship	Blank	
	121	187	5	11	19	40	4	2	5	
	31%	47%	1%	3%	5%	10%	1%	1%	1%	
Sexual orientation	Heterosexual		Bi-Sexual		Gay/Lesbian		Not-Disclosed		Blank	
	343		5		4		8		34	
	87%		1%		1%		2%		9%	
Men and women generally	Male		Female		Total					
	89		305		394					
	23%		77%		100%					
Disability	Yes		No							
	18		376							
	5%		95%							
	Physical		Sensory Impairment			Mental Health				
	1		4			2				
Learning		Long Term Illness			Other					

	Disability				
	1	8	2		
Dependants	A Child	Person with Disability	Elderly Person	Not- Disclosed	Blank
	157	7	9	35	186
	40%	2%	2%	9%	47%

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	None identified
Political opinion	None identified
Racial group	None identified
Age	None identified
Marital status	None identified
Sexual orientation	None identified
Men and women generally	None identified
Disability	Parking provision at L&D centre; accessibility to building; consideration given to staff members with dyslexia with regard to font type etc used in powerpoint presentations. Reasonable adjustments made where possible.

Dependants

Times of training generally arranged for 9.30 am to allow sufficient time in the morning to leave children to school for example; training events usually arranged for a variety of days to cater for different working patterns of part-time staff.

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 policy will not affect any one group	None
Political opinion	As above	None
Racial group	As above	None
Age	As above	None
Marital status	As above	None
Sexual orientation	As above	None
Men and women generally	As above	None
Disability	As above	None
Dependants	As above	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	Clear procedures are in place to ensure training is provided for all staff equally.	
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
Political opinion		No
Racial group		No

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).

No potential impacts on the policy in relation to people with multiple identities.

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

No potential impacts on the policy in relation to people with multiple identities.

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: -

PBNI will endeavour to use organisations who employ people with disabilities to deliver disability awareness training as and when it is required.

Part 3 Screening decision

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

The policy and its associated procedures do not have any significant equality or good relations issues.

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: 14th August 2020
Department Completing this Screening: HR