

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

Performance Capability Policy & Procedure

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

Revised

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

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.

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

None

1.5 Who initiated or wrote the policy?

Staff Officer, Human Resources Department

1.6 Which Dept. owns and who implements the policy?

Human Resources Department

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

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?

- Managing Attendance Policy
- Disciplinary Policy
- Grievance Policy
- Equal Opportunities Policy
- Flexible Working Policy
- Substance Abuse Policy
- Domestic Violence Policy

- who owns them?

HR Department

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	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <p>Protestant = 43% Roman Catholic = 52% Non-determined = 5%</p>
Political opinion	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <p>Nationalist = 7% None = 24% Other = 4%</p> <p>Prefer Not to Say = 3% Unionist = 6% Not Disclosed/Blank = 56%</p>
Racial group	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <p>White = 98% Black African/Other = 1% Not Disclosed/Blank = 1%</p>
Age	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <p>18-25 = 3%; 26-35 = 20%; 36-45 = 26%; 46-55 = 31%; 56+ = 20%</p>
Marital status	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <p>Civil Partnership = 1% Cohabiting = 10% Divorced = 5%</p> <p>Married = 47% Not Disclosed/Blank = 2% Separated = 3%</p> <p>Single = 31% Widowed = 1%</p>
Sexual	<p>Details from the latest Section 75 Report indicate that the PBNI</p>

orientation	<p>workforce is as follows:</p> <p>Bisexual = 1% Heterosexual = 87% Gay/Lesbian = 1%</p> <p>Not Disclosed/Blank = 11%</p>
Men and women generally	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <p>Male = 23% Female = 77%</p>
Disability	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <p>Not Disabled = 95% Disabled = 5%</p> <p>In Northern Ireland 18% of the population have a disability.</p>
Dependants	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <p>Not Disclosed/Blank 56% Care of a child = 40%</p> <p>Care of an adult = 2% Care (disability) = 2%</p>

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 in relation to this policy
Political opinion	None in relation to this policy

Racial group	None in relation to this policy
Age	None in relation to this policy
Marital status	None in relation to this policy
Sexual orientation	None in relation to this policy
Men and women generally	None in relation to this policy
Disability	None in relation to this policy
Dependants	None in relation to this policy

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
Political opinion		None
Racial group		None
Age		None
Marital status		None
Sexual orientation		None
Men and women generally		None
Disability		None

Dependants		None
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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 relevant applied equally
Political opinion		No. Not relevant applied equally
Racial group		No. Not relevant applied equally
Age		No. Not relevant applied equally
Marital status		No. Not relevant applied equally
Sexual orientation		No. Not relevant applied equally
Men and women generally		No. Not relevant applied equally
Disability	Yes, there are opportunities to promote the use of reasonable adjustments.	

Dependants	Yes, opportunity to promote flexible working as a supportive measure.	
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2.7 Good Relations 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		None given nature of policy.
Political opinion		None given nature of policy.
Racial group		None given nature of policy.

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).

None.

2.10 Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

Not applicable.

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.

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.

Not applicable.

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

Not applicable.

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.

Date Screening Completed: 21/09/2020

Department Completing this Screening: Human Resources Department