

PBNI Equality Screening Report July to September 2020

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.

The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations. The screening form asks a number of questions to identify and measure the impact or likely impact of the proposed policy on the Section 75 categories and/or the impact or likely impact on good relations. There are 3 outcomes from this equality screening.

No Impact	Minor Impact	Major Impact
Where no impact is identified, the policy is “screened out”, which means we do not consider that a full equality impact assessment (EQIA) is required.	Where a minor impact is identified, we may need to review the policy to see if anything can be done to mitigate that impact.	Where a major impact is identified, we are required to carry out an equality impact assessment (an in-depth review of the policy).

Please find below details of equality impact screening work carried out by PBNI during the period July – September 2020

You can view PBNI’s Equality Scheme and Action Plans [here](#).

Policy Equality Screenings

Name of Policy	Brief Description	Outcome
Career break policy	The aim of this policy and procedure is to inform staff and Managers of when career breaks may be appropriate, the normal terms and conditions applying to such breaks, and to provide a consistent and equitable approach to the management of career breaks.	Revised Policy – Screened Out
Recruitment and Selection Policy	The purpose the Recruitment Policy and accompanying Recruitment Procedure is to provide a standardised approach to recruiting staff; to ensure that everyone is treated in a fair and consistent way; and ensure that processes are open and transparent to all involved. The Recruitment Procedures will also ensure that recruitment processes are provided efficiently and effectively.	Revised Policy – Screened Out

Name of Policy	Brief Description	Outcome
Learning and Development policy	The aim of this policy is 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 individual's objectives within available resources.	Revised Policy – screened out

If you or your organisation is interested in receiving any draft policy documents, or have any queries in relation our equality work please contact us at equality@probation-ni.gov.uk.

Consultees may also wish to follow PBNI via our Social Media



<http://www.twitter.com/PBNINews>



<https://www.youtube.com/user/ProbationBoardNI>



<https://www.linkedin.com/company/probation-board-for-northern-ireland>

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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