



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

Community and Voluntary Sector Funding Policy

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

Existing

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

The policy puts in place a funding framework for the distribution of community and voluntary sector grants to support PBNI's role in helping making communities safer in Northern Ireland.

By way of the policy, PBNI funds initiatives that provide non-core secondary services to support its core statutory work and services with adjudicated offenders. Funding to a level of around £2m per annum is allocated.

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

Where anyone comes under the statutory responsibility in terms of offender supervision, any or all Section 75 categories will benefit from the policy.

Under the policy, they will receive support and targeted services from voluntary sector providers to reduce re-offending and promote rehabilitation.

1.5 Who initiated or wrote the policy?

PBNI

1.6 Which Dept. owns and who implements the policy?

Operations. Stephen Hamilton AD is current lead AD (June 2021)

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

Specialist services in the CVS Sector diminish if providers were to be reduced.

Also, awarding of grants is subject to applications coming forward, thereby ensuring equitable spread of awards.

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?

The strategic success of a range of related policies can be subject a successful CVS funding policy.

These include PBNI's: Programmes and Interventions Policies, Risk Policies, Procurement and Equal Opportunities policies.

Procedurally, PBNI's Community and Voluntary Sector Funding Procedures also has an obvious relevance and bearing.

- who owns them?

Variously, AD Programmes and Interventions, AD Prisons, AD Risk, Head of Finance and Head of HR.

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	Statistics from PBNI Service User Surveys 2015 and 2019. 2019: 43% Roman Catholic; 40% Protestant; 13% none; 5% other. 2015: 50% Roman Catholic; 30% Protestant; 10% none; 4% other.
Political opinion	None/not collected.
Racial group	Ethnicity statistics from PBNI Service User Surveys 2015 and 2019. 2019: 97% White; 3% Other 2015: 98% White; 2% Other
Age	PBNI core statistics on ages of service users under supervision. 3% under 20; 32% 20-29; 31% 30-39; 34% aged 40+.
Marital status	None/not collected.
Sexual orientation	None/not collected.

Men and women generally	PBNI core statistics on gender of service users under supervision. 90% are male; 10% female.
Disability	Statistics from PBNI Service User Surveys 2015 and 2019. 2019: 97% White; 3% Other 2015: 98% White; 2% Other
Dependants	Not held. New census will be able to confirm, when published, some information about primary caregiver mainly being mothers.

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	Funding of voluntary sector bodies requires a balanced approach to ensure differing religious backgrounds/communities are provided for at a strategic level. At an operational level, individual placements with voluntary sector bodies may also need to take into account placement location based on the service users' religious background.
Political opinion	Funding of voluntary sector bodies requires a balanced approach to ensure differing political opinions are provided for at both a strategic and operational level. Individual placements with voluntary sector bodies may also need to take into account placement location based on the service users,' religious background.
Racial group	Funding of voluntary sector bodies must ensure racial or ethnic groups are provided for at both a strategic and operational level.
Age	Individual placements with voluntary sector bodies may need to take into account service users' ages to ensure younger and older age groups are catered for.
Marital status	Individual placements with voluntary sector bodies may need to take into account service users' marital status to ensure all groups are catered for.

Sexual orientation	Individual placements with voluntary sector bodies may need to take into account service users' sexual orientation to ensure all groups are catered for.
Men and women generally	Women who have offended have different needs than men, and are more likely to have been victims themselves, for example of domestic abuse. Due to being more often primary caregivers, women may be a need for childcare arrangements, flexibility, potential Social Services involvement.
Disability	Individual placements with voluntary sector bodies, particularly in terms of community service work/activity, needs to take into account service users' abilities are catered for.
Dependants	Individual placements with voluntary sector bodies may need to take into account service users' family circumstances to cater for childcare arrangements, flexibility, potential Social Services involvement.

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	<p>If equity in the funding of groups was not ensured, particular religious groups would be disadvantaged in terms of reductions in re-offending and rehabilitation. PBNi would also experience reputational damage.</p> <p>The impact of this policy will be to ensure that service users of differing religious beliefs will have specialist services provided by the community and voluntary sector and any differing needs or requirements provided for.</p>	Minor – in that both main “communities” are provided for.
Political opinion	As at “religious belief” but for political opinion.	Minor – in that all political opinions are provided for.
Racial group	As at “religious belief” but for racial group.	Minor – in that all racial/ethnic groups are provided for.
Age	As at “religious belief” but for age group.	Minor – in that all ages are provided for.
Marital status	As at “religious belief” but for marital status.	Minor – in that all marital groups are provided for.
Sexual orientation	As at “religious belief” but for sexual orientation.	Minor – in that all sexual groups are provided for.
Men and women generally	As at “religious belief” but for men and women generally.	Minor – in that both men and women are provided for.

Disability	As at “religious belief” but for disability.	Minor – in that any disability factors are catered for.
Dependants	As at “religious belief” but for dependants needs.	Minor – in that dependants’ needs are catered for.

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>Strategically ensure balanced funding across the community and voluntary sector. Also ensure a wider awareness of grant opportunities at the appropriate time.</p> <p>Operationally promote equality of opportunity making referrals to services that they might not otherwise be confident enough to access, promoting capacity and confidence in line with others.</p>	
Political opinion	As at “religious belief”.	
Racial group	<p>Ensure a wider awareness of grant opportunities at the appropriate time.</p> <p>Operationally promote equality of opportunity making referrals to services that they might not otherwise be confident enough to access, promoting capacity and confidence in line with others.</p>	
Age	As at “racial group”.	
Marital status	As at “racial group”.	

Sexual orientation	As at “racial group”.	
Men and women generally	As at “racial group”.	
Disability	As at “racial group”.	
Dependants	As at “racial group”.	

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	Potentially, through increased participation in services and community resources with others of different religion.	

Political opinion	Potentially, through increased participation in services and community resources with others of political opinion	
Racial group	Potentially, through increased participation in services and community resources with others of racial origin	

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

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: -

Part 3 Screening decision

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

PBNI's Community and Voluntary Sector funding policy drives the allocation of grant monies to the CVS sector across the board, irrespective of Section 75 categories. As evidenced in our ad hoc surveys, PBNI's service user group spans both of the main communities in Northern Ireland. Alongside this, our monitoring and evaluation processes have not shown up any Section 75 issues as we can evidence.

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.

The policy does not need to be mitigated. Nevertheless, as part of a review of this CVS Funding Policy, whilst recognising the inherent difficulties in gathering Section 75 data in the criminal justice field, PBNI will be considering how to better monitor its funding policy in this area.

3.3 If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

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.

As at Section 3.2 above, PBNI will be considering how to better monitor its funding policy in this area.

Date Screening Completed: 16/6/21

Department Completing this Screening: Stephen Hamilton, Assistant Director