

### PBNI Equality Screening Report January to March 2019

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.

The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations. The screening form asks a number of questions to identify and measure the impact or likely impact of the proposed policy on the Section 75 categories and/or the impact or likely impact on good relations. There are 3 outcomes from this equality screening.

No Impact	Minor Impact	Major Impact
Where no impact is identified, the policy is “screened out”, which means we do not consider that a full equality impact assessment (EQIA) is required.	Where a minor impact is identified, we may need to review the policy to see if anything can be done to mitigate that impact.	Where a major impact is identified, we are required to carry out an equality impact assessment (an in-depth review of the policy).

Please find below details of equality impact screening work carried out by PBNI during the period January to March 2019.

You can view PBNI’s Equality Scheme and Action Plans [here](#).

#### Policy Equality Screenings

Name of Policy	Brief Description	Outcome
<b>Policy on Health and Safety at Work (Main)</b>	The aim of this policy is to secure, so far as is reasonably practicable, the health, safety and welfare of persons at work and protect persons other than persons at work against the risks to health and safety arising out of or in connection with the Board’s work activities.	The application of this policy should benefit all employees by assisting to secure their health, safety and welfare at work.  <b>Revised Policy – Screened Out</b>
<b>Policy on Health and Safety at Work (Personal Safety)</b>	The aim of this policy is to support the provision of a safe working environment for PBNI employees across a range of situations where they are in contact with service users and the public.	The application of this policy should benefit all employees by assisting to secure their safety at work.  <b>Revised Policy – Screened Out</b>
<b>Equal Opportunities Policy</b>	PBNI’s Equal Opportunities Policy aims to promote a workplace that is free from unlawful discrimination, victimisation, harassment, bullying and inappropriate	It is anticipated that all section 75 categories will benefit from the promotion of equality of

Name of Policy	Brief Description	Outcome
	behaviour.	<p>opportunity and fair participation in employment as well as the promotion of a good and harmonious working environment in which all persons are treated with respect.</p> <p><b>Revised Policy – Screened Out</b></p>

PBNI’s Human Resources Department are currently developing a Menopause Guidance Document for staff and would be very interested in consultees views on this issue and is also very willing to share our work in this area if you are interested in our approach.

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](mailto: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](http://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.

