PROBATION BOARD FOR NORTHERN IRELAND

Section 75

EQUALITY SCREENING FORM

COMPLETED BY PROBATION BOARD FOR NORTHERN IRELAND

Title of Policy: **Reduction in Programme Delivery as a result of Budget Management Measures (2023-2024)**

The legal background – Under section 75 of the Northern Ireland Act 1998, the Department is required to have due regard to the need to promote equality of opportunity:

- between person of different religious belief, political opinion, racial group, age, marital status, or sexual orientation.

- between men and women generally.

- between persons with a disability and persons without; and,

- between persons with dependants and persons without[1].

Without prejudice to the obligations set out above, the Department is also required to:

- have regard to the desirability of promoting good relations between persons of different religious belief, political opinion, or racial group; and
- meet legislative obligations under the Disability Discrimination Order.

Introduction

Part 1. Policy scoping – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.
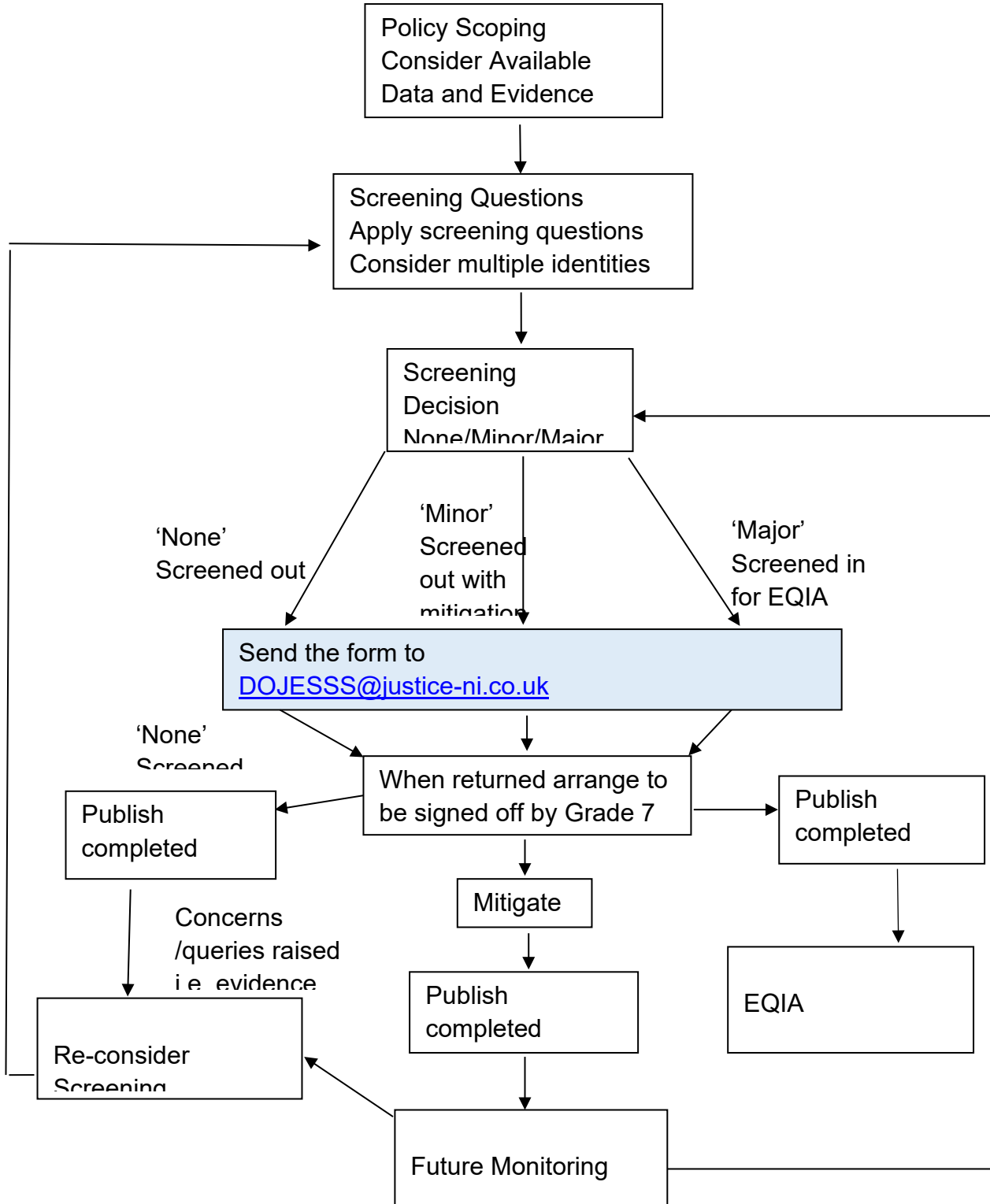
Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

Part 3. Screening decision – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Part 4. Monitoring – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

Part 5. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

A screening flowchart is provided below (DOJ).

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          ┌─────────────────────────┐
          │ Policy Scoping          │
          │ Consider Available      │
          │ Data and Evidence       │
          └─────────────────────────┘
                       │
                       ▼
          ┌─────────────────────────┐
          │ Screening Questions     │
          │ Apply screening questions│
          │ Consider multiple identities│
          └─────────────────────────┘
                       │
                       ▼
          ┌─────────────────────────┐
          │ Screening               │
          │ Decision                │
          │ None/Minor/Major        │
          └─────────────────────────┘
```

'None'
Screened out

'Minor'
Screened
out with
mitigation

'Major'
Screened in
for EQIA

Send the form to
DOJESSS@justice-ni.co.uk

'None'
Screened

Publish
completed

When returned arrange to
be signed off by Grade 7

Publish
completed

Concerns
/queries raised
i.e. evidence

Mitigate

Re-consider
Screening

Publish
completed

EQIA

Future Monitoring

Part 1. Policy scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

Name of the policy

Reduction in Programme Delivery retaining only high risk programmes, being delivered to high risk offenders.

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Is this an existing, revised or a new policy?

Revised.

_____

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

The Department of Justice (DoJ) have issued a draft budget in May 2023, which has a significant shortfall against PBNI's estimated requirement. In order to live within the reduced budget allocations, PBNI's Board have approved a number of proposals which will impact on service users, staff, and stakeholders.

This includes reducing the funding for Programme Delivery.

The budget allocation for 2023/2024 is £20,341, which represents a shortfall of £1,463, a cut of 6.2%. The budget is for 2023/2024 only.

To live within the assigned budget, PBNI's management team and board considered a number of options, which were considered against the following categories:

- Impact on the organisation
- Impact on staff

- Impact on Service Users
- Impact on Public Safety.

Consideration of our Section 75 obligations on the impact of equality of opportunity and good relations are also being considered as part of the decision making process in the management of our budget.

This Equality Screening is an assessment of any impact on equality of opportunity and / or good relations and so determine whether an Equality Impact Assessment is required, as a result of the budget measures referred to above. .

Programmes relates to PBNI's group work programmes which are current accredited by HMPPS and focus on specific offending types. Research on Programmes has established a set of principles associated with the interventions demonstrated to be effective, which in summary state that the Programme will make greater impact when targeted to high risk individuals and the degree of intervention should be proportional to risk. This suggests that PBNI should focus on high-quality implementation delivered to higher risk service users. They are resource intensive and operationally difficult to sustain with a substantial waiting list for all programmes at present.

At present, while Programmes are currently subject to an internal organisational review, programme delivery is split into two teams; one for lower risk programmes called the regional Programmes Team staffed by Probation Service Officers (PSOs);a team for high risk programmes, called Intensive Supervision Unit Programmes (ISU Programmes) team staffed by Probation Officers and Psychologists.

The Programmes delivered are in the main targeted at offending categories:

- Domestic Abuse: Build Better Relationships (BBR) and Respectful Relationship Intervention (RRI)
- Sex Offending: Horizons and Safer Lives
- Anger and Violence: Thinking Skills Programme (TSP)

The option chosen to enable safe budget management is to reduce programme delivery focused on high risk cases; that is high risk domestic abuse and or sexual offenders.

The reduction in Programme delivery will mean reduced service provision / intervention for Service Users, and may have a direct impact on other issues, for example, contact with children through Social Services, dependent on Programme completion. In relation to public safety, there is also an increased risk of harmful offending and potential for increase in the number of victims.

This in itself will entail the redeployment of staff under PBNI''s Mobility and Transfer Policy.

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

No. The profile of Service Users generally, from the data we hold are that they are male; the majority do not have dependants; they are White; single; heterosexual. A significant percentage indicate that they have mental health issues.

The profile of Service Users who PBNI normally deliver Programmes to are

There is likely to be a negative impact on a Section 75 group, i.e. men and women generally. The profile of Service Users is that they are male, and victims are in the majority, female.

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Who initiated or wrote the policy?

NIO provided Indicative Resource DEL Budget 2023-24 for Northern Ireland on 4 April 2023. Following this, the Department of Justice Senior Management Team agreed the allocation of indicative budget to Core Directorates, Agencies and NDPBs.

PBNI's Senior Leadership Team have developed the draft budget, providing recommendations for the management of the budget for 2023/2024, which were reluctantly approved by PBNI's Board on 26 May 2023. This has included the reduction of funding for Programmes.

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Who owns and who implements the policy?
Department of Justice

Probation Board for Northern Ireland (PBNI)
_____

Implementation factors

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

If yes, are they (please delete as appropriate)

Legislative

There is no legislative issues as a result of stopping the delivery of Programmes, with the exception of those who are high risk offenders.

Main stakeholders affected

The stakeholders are both the Service Users who are in the low or medium risk categories (where assessments are relatable) and victims of sex crime and domestic abuse.

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? (please delete as appropriate)

- Staff
  Staff who work in the Programmes teams will be impacted by the reduction in Programme delivery.

  A number of staff will be retained to deliver a slimmed down Programme Delivery schedule; and those staff who are surplus, will be redeployed to alternative posts in their same grade and contractual T&Cs.

  They will not be made redundant, nor will any demotions or loss of salary result. It intended that they will be able to be redeployed to vacancies in the operational field teams.

  The majority of staff are female, community back ground profile is even; they are White and based on current information, they may have caring responsibilities.

- Service users
  There are long waiting lists for entry onto Programmes which causes difficulties for staff and Service Users. The order in which Service Users are placed on Programmes is based on date of Orders issues, not on any risk assessment. Therefore it has been detected that there are some high risk Service Users waiting a significant amount of time to access a Programme which is aimed at desistance.
  The future delivery of Programmes will be more targeted and therefore potentially helpful to Service Users in such situations.

- Stakeholders - Other public sector organisations

  Northern Ireland Court Service and the Northern Ireland Prison Service. There will need to good communication with Court Service to promote the appropriateness of referrals to Programmes in sentencing.

Other policies with a bearing on this policy

- **what are they?**

- Mobility and Transfer Policy
- Recruitment and Selection Policy
- PBNI Estate and ICT strategies
- PBNI Practice Standards

- **who owns them?**

PBNI

Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data. The Commission has produced this guide to signpost to S75 data.

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Religious belief evidence / information:

Service users - See Appendix 1: Section 1
The majority of service users have not supplied information regarding religious belief. Of the 42.8% that have supplied information, 18.9% are Roman Catholic and 13.0% are Protestant. No other significant groups are indicated.

Of the Service Users who are engaged in our Programmes currently and those who might be excluded in future, we do not information which would indicate any deviance from the general service user profile.

Staff – See Appendix 1: Section 2
51% of our staff indicate they are Protestant and 43%, Roman Catholic, with 10% citing None as their religious belief.

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Political Opinion evidence / information:

Service users - See Appendix 1: Section 1
We do not hold details of political opinion of Service Users.

Staff – See Appendix 1: Section 2
40% of our staff have not disclosed their political opinion, 30% said they have no political opinion, 11% state they are nationalist and 7% are unionist.

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Racial Group evidence / information:

Service users - See Appendix 1: Section 1
Of the 43% of Service users we hold monitoring information on, the majority (39.4%) have stated their racial group as White with less than 1% in any other racial group.

Of the Service Users who are engaged in our Programmes currently and those who might be excluded in future, we do not information which would indicate any deviance from the general service user profile.

Staff – See Appendix 1: Section 2
98% of our staff have recorded White as their racial group.

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Age evidence / information:

Service users - See Appendix 1: Section 1
The information we hold on Service Users in general is accurate as it derived from Date of Birth.

The majority of our Service users are aged 30-39 (34.8%), with less than 2% under 20; 11.4% 20-24; 15.7% are 25-29; 19.1% are 40-49; 10.8% are 50-59/ and 6.1% are over 60 years old.

Of the Service Users who are engaged in our Programmes currently and those who might be excluded in future, we do not information which would indicate any deviance from the general service user profile.

Staff – See Appendix 1: Section 2
Age profile of Staff is accurate as it is derived from Date of Birth information.

Our workforce is 3% aged 18-25; 24% aged 26-35; 25% aged 36-45; 30% aged 46-55; and 18% over aged 56 years.

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Marital Status evidence / information:

Service users - See Appendix 1: Section 1
Of the 42.7% of Service Users, generally, we have monitoring information from, the majority are Single – never married (30.8%) and less than 4% are in other categories, including divorced or dissolved civil partnerships, married, separated, or widowed.

Of the Service Users who are engaged in our Programmes currently and those who might be excluded in future, we do not information which would indicate any deviance from the general service user profile.

Staff – See Appendix 1: Section 2
Nearly half our workforce are married or with civil partners– 47%, 34% are single; with 7% cohabiting; 9.5% divorced or separated; 2% widowed; and 0.5% not disclosed.

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Sexual Orientation evidence / information:
PBNI acknowledge that the current monitoring form, has placed Transgender in the incorrect monitoring category and is working to address this.

Service users - See Appendix 1: Section 1
Of the 42.7% of Service Users, generally, who responded to this area of the monitoring record, 37.4% stated they were heterosexual.

Of the Service Users who are engaged in our Programmes currently and those who might be excluded in future, we do not information which would indicate any deviance from the general service user profile.

Staff – See Appendix 1: Section 2
91% of our workforce have said they are heterosexual, 2% bisexual; 2% Gay / Lesbian; and 5% did not disclose.

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Men and Women generally evidence / information:

Service users - See Appendix 1: Section 1
The majority of Service Users are male. Over 89% of our Service Users are male.

Of the Service Users who are engaged in our Programmes currently and those who might be excluded in future, we do not information which would indicate any deviance from the general service user profile.

Therefore these changes will affect this group disproportionately.

Staff – See Appendix 1: Section 2
77% of our workforce are female and 23% male.

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Disability evidence / information:

Service Users - See Appendix 1: Section 1

Of the 43% of Service Users, who responded to this area of the monitoring record, 24.6% stated they had a disability. The majority of those with a disability had a mental health condition (15.7%).

Of the Service Users who are engaged in our Programmes currently and those who might be excluded in future, we do not information which would indicate any deviance from the general service user profile.

Staff – See Appendix 1: Section 2
89% of our staff have indicated they are not disabled. 11% have indicated they have a disability.

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Dependants' evidence / information:

Service users - See Appendix 1: Section 1
43% of service users stated their dependant responsibilities. 29.3% said they had none. 7.9% said they had care of a child and 3.4% had responsibility for care of an elderly person or a person with a disability.

Of the Service Users who are engaged in our Programmes currently and those who might be excluded in future, we do not have information which would indicate any deviance from the general service user profile.

Staff – See Appendix 1: Section 2
49% of our staff have not disclosed if they have dependents. 39% have said they have care of a child, 9% care for an adult; and 3% care for a person with a disability.
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Needs, experiences, and priorities

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 of the needs, experiences, and priorities for each of the Section 75 categories below:

1. Religious belief

Not applicable

_____

    2. Political Opinion

Not applicable

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    3. Racial Group

Not applicable

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    4. Age

Not applicable

_____

    5. Marital status

Not applicable

_____

    6. Sexual orientation

Not applicable

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    7. Men and Women Generally

Service Users – current and potential
Nearing 90% of service users generally are male that need probation support to complete their court orders. The Service Users who participate in Programmes are in the majority male. The targeted approach to Programme delivery that is being proposed will be to those people who are high risk. Therefore it is expected that there will be no impact on the general Service User profile.

Staff
Women make up the majority of staff within the organisation. Therefore there will always be an impact on a greater number of women than men arising.

As a result of this budget, with the reduction in some services, PBNI will implement its Mobility Policy, whereby it may be a requirement to move work location. This can impact on women who have caring responsibilities, in the main. The mitigation against any detrimental impact is that we will first seek volunteers for moves to new locations; and secondly that a travel allowance is paid to compensate for any additional travel costs.

8. Disability

While statistically, our records show that 24.6% of our service users have a disability, feedback from Service User Groups and from our Probation Officers, indicate that the majority of our Service Users have poor mental health condition(s); and largely have experienced negative trauma in their lives. These combined needs, mean that the management of Service Users during the period of their licences is often complex due to the level of support required.

Of the Service Users who are engaged in our Programmes currently and those who might be excluded in future, we do not information which would indicate any deviance from the general service user profile.

9. Dependants

Not applicable – PBNI do not retain details of Service Users' dependents.

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Part 2. Screening questions

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

If the public authority's conclusion is **<u>none</u>** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's conclusion is **<u>major</u>** 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.

If the public authority's conclusion is **<u>minor</u>** 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:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

a) The policy is significant in terms of its strategic importance.
b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them.
c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged.
d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities.
e) The policy is likely to be challenged by way of judicial review.
f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible.
b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures.
c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people.
d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

a) The policy has no relevance to equality of opportunity or good relations.
b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

Screening questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?

    Please provide <u>details of the likely policy impacts</u> and <u>determine the level of impact </u>for each S75 categories below i.e. either minor, major or none.

    The reduction in Programme Delivery is likely to have the following impact:

    Details of the likely policy impacts on **Religious belief**:
    None

What is the level of impact? Minor / Major / None (circle as appropriate)

    Details of the likely policy impacts on **Political Opinion**:
    None

What is the level of impact? Minor / Major / None (circle as appropriate)

    Details of the likely policy impacts on **Racial Group**:
    None

What is the level of impact? Minor / Major / None (circle as appropriate)

    Details of the likely policy impacts on **Age**:
    None

What is the level of impact? Minor / Major / None (circle as appropriate)

    Details of the likely policy impacts on **Marital Status**:
    None

What is the level of impact? Minor / Major / None (circle as appropriate)

    Details of the likely policy impacts on **Sexual Orientation**:
    None

What is the level of impact? Minor / Major / None (circle as appropriate)

    Details of the likely policy impacts on **Men and Women**:

    The majority of Service Users engaged on Programmes are male. The proposed Reductions in service will impact this group however the proposal to have a more targeted approach to programme delivery to those people who are high risk, is expected to mitigate against any potential negative impact.

    Staff

The majority of PBNI staff are female, therefore the impact of staffing reductions required will affect this group.

Any reduction in funding to the domestic violence programmes will impact on women more than men, as evidence indicates women are more likely to the victims of domestic violence.

What is the level of impact? Minor / Major / None   (circle as appropriate)

Details of the likely policy impacts on **Disability**:

Service Users
Reductions in support services for mental health and addiction issues could impact on Service Users with a mental health disability.

Staff
There are no indications in a negative impact on staff due to disability. Any issues in relation to disability that affect relocation, will be considered fully as part of the redeployment process.

What is the level of impact? Minor / None / Major (circle as appropriate)

Details of the likely policy impacts on **Dependants**:

Service Users
Reductions in Programme Delivery may impact upon custody / visiting arrangements with children through Social Services, where attendance at a Programme is required.

Staff
There are no indications in a negative impact on staff due to having dependants or none. Any issues in relation to caring responsibilities that affect relocation, will be considered fully as part of the redeployment process.

What is the level of impact? Minor / None / Major (circle as appropriate)

Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? No

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

Religious Belief - If Yes, provide <u>details:</u>
If No, provide <u>reasons:</u>

Service Users
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Staff
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Political Opinion - If Yes, provide <u>details:</u>
If No, provide <u>reasons</u>

Service Users
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Staff
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Racial Group - If Yes, provide <u>details:</u>
If No, provide <u>reasons</u>

Service Users
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Staff
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Age - If Yes, provide <u>details:</u>
If No, provide <u>reasons:</u>

Service Users
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Staff
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Marital Status - If Yes, provide <u>details:</u>
If No, provide <u>reasons</u>

Service Users
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Staff
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Sexual Orientation - If Yes, provide <u>details:</u>
If No, provide <u>reasons:</u>

Service Users
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Staff
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Men and Women generally - If Yes, provide <u>details:</u>
If No, provide <u>reasons:</u>

Service Users
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Staff
Although the majority of staff affected by the Budget proposals are women, there should not be a negative impact on promotion of equal opportunity for this Section 75 group as all staff will be relocated to alternative roles in generic or specialist teams.

Disability - If Yes, provide <u>details:</u>
If No, provide <u>reasons:</u>

Service Users
Budget proposals may impact on promotion of equal opportunity for this group however the services that are being reduced, for example enhanced Addiction Services, are supplied by the Health Trusts.

Staff
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

Dependants - If Yes, provide <u>details:</u>
If No, provide <u>reasons:</u>

Service Users

Budget proposals may impact on promotion of equal opportunity for this Section 75 group in that there may be limitations to custody /visiting arrangements through Social Services, if there is a requirement to participate in a Programme.

Staff
Budget proposals will not impact on promotion of equal opportunity for this Section 75 group.

2. **To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion, or racial group?**

    Please provide <u>details of the likely policy impact</u> and <u>determine the level of impact</u> for each of the categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**:
None

What is the level of impact?
Minor / Major / None (circle as appropriate)

Details of the likely policy impacts on **Political Opinion**:
None

What is the level of impact?
Minor / Major / None

Details of the likely policy impacts on **Racial Group**: None

What is the level of impact?
Minor / Major / None

3. **Are there opportunities to better promote good relations between people of different religious belief, political opinion, or racial group?**

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

Religious Belief - If Yes, provide <u>details:</u>
If No, provide <u>reasons:</u>
The indicative budget will not provide opportunity to promote good relations for Service Users or Staff.

Political Opinion - If Yes, provide <u>details:</u>

If No, provide <u>reasons</u>

The indicative budget will not provide opportunity to promote good relations for Service Users or Staff.

Racial Group - If Yes, provide <u>details:</u>

If No, provide <u>reasons</u>

The indicative budget will not provide opportunity to promote good relations for Service Users or Staff.

Additional considerations

Multiple identity

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 minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

PBNI works with service users from all Section 75 groupings. Reduction in service has the potential to impact across the groupings, but as PBNI has a predominantly male service user base it has the potential to have a greater impact with this grouping.

Similarly any internal staffing reductions are likely to have a greater impact among women.

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

Mitigations are in place for both Service Users and Staff to ensure that there is limited impact from the reduction of Programmes.

Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

Screened Out – No EQIA

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated, or an alternative policy be introduced - please provide details.

Equality impacts and potential mitigations will be implemented as we implement the budgetary management reductions.

We will continue to monitor the impacts on Section 75 groups and try to enhance our monitoring information for Service Users.

Staff who are represented in one or more Section 75 group, who are subject to redeployment, will have any needs affecting caring, disability, or general personal circumstances to be taken into consideration.

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

All public authorities' equality schemes must state the authority's arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to 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?

PBNI is not able to adjust the budget, however the options considered to be able to live within allocated budget, were taken considering impact on organisation; staff; Service Users and Public Safety; as well as the equality impacts of the budget management decisions.

In devising the policy to reduce Programmes, PBNI has sought to mitigate any significant negative impact by continuing to support Service Users with ensuring the Programme Delivery model is targeted at high risk offenders and that there is a reduction in waiting lists, therefore enabling such individuals to participate in the Programmes at the earliest stage, feasible.

If so, **give the reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been **'screened in'** for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	N/A
Social need	N/A
Effect on people's daily lives	N/A
Relevance to a public authority's functions	N/A

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

If yes, please provide details.

The Budget may be affected by any decisions of Government during 2023/2024.

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

Further advice on monitoring can be found at: ECNI Monitoring Guidance for Public Authorities

Part 5 - Approval and authorisation

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Date: 26 June 2023 (reviewed January 2024)