

PBNI Equality Screening Report April – September 2017

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.

Please find below details of equality impact screening work carried out by PBNI during the period **April to September 2017**. We didn't circulate an equality screening report at the end of June as there were no policies screened during the period April to June.

In August PBNI updated its Equality scheme to reflect organisational changes since the scheme was first published in 2012. A new 3-year Equality Action Plan has also been published. This new Equality Action Plan aligns with PBNI's Corporate Planning cycle. The majority of the equality actions were identified following the extensive 2016 corporate plan public consultation. You can view PBNI's Equality Scheme and Action Plans [here](#). Also on the same web-page you can also find PBNI's 5-year review of Equality Scheme 2012 – 2017.

Policy Equality Screenings

Name of Policy	Brief Description	Outcome
Dignity at Work Policy and Procedure Revised Policy and Procedure	The PBNI is committed to equality of opportunity and to creating and sustaining an environment where everyone is treated with dignity and respect, free from any inappropriate behaviour. The Dignity at Work Policy and accompanying Procedure seek to establish a clear course of action which will ensure the fair, consistent and supportive treatment of individuals should a complaint be made.	No equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.
Grievance Policy and Procedure Revised Policy and Procedure	The Grievance Policy and Procedure aims to promote good working relations and deliver fair and equal treatment of all employees. The PBNI recognizes its obligation to deal with grievance in a fair and consistent manner with due regard for the rights of all concerned. Grievance matters will be dealt with in a fair and consistent manner in accordance with the Policy and supporting Grievance Procedure. The Grievance Procedure seeks to establish a clear course of action to ensure the fair, consistent and supportive treatment of individuals should a complaint arise.	No equality issues have been identified that warrant a further inspection of equality issues in relation to this policy.

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@pbni.gsi.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.

