

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

Significant Risk of Serious Harm Policy

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

Existing policy

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

To contribute to public protection by reducing service users' likelihood to harm others through ensuring there is effective assessment and management of significant risk of serious harm posed by service users

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

No

1.5 Who initiated or wrote the policy?

Assistant Director – Risk

1.6 Which Dept. owns and who implements the policy?

SLT - Operations

Implementation factors

1.7 Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

No

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?

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?
- who owns them?

NA

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 | Details from the latest Section 75 Report indicate that the PBNI workforce is as follows: Protestant = 43% Roman Catholic = 52% Non-determined = 5% |
| Political opinion | Details from the latest Section 75 Report indicate that the PBNI workforce is as follows: |

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

| | |
|--------------------------------|---|
| Sexual orientation | <p>Details from the latest Section 75 Report indicate that the PBNI 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 |

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 | | No. Not relevant applied equally |
| Dependants | | No. Not relevant applied equally |

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 | | |
| Political opinion | | |
| Racial group | | |

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.

NK

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 ✓

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 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.

NA

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

NA

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: March 2021

Department Completing this Screening: AD Risk