



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

Roll out of Inspire Women's Project

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

Revised

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

Inspire intends to provide a gender specific approach to working with female offenders. The roll out is intended to apply the same approach to working in rural areas.

Inspire is essentially a dedicated group of female staff, whose workload will be mainly working with women, who will have specialist knowledge and skills in this area of work, under a dedicated manager.

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

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.

Dependents. As women are more often the primary caregiver, taking a gender informed approach should have a positive impact on dependents.

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?

No – cost neutral and legislative change not required

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?

PBNI Practice standards

- who owns them?

AD Practice Standards

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	None relevant to this 'policy'
Political opinion	This is not gathered for service users
Racial group	None relevant to this 'policy'
Age	None relevant to this 'policy'
Marital status	None relevant to this 'policy'
Sexual orientation	None relevant to this 'policy'
Men and women generally	PBNI statistics on proportion of females under supervision: 11% female at end of 2019
Disability	None relevant to this 'policy'
Dependants	Not gathered. 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	None
Political opinion	None
Racial group	None
Age	None
Marital status	None
Sexual orientation	None
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, ,may be a need for childcare arrangements, flexibility, potential Social Services involvement.
Disability	None
Dependants	Need 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	None	None
Political opinion	None	None
Racial group	None	None
Age	None	None
Marital status	None	None
Sexual orientation	None	None
Men and women generally	The impact will be that women will be supervised in a more flexible way, their different needs will be accommodated where possible, their Probation Officer will be a female unless for good reason (thus minimising further trauma if subject to previous DV from males), and childcare issues will be taken into account in terms of accommodating appropriate appointment times. In addition links will be made with community and voluntary sector services to seek to engage women in their local communities and feel supported in this way.	Minor
Disability	None	None

Dependants	In respect of children, the impact of this policy will be that women as mothers/caregivers will be supervised in a more flexible way, their different needs will be accommodated where possible, and childcare issues will be taken into account in terms of accommodating appropriate appointment times.	Minor
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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		No, not applicable
Political opinion		No, not applicable
Racial group		No, not applicable
Age		No, not applicable
Marital status		No, not applicable
Sexual orientation		No, not applicable
Men and women generally	Yes. 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.	

Disability		No, not applicable
Dependants	Yes. By working with parents and caregivers thus promoting parenting capacity and working to produce better outcomes for both women and children. Linking closely with Social Services to promote family support and seeking to encourage better educational outcomes through more positive family environments.	

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.

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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.

Inspire intends to provide a gender specific approach to working with female offenders. The roll out is intended to apply the same approach to working in rural areas. Inspire is a dedicated team of female staff, whose workload will be mainly working with women, who will have specialist knowledge and skills in this area of work, under a dedicated manager. Whilst this will have better outcomes for women under supervision, and potentially their dependants, it will not have a major impact on equality issues on a population level.

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, its expansion to rural areas from its already established position in Belfast can only benefit more women.

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.

No requirement.

Date Screening Completed: 14.6.21

**Department Completing this Screening:
Director**

Stephen Hamilton, Assistant