

PBNI Equality Screening Report October 2020-March 2021

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 October 2020 – March 2021

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

Policy Equality Screenings

Name of Policy	Brief Description	Outcome
Adult Safeguarding	To promote the safeguarding and welfare of vulnerable adults. To ensure there is clear guidance for probation Officers as to how to respond if they suspect an adult is experiencing (or likely to experience) harm or abuse.	Revised Policy – Screened Out
Employers Code of Practice	This Code of Practice describes PBNI’s responsibilities as an employer. The Code is intended to complement rather than replace or duplicate existing PBNI policies and it forms part of the wider package of legislation, requirements and guidance that relate to the employment of staff. PBNI is responsible for making sure it meets the standards set out in this Code, provides high quality services and promotes public trust and confidence in its service.	Revised Policy – Screened Out

Name of Policy	Brief Description	Outcome
Code of Conduct for Staff	The purpose of the Code is to protect PBNI and its staff in carrying out its functions, to provide clear information on the conduct and behaviour required and to encourage consistent standards throughout the organisation	Revised Policy – screened out
Performance Capability	The Performance Capability Policy & Procedure seek to establish a clear course of action which will ensure the fair, supportive and consistent treatment of employees should they fail to meet the required standards of performance for their role and to ensure they are given the appropriate time, training and support to enable an improvement in performance.	Revised Policy – screened out
Flexible Working	To promote fairness in application of procedures and to ensure these are consistently applied. To ensure compliance with legislative requirements for employees who have the right to apply to work flexibly and have their application considered by PBNI. To accommodate where possible requests from employees to balance their role within PBNI with other commitments or interests and to retain and benefit from the skills and experience of staff it has trained and developed. To provide a framework of guidance which allows PBNI to deal with flexible working requests and consider the rights and obligations of those involved.	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.

