

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

Domestic Abuse Policy (Operational)

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

Revised

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

PBNI recognises that Domestic Abuse is a serious problem which can have devastating impact on victims and their families. The Domestic Abuse Policy and supporting procedures seek to provide staff with clear guidance in dealing with offenders who are perpetrators of domestic violence, and also victims or potential victims of domestic violence.

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 domestic violence or intimate partner violence (defined as "threatening, controlling, coercive behaviour, violence or abuse (psychological, physical, verbal, sexual, financial or emotional) inflicted on anyone (irrespective of age, ethnicity, religion, gender or sexual orientation) by a current or former intimate partner or family member. PBNI will always prioritise 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
- X other public sector organisations
- X voluntary/community/trade unions

other, please specify

Woman's Aid

1.9 Other policies with a bearing on this policy

- what are they?

- Significant Risk of Serious Harm to Others (PBNI) May 2017
- PBNI – Child Protection/ Safeguarding Policy – June 2017
- Adult Safeguarding Operational Procedures: Adults at Risk of Harm and Adults in Need of Protection. (HSCB 2016)
- Multi Agency Risk Assessment Conferences (MARAC) from January 2010
- PBNI Victims Policy 2015
- Public Protection Arrangements Northern Ireland: Guidance to Agencies and Manual of Practice 2012

- who owns them?

PBNI Senior Management Team

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	Violence against someone within an intimate relationship occurs across every faith and religious group. It is not unique to any one group and can occur within relationships of no expressed faith or beliefs.
Political opinion	Domestic violence can occur within intimate relationships irrespective of political opinion.
Racial group	Domestic violence occurs in all racial groups but it is recognised that those experiencing abuse within ethnic minorities in NI are at a greater disadvantage because they may face additional obstacles such as being kept in isolation, language difficulties and not being informed of their rights.
Age	A study in 2006 incorporating NI, Scotland, England and Wales reported that overall, 2.6% of people aged 66 and over living in private households reported that they had experienced mistreatment involving a family member, close friend or care worker (i.e. those in a traditional expectation of trust relationship) during the past year. This equates to about 227,000 people aged 66 and over in the UK who were neglected or abused in the past year. Older males were more at risk of financial abuse whilst older females were more at risk of neglect. https://www.elderabuse.org.uk/Handlers/Download.ashx?IDMF=d9e38362-9799-4633-bc0e-d9240092bc18
Marital status	The following statistics apply to all relationships, whether the couple are

	<p>formally married is not recorded. In the 12 months from 1st April 2018 to 31st March 2019: there were 31,682 domestic abuse incidents in Northern Ireland, an increase of 1,769 (5.9 per cent) on the previous 12 months and the highest financial year figure recorded since the start of the data series in 2004/05.</p> <p>The number of domestic abuse crimes reached 16,182, an increase of 1,652 (11.4 per cent) on the previous 12 months and the highest financial year figure recorded since 2004/05.</p> <p>There were 17 domestic abuse incidents per 1,000 population and 9 domestic abuse crimes.</p> <p>https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/domestic-abuse-statistics/2018-19/q4/domestic-abuse-bulletin-mar-19.pdf</p>
Sexual orientation	Domestic violence can occur within same sex relationships.
Men and women generally	There were 31,682 domestic abuse incidents recorded by the police in Northern Ireland, an increase of 1,769 (5.9 per cent) on the previous 12 months and the highest financial year figure recorded since the start of the data series in 2004/05. The overall majority of victims in these cases were female. A study in 2011 reported 1 in 4 women in NI has experienced domestic violence in their lifetime.
Disability	People with disabilities are more likely to experience abuse over a longer period of time and to suffer more severe injuries. (Women's Aid) 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	It is estimated that 32,000 children are living with domestic violence in Northern Ireland (UNICEF 2006). There is a small percentage of incidents where adults have experienced domestic violence from their children, e.g. mothers assaulted by teenage children.

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 is committed to working in partnership with other agencies, to protect the public from offences of domestic violence and thereby make communities safer.

Political opinion	As stated above.
Racial group	As stated above.
Age	As stated above.
Marital status	As stated above.
Sexual orientation	As stated above.
Men and women generally	As stated above.
Disability	As stated above.
Dependants	As stated above.

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 of domestic violence. PBNI will always prioritise public protection and victims' interests.	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>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 of domestic violence. PBNI will always prioritise public protection and victims' interests.</p> <p>PBNI recognises 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 to reduce the harm caused by domestic violence.</p>	
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	The Domestic Abuse Policy seeks to provide staff with clear guidance in dealing with both offenders who are perpetrators and victims or potential victims of domestic violence.	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 Domestic Abuse 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 Domestic Abuse 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:

21st June 2019
Psychology & Interventions