

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 and date of screening

Starting Pay on Appointment Policy and Procedure (June 2023)

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

New Policy

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

PBNI's Starting Pay on Appointment policy and procedure sets out the framework whereby successful candidates in a recruitment campaign, can apply to be paid above the starting point for the advertised salary based on relevant experience, and PBNI can consider this experience in light of business need.

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

No specific Section 75 categories are intended to benefit from this policy.

1.5 Who initiated or wrote the policy?

Head of HR and OD

1.6 Which Dept. owns and who implements the policy?

HR

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 – there are potential impacts in relation to appointing staff on higher starting salaries than the minimum salary for the band. However the ability to pay at a higher salary based on experience appointee may bring to the role, can be justifiable.

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

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?

Policy	Owner
Equal Opportunities Policy	HR
Recruitment and Selection Policy and Procedure	HR

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 Staff monitoring information (April 2023) indicate that the PBNI workforce is as follows:		
	Protestant	Roman Catholic	Non-determined
	43%	51%	6%

Section 75 category	Details of evidence/information																
Political opinion	<p>Details from monitoring information (Dec 2022) indicate that the PBNI workforce is as follows:</p> <table border="1" data-bbox="400 432 1337 584"> <thead> <tr> <th data-bbox="400 432 579 539">Nationalist</th> <th data-bbox="579 432 724 539">None</th> <th data-bbox="724 432 869 539">Other</th> <th data-bbox="869 432 1015 539">Prefer not to say</th> <th data-bbox="1015 432 1160 539">Unionist</th> <th data-bbox="1160 432 1337 539">Not disclosed</th> </tr> </thead> <tbody> <tr> <td data-bbox="400 539 579 584">11%</td> <td data-bbox="579 539 724 584">30%</td> <td data-bbox="724 539 869 584">7%</td> <td data-bbox="869 539 1015 584">5%</td> <td data-bbox="1015 539 1160 584">7%</td> <td data-bbox="1160 539 1337 584">40%</td> </tr> </tbody> </table>	Nationalist	None	Other	Prefer not to say	Unionist	Not disclosed	11%	30%	7%	5%	7%	40%				
Nationalist	None	Other	Prefer not to say	Unionist	Not disclosed												
11%	30%	7%	5%	7%	40%												
Racial group	<p>Details from monitoring information (Dec 2022) indicate that the PBNI workforce is as follows:</p> <table border="1" data-bbox="400 689 1337 804"> <thead> <tr> <th data-bbox="400 689 635 763">White</th> <th data-bbox="635 689 869 763">Black African / Other</th> <th data-bbox="869 689 1104 763">Not disclosed / Blank</th> <th data-bbox="1104 689 1337 763">Mixed race</th> </tr> </thead> <tbody> <tr> <td data-bbox="400 763 635 804">98%</td> <td data-bbox="635 763 869 804">0.5%</td> <td data-bbox="869 763 1104 804">1%</td> <td data-bbox="1104 763 1337 804">0.5%</td> </tr> </tbody> </table>	White	Black African / Other	Not disclosed / Blank	Mixed race	98%	0.5%	1%	0.5%								
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Age	<p>Details from monitoring information (Dec 2022) indicate that the PBNI workforce is as follows:</p> <table border="1" data-bbox="400 913 1337 987"> <thead> <tr> <th data-bbox="400 913 579 949">18-25</th> <th data-bbox="579 913 758 949">26-35</th> <th data-bbox="758 913 936 949">36-45</th> <th data-bbox="936 913 1115 949">46-55</th> <th data-bbox="1115 913 1337 949">56+</th> </tr> </thead> <tbody> <tr> <td data-bbox="400 949 579 987">3%;</td> <td data-bbox="579 949 758 987">24%;</td> <td data-bbox="758 949 936 987">25%;</td> <td data-bbox="936 949 1115 987">30%;</td> <td data-bbox="1115 949 1337 987">18%</td> </tr> </tbody> </table>	18-25	26-35	36-45	46-55	56+	3%;	24%;	25%;	30%;	18%						
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Marital status	<p>Details from monitoring information (Dec 2022) indicate that the PBNI workforce is as follows:</p> <table border="1" data-bbox="400 1093 1337 1413"> <thead> <tr> <th data-bbox="400 1093 536 1252">Civil Partnership</th> <th data-bbox="536 1093 671 1252">Cohabiting</th> <th data-bbox="671 1093 783 1252">Divorced</th> <th data-bbox="783 1093 879 1252">Married</th> <th data-bbox="879 1093 999 1252">Not Disclosed / Blank</th> <th data-bbox="999 1093 1118 1252">Separated</th> <th data-bbox="1118 1093 1214 1252">Single</th> <th data-bbox="1214 1093 1337 1252">Widowed</th> </tr> </thead> <tbody> <tr> <td data-bbox="400 1252 536 1413">1%</td> <td data-bbox="536 1252 671 1413">7%</td> <td data-bbox="671 1252 783 1413">6%</td> <td data-bbox="783 1252 879 1413">46%</td> <td data-bbox="879 1252 999 1413">0.5%</td> <td data-bbox="999 1252 1118 1413">3.5%</td> <td data-bbox="1118 1252 1214 1413">34%</td> <td data-bbox="1214 1252 1337 1413">2%</td> </tr> </tbody> </table>	Civil Partnership	Cohabiting	Divorced	Married	Not Disclosed / Blank	Separated	Single	Widowed	1%	7%	6%	46%	0.5%	3.5%	34%	2%
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Sexual orientation	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <table border="1" data-bbox="400 1525 1337 1639"> <thead> <tr> <th data-bbox="400 1525 619 1599">Bisexual</th> <th data-bbox="619 1525 853 1599">Heterosexual</th> <th data-bbox="853 1525 1072 1599">Gay/Lesbian</th> <th data-bbox="1072 1525 1337 1599">Not Disclosed/Blank</th> </tr> </thead> <tbody> <tr> <td data-bbox="400 1599 619 1639">2%</td> <td data-bbox="619 1599 853 1639">91%</td> <td data-bbox="853 1599 1072 1639">2%</td> <td data-bbox="1072 1599 1337 1639">5%</td> </tr> </tbody> </table>	Bisexual	Heterosexual	Gay/Lesbian	Not Disclosed/Blank	2%	91%	2%	5%								
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Men and women generally	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <table border="1" data-bbox="400 1749 1337 1823"> <thead> <tr> <th data-bbox="400 1749 869 1785">Male</th> <th data-bbox="869 1749 1337 1785">Female</th> </tr> </thead> <tbody> <tr> <td data-bbox="400 1785 869 1823">23%</td> <td data-bbox="869 1785 1337 1823">77%</td> </tr> </tbody> </table>	Male	Female	23%	77%												
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Disability	<p>Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:</p> <table border="1" data-bbox="400 1928 1337 2002"> <thead> <tr> <th data-bbox="400 1928 869 1964">Not Disabled</th> <th data-bbox="869 1928 1337 1964">Disabled</th> </tr> </thead> <tbody> <tr> <td data-bbox="400 1964 869 2002">89%</td> <td data-bbox="869 1964 1337 2002">11%</td> </tr> </tbody> </table>	Not Disabled	Disabled	89%	11%												
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Section 75 category	Details of evidence/information			
	In Northern Ireland 18% of the population have a disability,			
Dependants	Details from the latest Section 75 Report indicate that the PBNI workforce is as follows:			
	Care of a child	Care of an adult	Care (disability)	Not Disclosed/Blank
	39%	9%	3%	49%

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	The personal circumstances of staff who may be subject to Mobility Moves, are taken into account before any decision is made regarding any such move.
Dependants	The personal circumstances of staff who may be subject to Mobility Moves, are taken into account before any decision is made regarding any such move.

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

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	
Political opinion	None	
Racial group	None	

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).

N/A

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

Not Known

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?

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.

N/A

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

N/A

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: 26 June 2023

Department Completing this Screening: Head of HR and OD