



Section 75 NI Act 1998

EQUALITY SCREENING FORM

Policy Title: Northern Ireland Policing Board (NIPB) Annual Business Plan 2022-2023

Policy Owner: NIPB Senior Management Team

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The Legal Background

Under section 75 of the Northern Ireland Act 1998, the NIPB 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 without¹.

Without prejudice to the obligations set out above, the NIPB 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

1. This Equality Screening form should be read in conjunction with the Equality Commission's revised [Section 75, "A 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).**
2. 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.

¹A list of the main groups identified as being relevant to each of the section 75 categories is at Annex B of the document.

3. **The lead role in the screening of a policy should be taken by the policy decision-maker who has the authority to make changes to that policy and should involve, in the screening process:**

- other relevant team members;
- those who implement the policy;
- staff members from other relevant work areas; and
- key stakeholders.

A flowchart which outlines the screening process is provided at **Annex A**.

4. The first step in the screening exercise is to gather evidence to inform the screening decisions. Relevant data may be either quantitative or qualitative or both (this helps to indicate whether or not there are likely equality of opportunity and/or good relations impacts associated with a policy). Relevant information will help to clearly demonstrate the reasons for a policy being either 'screened in' for an equality impact assessment or 'screened out' from an equality impact assessment.
5. The absence of evidence does not indicate that there is no likely impact but if none is available, it may be appropriate to consider subjecting the policy to an EQIA.
6. Screening provides an assessment of the likely impact, whether 'minor' or 'major', of its policy on equality of opportunity and/or good relations for the relevant categories. In some instances, screening may identify the likely impact as 'none'.
7. The Equality Commission has developed four questions, included in Part 2 of this screening form with supporting sub-questions, which should be applied to all policies as part of the screening process. They identify those policies that are likely to have an impact on equality of opportunity and/or good relations.

Screening decisions

8. Completion of screening should lead to one of the following three outcomes. Namely, the policy has been:
 - i. 'screened in' for equality impact assessment;
 - ii. 'screened out' with mitigation or an alternative policy proposed to be adopted; or
 - iii. 'screened out' without mitigation or an alternative policy proposed to be adopted.

Screening and good relations duty

9. The Equality Commission recommends that a policy is 'screened in' for equality impact assessment if the likely impact on **good relations** is 'major'. While there is no legislative requirement to engage in an equality impact assessment in respect of good relations, this does not necessarily mean that equality impact assessments are inappropriate in this context.

Part 1

Definition of Policy

There have been some difficulties in defining what constitutes a policy in the context of section 75. It is recommended that you consider any new initiatives, proposals, schemes or programmes as policies or changes to those already in existence. It is important to remember that even if a full EQIA has been carried out in an “overarching” policy or strategy, it will still be necessary for the policy maker to consider if further screening or an EQIA needs to be carried out in respect of those policies cascading from the overarching strategy.

The Equality Commission document entitled ‘Section 75 of the Northern Ireland Act 1998- A Guide for Public Authorities indicates that:

“In the context of Section 75, the term policies cover all the ways in which a public authority carries out or proposes to carry out its functions relating to Northern Ireland. Policies include unwritten as well as written policies”.¹

Overview of Policy Proposals

The aims and objectives of the policy must be clear and terms of reference well defined. You must take into account any available data that will enable you to come to a decision on whether or not a policy may or may not have a differential impact on any of the s75 categories.

Policy Scoping

10. 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.
11. 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).

¹ Page 87, Equality Commission: Section 75 of the Northern Ireland Act 1998, ‘A Guide for Public Authorities, April 2010’.

Information about the policy

Name of the Policy

NIPB Annual Business Plan 2022-2023

Is this an existing, revised or a new policy?

Revised

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

To demonstrate how the NIPB will progress towards meeting the outcomes/objectives detailed in the Board's Corporate Plan 2020-2023

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

NIPB expects that all Section 75 categories will be positively impacted upon and that outcomes can also impact positively on marginalised / vulnerable / underrepresented groups.

Who initiated or wrote the policy?

NIPB's Corporate Services Manager revised the policy in line with feedback from Senior Management Team and the Board.

Who owns and who implements the policy?

NIPB's Senior Management Team

Implementation factors

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

If yes, are they

- Financial
- Legislative
- other, please specify _____ Political _____

Main stakeholders affected

13. Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

- staff
- service users
- other public sector organisations
- voluntary/community/trade unions
- other, please specify ____The general public_____

Other policies with a bearing on this policy (please list and provide further details)

- What are they & who owns them?

Policing Board Corporate Plan 2020 - 2023 – NIPB Chief Executive

NI Policing Plan 2020-2025– NIPB and PSNI

NIPB Engagement Strategy – NIPB Partnership Directorate

NIPB Communications Strategy – NIPB Partnership Directorate

Department for Justice Corporate Plan – Department of Justice

Available evidence

14. Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.
15. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Note: where Census information is referred to these relate to Census 2011 figures as the 2021 Census figures were not available at the time of drafting.

Section 75 Category	Details of evidence/information
Religious belief	<p>According to the Census 2011 figures for Northern Ireland , 48% of the resident population are either Protestant or brought up as Protestant. While 45% of the resident population are either Catholic or brought up Catholic and 17% say they either had No Religion or Religion Not Stated. Other Religions and Philosophies comprised 0.8% of the population.</p> <p>66.53% of Police Officers are from a perceived Protestant background whereas 32.13% are from a perceived Roman Catholic background. With regards to Police Staff 77.63% are from a perceived Protestant background while 20.09% are from a perceived Roman Catholic background. – (Figures as a March 2022)</p> <p>PSNI 2021 Student Officer Recruitment Campaign - Of the total number of applications received 30% of applicants identified as Catholic. This was a marginal decrease from the 2020 Student Officer Recruitment Campaign when 30.8% of applicants identified as Catholic. Following the conclusion of the Recruitment Process and of those deemed appointable and on the</p>

	<p>Merit List, 23.2% of candidates identified as Catholic</p> <p>The 2019-20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice² found that of those surveyed, 65% of Catholics and 75% of Protestants believed that the police do a very or fairly good job for Northern Ireland (compared to 70% of all adults). 72% of Catholics and 87% of Protestants surveyed believed that the police treated Catholics and Protestants equally (compared to 81% of all adults). Furthermore, 67% of Catholics and 74% of Protestants surveyed believed that the Northern Ireland Policing Board were independent of the police (compared to 72% of all adults), and 84% of Catholics and 81% of Protestants surveyed believed that the Northern Ireland Policing Board help the police do a good job (compared to 82% of all adults).</p>
Political opinion	<p>Of the 19 members of the NI Policing Board 10 represent political parties. Their breakdown is DUP 4, Sinn Fein 3, SDLP 1, Alliance 1, Ulster Unionist 1 - (As at March 2022)</p> <p>On Census Day 2011 almost half (48%) of people usually resident in Northern Ireland included British as a national identity, while 29% included Northern Irish and 28% included Irish.</p>
Racial group	<p>On Census Day 2011 1.8 per cent (32,400) of the usually resident population of Northern Ireland belonged to minority ethnic groups, more than double the proportion in 2001 (0.8 per cent). The main minority ethnic groups were Chinese (6,300 people), Indian (6,200), Mixed (6,000) and Other Asian (5,000), each accounting for around 0.3 per cent of the usually resident population. A further 0.1 per cent (1,300) of</p>

² 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice: Excel Tables ibid table 1.1

people were Irish Travellers. Belfast (3.6 per cent), Castlereagh (2.9 per cent) and Dungannon (2.5 per cent) had the highest proportions of residents from minority ethnic groups.

The 2019/20 Northern Ireland Safe Community Survey (**NISCS**) on perceptions of crime indicated that 18% of respondents perceived racism as one of the major causes of crime in Northern Ireland.

PSNI Police Officers and Staff % Ethnic Minorities – Police Officers 0.58% Police Staff 0.69% (PSNI Statistics 1 February 2022).

In respect of the 2021 Student Officer Recruitment Campaign Equality Analysis, of the total number of applications received 2.3% were from black or ethnic minority groups (BME) and this was the same as the 2020 Student Officer Recruitment Campaign. At the conclusion of the Recruitment Process and of those deemed appointable and on the Merit List, 1.7% identified as BME. This represented an increase from the 2020 Student Officer Campaign when 0.8% of those deemed appointable identified as BME, and it was also the highest ever percentage from BME.

The Police Ombudsman's Equality Monitoring Report Survey of complainants to the Police Ombudsman's Office, 2021/22³ stated that 4% of respondents (who made complaints against the police) reported their race to be either Bangladeshi, Black African, Chinese, Indian, Irish Travelling Community, mixed ethnic group, Pakistani or Other.

The Independent Review⁴ of hate crime legislation in Northern Ireland, undertaken by Justice Murrin in

³ Police Ombudsman Equality Monitoring Report 2021-22 ibid page 7

⁴ Final Report into Hate Crime legislation in Northern Ireland Independent Review: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/hate-crime-review.pdf>

	<p>2020 on behalf of the Department of Justice, noted that there was approximately a 1 in 31⁵ chance of being the victim of a reported racial hate incident compared to an approximately 1 in 1777⁶ chance of being a victim of a reported sectarian hate incident.</p>
Age	<p>The 2011 Census provides the latest data on Northern Ireland's population showing approximately one third of the population is made up of children and young people with just under 21% aged under 16 and 12.6% in the 16-24 age group. Older people aged 65+ make up 14.6% of the population.</p> <p>The 2019-20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice⁷ found that of those surveyed, 69% of those aged between 16 years and 29 years, and 68% of those aged between 30 years and 59 years believed that the police do a very or fairly good job for Northern Ireland.</p> <p>Further, 54% of those aged between 16 years and 29 years, and 72% of those aged between 30 years and 59 years believed that the Northern Ireland Policing Board was independent of the police.</p> <p>91% of those aged between 16 years and 29 years, and 81% of those aged between 30 years and 59 years believed that the Northern Ireland Policing Board help the police do a good job.</p> <p>The 2019-20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice⁸ found that of those surveyed, 74% of those aged 60 years and</p>

⁵ Final Report into Hate Crime Legislation in Northern Ireland Independent Review ibid page 6

⁶ Final Report into Hate Crime Legislation in Northern Ireland Independent Review ibid page 7

⁷ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice: <https://www.justice-ni.gov.uk/publications/r-s-bulletin-perceptions-policing-and-justice-findings-201920-northern-ireland-safe-community-survey> Excel tables -table 1.1

⁸ 2019/20 Northern Ireland Safe Community Survey: Perceptions of Policing and Justice: ibid table 1.1

	<p>above believed that the police do a very or fairly good job for Northern Ireland, 76% of those aged 60 years and above believed that the Northern Ireland Policing Board was independent of the police and 81% of those aged 60 years and above believed that the Northern Ireland Policing Board help the police do a good job.</p>
<p>Marital status</p>	<p>Almost half (48%) of people aged 16 years and over on Census Day 2011 were married, and over a third (36%) were single</p> <p>Just over 1,200 people (0.1%) were in registered same-sex civil partnerships</p> <p>A further 9.4% of residents were either separated, divorced or formerly in a same-sex civil partnership</p> <p>The remaining 6.8% were either widowed or a surviving partner - (NI Assembly paper on the 2011 Census).</p> <p>The Police Ombudsman's Equality Monitoring Report Survey of complainants to the Police Ombudsman's Office, 2021/22⁹ stated that during the period most complaints were received from single people (36% of complaints received) followed by those in a civil partnership or married (32% of complaints received).</p>
<p>Sexual orientation</p>	<p>The 2011 Census did not collect data on sexual orientation and the at the time of collating this audit of inequalities the 2021 Census information on sexual orientation had not been released.</p> <p>There was a sharp increase in the number of homophobic motivated incidents and crimes in 2020/21, with both rising to the highest level recorded since the data series began in 2004/05. (PSNI Statistics - <i>Trends in Hate Motivated Incidents and</i></p>

⁹ Equality Monitoring Report: Survey of complainants to the Police Ombudsman's Office, 2021/22
<https://www.policeombudsman.org/PONI/files/42/4211a91a-43c7-47e7-a91e-2c673ad0bdc0.pdf>
Record No: 443419

*Crimes Recorded by the Police in Northern Ireland
2004/05 to 2020/21)*

PSNI 2021 Student Officer Recruitment Campaign - Of the total number of applications received 7.5% of applicants identified as Gay, Lesbian or Bisexual. Following the conclusion of the Recruitment Process and of those deemed appointable and on the Merit List, 7.8% of candidates identified as Gay, Lesbian or Bisexual.

PSNI Hate Crime Statistical Bulletin indicated that between 1 July 2020 – 30 June 2021 there were 383 Homophobic incidents and 264 Homophobic crimes.

According to the Rainbow Project research¹⁰, 39% of Gay, Lesbian and Bisexual people change their behaviour to avoid others knowing they are not Heterosexual. In addition, over half of Gay, Lesbian and Bisexual people believe that the PSNI is professional, helpful and there for their protection, 21% of Gay, Lesbian and Bisexual people believe that the police are homophobic, 17% believe that they are transphobic.

The Rainbow Project has also conducted research about Gay, Lesbian and Bisexual people in the workplace¹¹ and found that 24.5% respondents from the public sector conceal their sexual orientation in the workplace, 26.3% Gay, Lesbian and Bisexual people working in the public sector believe that their sexual orientation would have a negative impact on their chances of progressing in work.

¹⁰ Rainbow Project: Through Our Eyes, Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland (2009) https://www.rainbow-project.org/wp-content/uploads/2021/03/through_our_eyes.pdf

¹¹ Rainbow Project: Through Our Eyes, Experiences of Lesbian, Gay and Bisexual People in the Workplace (2011) https://www.rainbow-project.org/wp-content/uploads/2021/03/TOE_mcd.pdf

	<p>32.7% of respondents across all workplace sectors would not, or do not know if they would, feel comfortable approaching management for support if they were the victim of homophobic bullying at work.</p> <p>This research also considered Gay, Lesbian and Bisexual people's views on fear of crime and 11% of those surveyed stated that they were "more worried" about being a victim of crime than being seriously ill, and 39% being "worried" about being a victim of crime</p>
Men and Women generally	<p>According to the PSNI's Workforce Composition Statistics¹², 31.27% of police officers are female and 68.73% are male. 56.93% of police staff are female and 43.07% are male.</p> <p>According to a PSNI 2022 Freedom of Information Request¹³, 88 officers currently work part-time, of which 86 are female officers</p> <p>The PSNI's published statistics indicate that when Force was used 82% of incidents involved men, whereas women were involved in 18% of incidents¹⁴.</p> <p>Analysis of PSNI 2021 Student Officer Recruitment Campaign indicates of the total number of applications received, 40.1% were from female applicants. Following the conclusion of the recruitment campaign and of those deemed appointable as student officers 39.4% were female.</p> <p>The PSNI's Trends in Police Recorded Crime in Northern Ireland¹⁵ has indicated that violence against</p>

¹² PSNI Force Composition Statistics (2022) <https://www.psni.police.uk/inside-psni/Statistics/workforce-composition-statistics/>

¹³ <https://www.psni.police.uk/globalassets/advice--information/our-publications/disclosure-logs/2022/human-resources/00926--part-time-police-officers.pdf>

¹⁴ PSNI Biannual Statistical Bulletin "Use of Force by the Police in Northern Ireland" (table 8)

¹⁵ Trends in Police Recorded Crime in Northern Ireland 1998/99 to 2020/21:

<https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/police-recorded-crime-statistics/documents/police-recorded-crime-in-northern-ireland-1998-99-to-2020-21.pdf> page 32

	<p>females is increasing; in 2007-08, female victims under 18 represented 38 per cent of all victims under 18 and but in 2020-21, female victims under 18 represented 49%. With regards to online crime¹⁶, where victim gender was available, females represented 62% while male victims represented 38%. Females were most likely to be victims of harassment (85% of females) within an online element</p> <p>In 2019/20, 31,817 domestic abuse incidents occurred in Northern Ireland, the highest figure since the start of the data series in 2004/05. 69% of all domestic abuse crime victims were female and 30% were male.</p>
Disability	<p>At the October 2021 Resources Committee, the Committee reviewed the PSNI's HR Dashboard which offers analysis on the composition of PSNI staff and officers. This analysis noted that 5.8% of police officers have self-declared that they have a disability. In relation to police staff, 9.6% have self-declared that they have a disability.</p> <p>Analysis of PSNI 2021 Student Officer Recruitment Campaign indicates that of the total number of applications received, 2.8% of applicants declared that they had a disability. Following the conclusion of the Recruitment Process and of those deemed appointable and on the Merit List, 2.7% of candidates had a disability</p> <p>Just over 20% of the population indicated in the 2011 Census that they have a disability or long term health problem that restricts their day-to-day activities.</p> <p>370,000 people in NI have a disability (1 in 5 adults)</p> <ul style="list-style-type: none"> • 5% of those with disabilities are children

¹⁶ Trends in Police Recorded Crime in Northern Ireland 1998/99 to 2020/21: ibid page 26
Record No: 443419

	<ul style="list-style-type: none"> • 40% of households have someone with a disability (ECNI Conference Dec. 2018) <p>43% of calls to the Equality Commission NI are concerning disability matters - (ECNI).</p> <p>People with disabilities were less likely to feel workplace culture was welcoming and inclusive. 34% of people with disabilities were more likely to experience unwanted behaviours in the workplace – (ECNI).</p>
Dependants	<p>The NICS 2013/14 and the Board's EQIA 2015/16 found that single parent families were less likely to express overall confidence in policing than households with two adults and children or no children at all. There was a higher rate of victimisation for households consisting of a single adult with children compared with other types of household. Single parent families were more likely than households with two adults and children or no children at all to be worried about crime and personal safety. They were also more likely than households with two adults and children or no children at all to perceive anti-social behaviour to be at a high level in their area.</p>

Needs, experiences and priorities

16. 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 evidence/information
Religious belief	<p>The Human resources composition of PSNI will be monitored through the work of the Board Resources Committee.</p> <p>The outcomes agreed and priorities developed for the Corporate and Business Plans may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.</p>
Political opinion	<p>There are no different needs, experience or priorities required in relation to this policy.</p>
Racial group	<p>The Human resources composition of PSNI will be monitored through the work of the Board Resources Committee.</p> <p>The outcomes agreed and priorities developed for the Corporate and Business Plans may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.</p>
Age	<p>The outcomes agreed and priorities developed for the Corporate and Business Plans may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.</p>

Marital status	There are no different needs, experience or priorities required in relation to this policy.
Sexual orientation	The outcomes agreed and priorities developed for the Corporate and Business Plans may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.
Men and Women generally	The outcomes agreed and priorities developed for the Corporate and Business Plans may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.
Disability	The outcomes agreed and priorities developed for the Corporate and Business Plans may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.
Dependants	<p>The Corporate and Business Plans will recognise the needs of this category through monitoring and HR policies.</p> <p>The outcomes agreed and priorities developed for the Corporate and Business Plans may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.</p>

Part 2

SCREENING QUESTIONS

Introduction

17. In making a decision as to whether or not there is a need to carry out an equality impact assessment, consider questions 1-4 listed below.
18. 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 be to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, please detail the reasons for the decision taken.
19. 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.
20. 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:
 - 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

21 (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

- 22 (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

23 (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.

24. 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

<p>1. 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</p>		
Section 75 category	Details of policy impact	Level of impact? Minor/Major/None
Religious belief	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, Engagement Strategy, and the Corporate Plan for the DoJ and monitoring of the Human Resources of the PSNI.	Minor
Political opinion	No specific impact.	None
Racial group	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, Engagement Strategy, and the Corporate Plan for the DoJ.	Minor
Age	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, Engagement Strategy, and the Corporate Plan for the DoJ.	Minor
Marital status	No specific impact.	None
Sexual orientation	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, Engagement Strategy, the and the Corporate Plan for the DoJ.	Minor

Men and Women generally	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, Engagement Strategy, and the Corporate Plan for the DoJ.	Minor
Disability	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, Engagement Strategy, and the Corporate Plan for the DoJ.	Minor
Dependants	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, Engagement Strategy, and the Corporate Plan for the DoJ.	Minor

2. 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	<p>The Board's Equality Scheme.</p> <p>The Board's Equality and Disability Action Plans.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy.</p> <p>The Board's Partnership Committee.</p> <p>and by monitoring PSNI's delivery against their People Strategy and associated Action Plans</p>	
Political opinion	As above	
Racial group	As above	
Age	As above	
Marital status	As above	
Sexual orientation	As above	
Men and Women generally	As above	
Disability	As above	
Dependants	As above	

3. 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	Board Members will discuss and agree The Annual Business Plan, which is aligned with the Corporate Plan. Consultation on the current Corporate plan was conducted with over 400 stakeholders and the general public.	None
Political opinion	As above	None
Racial group	As above	None

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	Through the work of Policing and Community Safety Partnerships	
Political opinion	As above	
Racial group	As above	

Additional considerations

Multiple identity

25. 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; young lesbians, gay and bisexual people*).

There will be multiple identity impacts on a number of categories including the potential for all categories to be included in this.

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

The Board's engagement with various S75 groups representing persons with multiple identity means the Board will be aware of the likely impact.

The Board consulted on its current Corporate Plan and Equality and Disability action plans. The Business Plan is aligned with these overarching plans. Consultation included representatives from some of the S75 groups whose views were taken into account when developing the final overarching action plans for the 3 year period.

Part 3

Screening decision

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

The Business Plan will be influenced by the PSNI Policing Plan 2020-2025, the Northern Ireland Policing Board Corporate Plan and Engagement Strategy, and the Department of Justice Corporate Plan. Consultation has taken place on all these overarching plans with the public to ensure the plans do not discriminate against any of the categories.

28. If the decision is not to conduct an equality impact assessment, consider if the policy should be mitigated or an alternative policy be introduced.

The overall impact of the Corporate and Business Plan will be designed to ensure a strong equality theme will be running through the key priorities and should not require mitigation or an alternative policy.

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

N/A

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30. Further advice on equality impact assessment may be found in a separate Equality Commission publication: “Practical Guidance on Equality Impact Assessment”.

Mitigation

31. 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.
32. Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?
33. If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

The overall impact of the Corporate and Business Plans for the Northern Ireland Policing Board will have a strong equality theme running through its key priorities and will take consideration of key findings identified through monitoring processes.

Timetabling and prioritising

34. **Factors to be considered in timetabling and prioritising policies for equality impact assessment.**
35. 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.
36. 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

37. **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.
38. Is the policy affected by timetables established by other relevant public authorities?
39. If yes, please provide details.

Part 4

Monitoring

40. Public authorities should consider the guidance contained in the Equality Commission's Monitoring Guidance for Use by Public Authorities (July 2007).
41. The Equality 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).
42. 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.

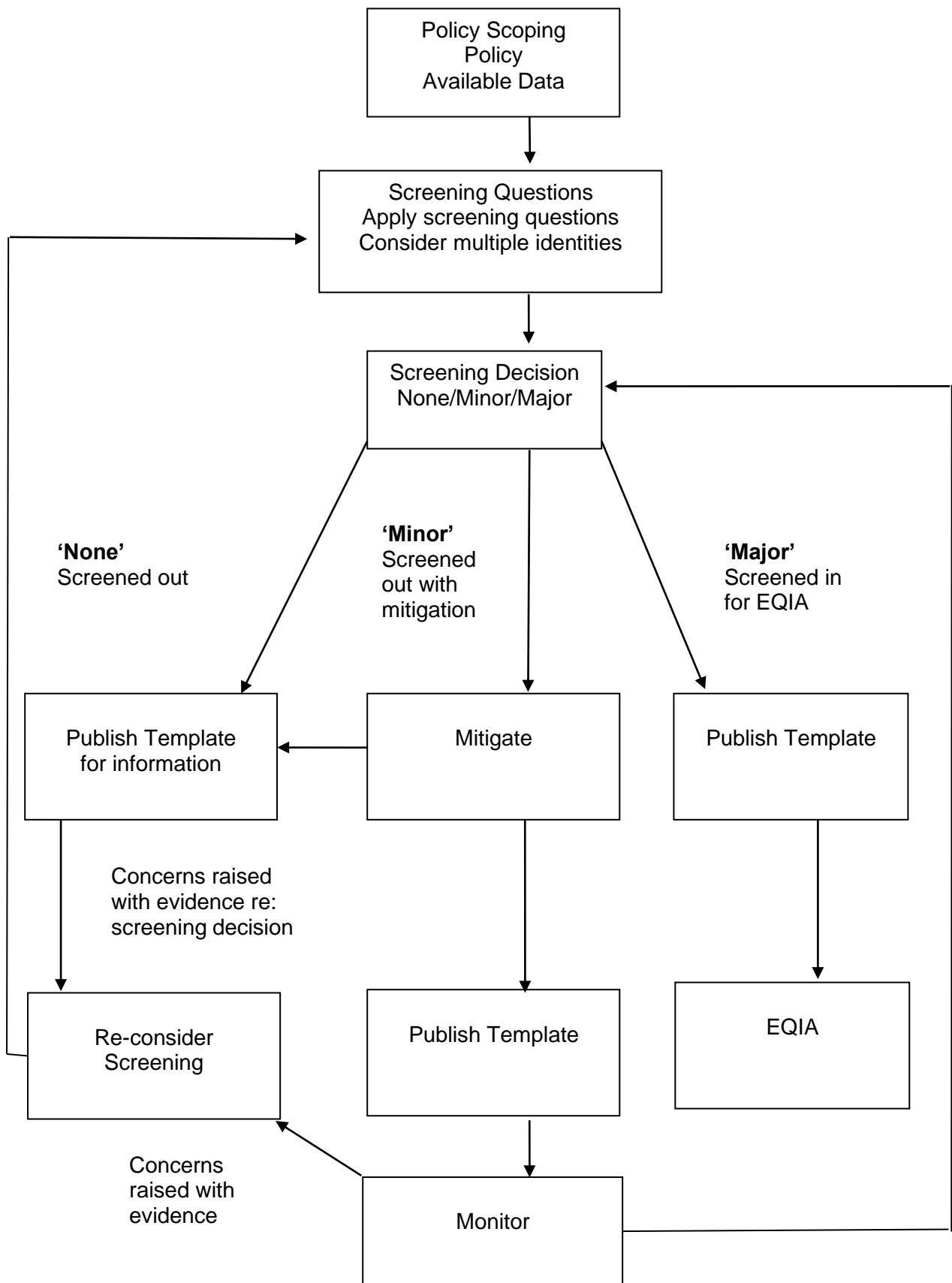
Part 5

Approval and authorisation

Screened by:	Position/Job Title/ Organisation	Date
Corporate Services Manager	NIPB Corporate Services Branch	
Approved by:		
J Passmore	Director of Resources	

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the public authority's website as soon as possible following completion and made available on request.

EQUALITY SCREENING FLOWCHART



MAIN GROUPS IDENTIFIED AS RELEVANT TO THE SECTION 75 CATEGORIES

Category	Main Groups
Religious Belief	Protestants; Catholics; people of other religious belief; people of no religious belief
Political Opinion	Unionists generally; Nationalists generally; members/supporters of any political party
Racial Group	White people; Chinese; Irish Travellers; Indians; Pakistanis; Bangladeshis; Black Africans; Afro Caribbean people; people of mixed ethnic group, other groups
Age	For most purposes, the main categories are: children under 18; people aged between 18 and 65. However the definition of age groups will need to be sensitive to the policy under consideration. For example, for some employment policies, children under 16 could be distinguished from people of working age
Marital/Civil Partnership Status	Married people; unmarried people; divorced or separated people; widowed people; civil partnerships
Sexual Orientation	Heterosexuals; bisexual people; gay men; lesbians
Men and Women generally	Men (including boys); women (including girls); trans-gender and trans-sexual people
Persons with a disability and persons without	Persons with a physical, sensory or learning disability as defined in Schedules 1 and 2 of the Disability Discrimination Act 1995.
Persons with dependants and persons without	Persons with primary responsibility for the care of a child; persons with personal responsibility for the care of a person with a disability; persons with primary responsibility for a dependent elderly person.