



Section 75

EQUALITY SCREENING FORM

Title of Policy:
Policing Plan 2017/18

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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 without¹.

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

1. 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).**

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 is none.

7. The Commission has developed a series of 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. 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 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.

Definition of Policy

There have been some difficulties in defining what constitutes a policy in the context of section 75. To be on the safe side 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.

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).

Information about the policy

Name of the Policy

Policing Plan 2017-18

Is this an existing, revised or a new policy?

Revised

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

The Strategic Objectives for Policing 2016-20 sets out what the NI Policing Board (the Board) expects the PSNI to achieve by 2020 within an annual Plan for 2017/18. This is set out in five overarching themes (below) and a series of objectives to support these themes. Five overarching themes are:

- Communication and Engagement;
 - Protection of People and Communities;
 - Offending is Reduced;
 - Justice is more efficiently and effectively served; and
 - Efficiency and Effectiveness
-

The Annual Policing Plan underpins the Strategic Objectives for Policing and will set out specific targets for PSNI to achieve each year.

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

All Section 75 categories and society as a whole are expected to benefit from the Strategic Objectives of Policing policy. The policy will include a performance monitoring framework/targets which will have a positive impact on S75 groups by aiming to improve the service delivered to them over the lifespan of the policy.

Who initiated or wrote the policy?

Partnership Directorate

Who owns and who implements the policy?

Partnership Directorate

Implementation factors

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

If yes, are they

X financial

X legislative

other, please specify _____

Main stakeholders affected

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

x staff

x service users

x other public sector organisations

x voluntary/community/trade unions

X other, please specify __Members of Public and PSNI_____

Other policies with a bearing on this policy

The Programme for Justice;

The Minister of Justice's long term Policing Priorities;

Comprehensive Spending Review;

PSNI's strategic assessment of threat, risk and harm;

The Policing Priorities Consultation 2016-20;

The EQIA of the 2015-16 Policing Plan;

PSNI Equality, Diversity and Good Relations Strategy;

PSNI People Strategy; and

PSNI Training and Development strategy and Business Plan

- who owns them?

The Executive Office

DoJ

DoF

NI Policing Board

PSNI

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.

This stage of the equality screening process considers whether available data and research can provide an insight into the potential impacts of the Strategic Objectives for Policing 2016-20 on people in the various groups within the nine S75 equality categories.

The Policing Plan 2017/18 has an impact on everyone in Northern Ireland including the victims of crime, offenders and those with a fear of crime, particularly those who consider that they are at risk of becoming victims.

There is a wide range of data and research available on crime and its impacts, some of which provides information about the effects on particular S75 groups. In addition there is published research on the perceptions and experiences of crime and the police by people in different S75 groups which highlights particular needs and priorities.

Section 75 Category	Details of evidence/information
Religious belief	<p>There is a significant amount of data/evidence available in relation to the views of various religious groups.</p> <p>Results from the NI Crime Survey (NICS)¹ published February 2015 provide information on respondent's perceptions of the likelihood of victimisation, together with concerns about crime and personal safety and the effect of the fear of crime on quality of life. It also examines respondent's views on whether they perceive anti-social behaviour to be high in their local areas and their perceptions of the harm caused by organised crime. It also provides data on confidence in policing and on crime victimisation (prevalence and incident) rates on broad crime types:</p> <ul style="list-style-type: none"> • crimes affecting the whole household (mainly property offences), including vandalism, domestic burglary, vehicle-related theft, bicycle theft and other household theft; • personal crimes against respondents only (mainly violent offences), including common assault, wounding, mugging, stealth theft from the person and other theft of personal property.

¹ <https://www.dojni.gov.uk/sites/default/files/publications/doj/260215-nics-2013-14-experience-bulletin.pdf>

	<p>The most recent available community background breakdown from the NICS suggests that Catholics were less likely than Protestants to express overall confidence in policing. Other data from the NICS on crime victimisation (prevalence and incident) rates found that the risk associated with domestic violence was higher among Protestant women than Catholic women. The risk was also higher among Protestant men than Catholic men.</p> <p>Data gathered from the NICS and the Board's EQIA of the Policing Plan 2015/16 (September 2015)² (including responses received) found that Catholic respondents were more likely than Protestants to perceive anti-social behaviour and the level of harm caused by organised crime to be the greatest.</p> <p>The Board's research published in 2014 on links between deprivation and confidence in police in NI³ found that those not stating that they were either Protestant or Catholic are most likely to rate the job the police do positively (around 3 in 5 rating this excellent or good), with Protestants and Catholics less, but equally likely, to rate the job the police do in Northern Ireland on a whole as good. However Catholics are slightly less likely to rate the job police do in their area as good or excellent compared to others.</p> <p>The Board's research published in 2014 on 'what influences people's perception about whether the police are doing a good job in NI'⁴ found there is little difference in the rating between Protestants and Catholics, although those not declaring as either, tend to rate the job the police do more highly.</p> <p>The Office of the Police Ombudsman (OPONI) published a report in 2013⁵ setting out the results obtained over a five year period (April 2008-Mar 2013) during which 16,583 complaints were recorded. The data collected from this report and from the Board's public consultation of the EQIA on the 2015/16 Policing Plan found that there was a lower proportion of Catholic complainants and a higher proportion of complaints had a Church of Ireland or 'other' religious belief. These findings were different from Beyond the Margins: Building Trust in Policing with Young People. Public Achievement, March 2010⁶ which focused on young people. This report found Catholic respondents to be slightly more likely than Protestants to</p>
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² <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/policing-plan-eqia-consultation-report.pdf>

³ <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/links-between-deprivation-and-confidence-in-the-police-in-ni.pdf>

⁴ <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/What-influences-people%E2%80%99s-perception-about-whether-the-police-are-doing-a-good-job-in-NI-february-2014.pdf>

⁵ <https://www.policeombudsman.org/About-Us/Publications>

⁶ <http://www.publicachievement.com/PublicAchievement/files/8f/8fbf075d-1132-44dc-84a0-ac5c2c279419.pdf>

	<p>report 'disrespectful' behaviour and being 'stopped without reason'.</p> <p>The Office of the Police Ombudsman (OPONI) published a report 2015⁷ which showed that 46% of complainants that returned a completed equality monitoring questionnaire were from a Protestant community and 38% were from a Catholic community. A further 16% were from neither a Protestant nor Catholic community.</p> <p>Taking account of the research the Board has included a strategic objective to increase trust and confidence in policing with an emphasis on areas where confidence is lower. This will be monitored by the Board through a range of mechanisms, including complaints to the OPONI. In addition the Board has included strategic objectives to 'reduce harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable and 'identification and service delivered to repeat victims' which will have a positive effect on all religious beliefs.</p> <p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Political opinion	<p>Below is a summary of the data/evidence available relating to political opinion.</p> <p>The NICS 2012/13⁸ shows that respondents who considered their nationality to be Irish were less likely to display confidence in policing than participants with a self-perceived British or Northern Irish nationality. The NICS 2013/14⁹ indicates that the highest level of risk of violent crime was exhibited by those who perceived their nationality to be Irish.</p> <p>The perceived likelihood of victimisation among those with different perceived nationalities was higher among those with a perceived Irish nationality and those with a perceived nationality other than British/Irish/Northern Irish than among those with a perceived British nationality and those with a perceived Northern Irish nationality.</p>

⁷ <https://www.policeombudsman.org/getmedia/b24baa0a-a947-427d-b6f8-392b00640b83/Equality-Monitoring-2014-15-report.pdf>

⁸ <https://www.dojni.gov.uk/publications/r-s-bulletin-72014-perceptions-policing-justice-and-organised-crime-findings-201112-and>

⁹ *op.cit*

	<p>Those who consider their nationality to be other than British/Irish/Northern Irish were almost twice as likely to be worried about crime and personal safety as their British or Irish counterparts. Those who perceived their nationality to be British or Irish (5%) were more likely to consider that the quality of their life was greatly affected by 'fear of crime'. Perceptions of anti-social behaviour by perceived nationality suggest that NICS 2013/14¹⁰ participants who consider their nationality to be Irish were almost twice as likely as their British or Northern Irish counterparts to report a high level of anti-social behaviour in their local area. Those with a self-perceived Irish nationality were slightly more likely to consider that the level of harm caused by organised crime in their local area had increased than those who considered their nationality as British, Northern Irish or other.</p> <p>Research commissioned by the Policing Board in 2014¹¹ looking at the influence that politicians, community leaders and the media have on confidence in the police in Northern Ireland concluded that confidence in policing is hostage to political fortune for events and issues not directly within PSNI's control; it is not a constant nor should it necessarily be treated as such; that public confidence in PSNI is taken from narrow (often negative) contexts PSNI need to be more proactive in broadening out positive public knowledge of policing; and beyond the Board's national confidence figures.</p> <p>Research conducted in 2011 to consider the 'engagement of Loyalist and Republican communities with PSNI' revealed common issues to both communities along with particular concerns in Loyalist and Republican pilot areas. One recurring theme in both communities was general support for the PSNI but little confidence in the service. It found that in Loyalist areas, drugs, and their impact on community life, was identified as the number one priority for the PSNI.</p> <p>The Office of the Police Ombudsman NI report in 2015/16¹² found that nearly half (47%) of respondents who answered the political opinion question on the equality monitoring form in 2015/16 indicated that 'no political party' best represented their current political opinion. More than a quarter (28%) of respondents indicated that a Unionist party best represented their current political opinion, 13% selected a Nationalist party and 13% selected the Alliance party or selected the 'other' category.</p> <p>The Office of the Police Ombudsman (OPONI) (2013)¹³ report indicates that over a five year period (April 2008- Mar 2013) 16,583 complaints were recorded and found that the political opinion profile</p>
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¹⁰ *op.cit*

¹¹ <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/influence-that-politicians-community-leaders-and-the-media-have-on-confidence-in-the-police-in-northern-ireland.pdf>

¹² *op.cit*

¹³ *op.cit*

	<p>of complainants was slightly different to that of the population generally, based on voting patterns to the NI Assembly in 2011. The proportions of complainants who supported Sinn Fein or the SDLP were smaller than the proportions of votes cast in the 2011 Assembly elections. The proportions of complainants who supported the main Unionist parties in Northern Ireland or 'other' parties or did not support any political party were greater than might be expected compared with voting patterns.</p> <p>When developing the 2016-20 Strategic Objectives for Policing in NI the Board has considered this research and evidence and has included objectives to:-</p> <ul style="list-style-type: none"> -increase trust and confidence in policing; -ensuring PSNI engagement with communities; -protection of people and communities, specifically those who are most vulnerable; and -reducing harm caused by crime and anti-social behaviour. <p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Racial group	<p>There is a sufficient amount of data/evidence currently available relating to this category.</p> <p>Statistics from PSNI suggest that the number of racist incidents and crimes recorded have tended to fluctuate since the beginning of the data series in 2004/05. Levels declined between 2009/10 and 2011/12 before increasing in each of the last three years. Levels of both incidents and crimes in 2014/15 are higher than for any previous financial year.¹⁴ In relation to the gender of victims of racist crimes, between 30% and 38% are female, and between 62% and</p>

¹⁴ <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/influence-that-politicians-community-leaders-and-the-media-have-on-confidence-in-the-police-in-northern-ireland.pdf>

	<p>70% are male. In up to 2% of crimes with a racist motivation the gender of the victim is unknown.¹⁵</p> <p>The Board consults with a wide range of organisations throughout NI and with Policing and Community Safety Partnerships (PCSPs) to identify policing priorities which has provided valuable information contributing to the development of the Strategic Objectives for Policing 2016-20 and the subsequent Policing Plan.</p> <p>Input from the Board's Race Hate Crime Steering Group and the Strategic Consultation Group¹⁶ (SCG) has assisted in the development of the strategic objectives and Policing Plan. The key priorities identified are; confidence in policing, sustained engagement with the community, increased outcome rates and under-reporting of hate crime.</p> <p>The OPONI report published in 2016¹⁷ found the vast majority of complaints were made by people who reported their race to be White (98%). Complainants that were of a minority ethnic group reported being from a Black African, Indian or an 'other' race. The OPONI report setting out results obtained over 5yr period (Apr 2008-March 2013) found that 97% of complainants were white, 3% of respondents were from minority ethnic racial groups (including just over 0.5% who were from the Irish Travelling Community). There appeared to be a greater proportion of complainants who were from black and minority ethnic (BME) community than one would expect from the general population, based on 2011 Census¹⁸ figures, although this observation should be interpreted with caution, given the high proportions of young men in the complainant profile. The annual statistical bulletin produced by OPONI in 2016¹⁹ found around one in ten (12%) complaints closed in 2015/16 were closed after the initial assessment. These complaints tend to be closed fairly quickly, and often involve issues which are not a matter for the Police Ombudsman's Office. Nearly four in ten (38%) complaints closed were fully investigated. This is when a Police Ombudsman's Investigator looks into each allegation within the complaint and reaches a conclusion about it. The Office found evidence to substantiate all or part of the complaint, or identified another concern</p>
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¹⁵ <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/influence-that-politicians-community-leaders-and-the-media-have-on-confidence-in-the-police-in-northern-ireland.pdf>

¹⁶ Strategic Consultation Group Members: NICCY, Include Youth, Children's Law Centre, Women's Aid Federation, Women's Resource and Development Agency, SAIL, Rainbow Project, Mencap, Disability Action, Commissioner for Older People for NI, Linking Generations, Age Sector Platform, STEP, Belfast Migrant Centre, PSNI.

¹⁷ *op.cit*

¹⁸ <http://www.nisra.gov.uk/census/2011Census.html>

¹⁹ <https://www.policeombudsman.org/PONI/files/81/81bd1220-ce02-401f-b1ab-12502be290c9.pdf>

	<p>during the investigation in 25% of these complaints during 2015/16.</p> <p>Research conducted by the Institute for Conflict in 2006²⁰ found that where individuals from the BME community had been the victims of a crime in the previous year, over half felt the crime was racially motivated. Around 50% were either satisfied or very satisfied with how their complaint was handled. Of those who did experience problems, these tended to relate to quality of service (e.g. trivialising complaint, failure to follow-up). Around 30% of those who had experienced problems said officers had been rude or impolite while a fifth said they felt they had been discriminated against.</p> <p>A research report conducted by Northern Ireland Council for Ethnic Minorities (NICEM) in 2006²¹ included an analysis of the NICEM database of incidents of racist violence in Northern Ireland. It followed up with interviews and confirmed that racist violence was commonplace and was completely routine for many minority ethnic people. In terms of policing there was a very mixed experience. On the positive side, there appeared to be little experience in Northern Ireland of what might be termed "traditional" police racism. Institutional racism was, however, frequently alleged and the report indicated that such racism was clearly present in the commonplace unwillingness or inability to respond appropriately to racist violence.</p> <p>When developing the 2016-20 Strategic Objectives for Policing and the supporting Policing Plan 2017/18 the Board has considered this research and evidence and has included the following Strategic Objectives: 'to ensure increased trust and confidence in policing', 'reducing harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable', and 'to ensure the PSNI engages with communities to improve understanding of the impact of policing decisions'.</p> <p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Age	Significant data and research is currently available.

²⁰ Policing, Accountability and the Black and Minority Ethnic Communities in Northern Ireland. Radford, K., Betts, J. & Ostermeyer, M., Institute for Conflict Research (2006)

²¹ The Next Stephen Lawrence? Racist Violence and Criminal Justice in Northern Ireland, McVeigh, R., Research Report for Northern Ireland Council for Ethnic Minorities (2006)

The 2011 Census²² 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.

There were 73,541 offences recorded in the calendar year to December 2016 where there was a person victim. 10% of this total were persons aged under 18 (7,703 offences), 83% were aged 18-64 and 7% were aged 65 or over. Age information was unavailable for less than 1% of all person victims:

Victim aged under 18: 70% of those victims who were under 18 at the time the offence occurred were victims of violence against the person offences, 23% were victims of sexual offences, 6% were victims of theft offences (including burglary) and criminal damage, and less than 1% were robbery victims.

Victim aged 18-64: 43% of victims aged between 18 and 64 were victims of violence against the person offences, 22% were victims of theft offences (including burglary), 21% were victims of criminal damage. Just under 2% were victims of a sexual offence.

Victim aged 65+: 32% of victims aged 65 or over were victims of theft, while 26% were victims of burglary and 27% were victims of criminal damage. 16% were victims of violence against the person offences.²³

Violence against the person: The majority of victims were in the 18-64 age group (83 per cent), with 17% aged under 18 and 2% aged 65+. The age of the victim was unknown in less than 1% of cases.

Sexual offences: 60% of victims were under 18 at the time the offence occurred, while 38% were between the ages of 18 and 64. 2% were aged 65 or above.

Robbery: 85% of victims were aged 18-64, with 7% aged under 18 and 8% aged 65+. The age of the victim was unknown in less than 1% of cases.

Theft offences (including burglary) and criminal damage: 87% of victims were aged 18- 64, with 11% aged 65 or above and just over

²² <http://www.nisra.gov.uk/census/2011Census.html>

²³ <https://www.psnipolice.uk/inside-psni/Statistics/police-recorded-crime-statistics/>

	<p>1% aged under 18. In less than 1% of cases the age of the victim was unknown.²⁴</p> <p>In OPONI's report on complaints over a 5yr period (Apr 2008-March 2013) the biggest differentials between complainants and the population were for males aged under 16, 18-24 years and 25-34. There is some research evidence to suggest that young men may be more likely to come into contact with the police and, because of the nature of the contact, to also be more likely to experience inappropriate police behaviour. Within Children's Law Centre's response to the Board's EQIA on the 2015/16 Policing Plan they cited research²⁵, conducted on Year 8 and 12 pupils indicating that 17% of pupils stated that they thought a police officer had behaved in an unacceptable way towards them.</p> <p>The NICS 2013/14²⁶ shows that older people had higher confidence levels than younger people and those older respondents, aged 75 and over, generated the highest rating for overall confidence in their local police.</p> <p>The NICS 2013/14 shows that 16-24 year olds were among those most likely to perceive themselves to be at risk of violent crime, whereas for burglary, respondents of this age group displayed one of the lowest perceived victimisation rates. For violent crime, the perceived likelihood of victimisation decreased with age. For burglary, most age groups reported a relatively high perceived likelihood of victimisation. When age and gender are combined, young women aged 16-24 displayed one of the highest ratings for worry about violent crime. With regard to personal safety, older respondents were more likely than younger people to worry about walking alone in their area after dark. The 55-64 year old age group were most likely to consider that 'fear of crime' has a great impact on their quality of life while 16-24 year olds were least likely to perceive this. This supports evidence from Age Sector Platform's research²⁷ that highlight fear of crime as an issue for older people. The proportion of people perceiving a high level of anti-social behaviour in their local area tends to decrease with age, with 16-24 year olds citing a high level of anti-social behaviour in their area. The response showed that young people aged 16-24 and people aged 55-64 were more likely than average to consider the level of harm caused by</p>
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²⁵ School Pupil's Awareness of the Office of the Police Ombudsman for Northern Ireland – Results from the 2013 Behaviour and Attitudes Survey', Office of the Police Ombudsman for Northern Ireland, June 2015, p.2.

²⁶ *op.cit*

²⁷ New Community Safety Strategy - 'Building Safer, Shared and Confident Communities'. Age Sector Platform (2011)

	<p>organised crime in their local areas to have increased.</p> <p>The Board consulted with its Youth Advisory Panel (YAP)²⁸ to assist in the development of a young person friendly questionnaire to seek young people's priorities for policing. The top concerns from young people were; confidence in policing and stop and search. In 2017 the Board commissioned research with 358 young people throughout Northern Ireland to seek views on Policing issues. This found that although young people had confidence in police they felt that they were less likely to be treated fairly if stopped and searched. In relation to stop and search the Board continue to monitor PSNI following the Board's thematic on Police Powers to stop and search and stop and question under the Terrorism Act 2000 and the Justice and Security (NI) Act 2007, October 2013²⁹. This thematic review made 11 recommendations, all of which have been progressed by PSNI. The recommendations relate to issues such as PSNI's engagement and communication with communities; a need to continually monitor the use of the powers to ensure they are being used in accordance with the law and proportionately; the recording of the community background of persons stopped and searched; and guidance to officers on stopping and searching children and young people.</p> <p>Research on PSNI Officers' Perceptions of Young People in North Belfast June 2013' Northern Ireland Policing Board is a valuable resource when considering the views of young people in respect of policing and key concerns in their area.</p> <p>The Board has published a Human Rights Thematic Review 'Policing with Children and Young People'³⁰ resulting in PSNI implementing all but one of the thirty recommendations made. These focus on engagement, knowledge and skills of officers, discretion and other diversionary disposals, respect for young people's rights and data collection. The Board will continue to monitor the implementation of all Human Rights Thematics recommendations.</p>
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²⁸ Youth Advisory Panel members: Children's Law Centre, PSNI, Dept of Justice, Rural Community Network, Community Restorative Justice Ireland, NI Youth Forum, NI Commissioner for Children and Young People, Include Youth, Linking Generations, Princes Trust, Youth Action, Mind Wise NV, Public Achievement, Alternatives

²⁹ <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/stop-and-search-thematic-review-15-october-2013.pdf>

³⁰ Human Rights Thematic Review 'Policing with Children and Young People, January 2011 (update report, November 2013) <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/human-rights-thematic-enquiry-children-young-people.pdf>

Research by the Commissioner for Older People for Northern Ireland (COPNI)³¹ found that outcome rates against older people were lower than other age ranges.

Protecting Children from Violence, a Human Rights Imperative” (2011): Professor Marta Santo Pais, Special Representative of the UN Secretary-General on Violence Against Children³² and the Board’s EQIA found that the risk of becoming a victim of violent crime decreases with age, with 16-24 year olds being most at risk. According to a recent UNICEF³³ study on child disciplinary practices by parents and other caregivers in 35 developing countries (covering around 10 percent of the world’s child population in the developing world,) three in every four children, between 2 and 14 years old, experience some form of violence within the home.

The NICS³⁴, the Board’s Equality Impact Assessment³⁵ and Women’s Aid response to the consultation indicates that the risk associated with domestic violence generally displayed an inverse relationship with age, whereby younger respondents tended to reveal a greater likelihood of victimisation.

A periodic survey of drug use in Northern Ireland is commissioned every four years by the Department of Health, Social Services and Public Safety (DHSSPS) to obtain prevalence rates for key illegal drugs. The 2010/11 survey³⁶ showed the highest percentage of drug use, 11.8% was recorded for young adults aged 15-34 years and the lowest of 2.7% for older adults (35-64 years).

Beyond the Margins: Building Trust in Policing with Young people. Public Achievement, (2010) found young Catholic respondents to be slightly more likely than young Protestants to report ‘disrespectful’ behaviour and being ‘stopped without reason’.

Other data sources utilised are listed below:

- The Dynamics of Police Legitimacy Among Young People’, L. Devaney, S.Pehrson, D. Bryan and D.Blalock, December 2014, cited in ‘Human Rights Annual Report 2014’ Northern Ireland Policing Board.

³¹ An analysis of the clearance rates for crime against older people in Northern Ireland - 2007/08 to 2012/13 COPNI

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http://www.brooklyn.cuny.edu/pub/departments/childrensstudies/conference/pdf/Marta_Santos_Pais_editors_transcription.pdf

³³ http://www.unicef.org/protection/Child_Disciplinary_Practices_at_Home.pdf

³⁴ *op.cit*

³⁵ *op.cit*

³⁶ <https://www.dhsspsni.gov.uk/sites/default/files/publications/dhssps/drugs-strategy-2011-16.pdf>

	<ul style="list-style-type: none"> • Northern Ireland Young People's Report to the United Nations Committee on the Rights of the Child, June 2015. • Young Persons Behaviour and Attitudes Survey Bulletin', Northern Ireland Statistics and Research Agency, December 2014. • Perceptions of Crime: Findings from the 2012/13 Northern Ireland Crime Survey' Department of Justice, January 2014. • Ten Years after Patten: Young People and Policing in Northern Ireland', Byrne J. and Jarman N., October 2010 • Children and Young People's contact with Police – Five Year Trend Analysis' March 2015, PSNI <p>In considering the research, the Strategic Objectives for Policing 2016-20 and the Policing Plan 2017/18 include a range of objectives and subsequent measurements such as: increase trust and confidence in policing, reduce harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable such as crimes against older people, identification and service to repeat victims, such victims of domestic abuse, organised crime, cyber related crime, drug seizures, child sexual exploitation and human trafficking.</p> <p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Marital status	<p>Adequate amount of information available.</p> <p>The NICS 2013/14³⁷ and the Board's EQIA on the 2015/16 Policing Plan provided data on marital status. The NICS found that people living as a couple were more likely to express overall confidence in policing than those not living as a couple and that households with two adults and children were slightly more likely to express confidence in community engagement than single parent families or households with no children. According to these surveys marital status appears to play a role in the likelihood of an adult suffering domestic violence, with results indicating that those who were living as a couple or, more specifically, married, typically displaying lower</p>

³⁷ *op.cit*

	<p>victimisation rates than those who were not. They also found that those not living as a couple showed a higher rate of victimisation than those living as a couple, with single people showing the highest rate and that people not living as a couple were more likely than those living as a couple to be worried about crime and personal safety and that people not living as a couple were more likely than those living as a couple to perceive anti-social behaviour to be at a high level in their area, with particularly high levels of concern among those who were separated (and single).</p> <p>Complaints data from OPONI (2013)³⁸ shows that there were greater proportions of single, divorced or separated complainants compared with the population generally. People who were married or widowed were under-represented among complainants compared with the population generally.</p> <p>OPONI report published in 2015³⁹ found that in 2014/15 the largest proportion of complaints was made by single people, followed by married people. Other marital statuses such as people who are divorced or separated were less likely to make complaints</p> <p>The Board has developed strategic objectives to address the issues raised through research. These are: 'to ensure increased trust and confidence in policing, 'offending is reduced', protection of people and communities, specifically those who are most vulnerable.</p> <p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Sexual orientation	<p>Significant amount of information and data currently available.</p> <p>The Board through its Lesbian, Gay, Bisexual and Transgender group (LGB&T), its public consultation on identification of policing priorities 2016-20, engagement events such as PRIDE and groups like the Board's Strategic Consultation Group⁴⁰ provide a valuable amount of information. Through these engagements the Board found that LGB&T community's priorities were outcome rates,</p>

³⁸ *op.cit*

³⁹ *op.cit*

⁴⁰ *op cit*

	<p>domestic violence and homophobic hate crime.</p> <p>The Board has considered its Human Rights thematic reports⁴¹ when developing the Strategic Objectives for Policing 2016-20. PSNI have taken steps to implement all of the recommendations in these thematic reviews. However as the update reports emphasise, a number of the recommendations relate to matters that require ongoing attention (i.e. they will never be considered 'completed') such as; officers' skills through training, meaningful engagement, encouraging applications from under-represented groups and officers accepting without challenge the perception of a victim or any other person that an incident or crime was motivated by hate.</p> <p>The thematic review and the corresponding update report highlight the devastating impact that hate crime can have on victims, their families and the wider community. Thus while the volume of hate crimes may not be as high as other crime types, this should not affect the priority afforded to it.</p> <p>Complaints data from OPONI (2013)⁴² provides valuable data/information. Overall, 3% of complainants declared that they were Lesbian, Gay or Bisexual (LGB); it is not clear whether this level of complainant is high or low as NICS does not record sexual orientation however the Rainbow Project estimates 1 in 10 people in Northern Ireland would not identify as being heterosexual. The 2015 report found that in 2014/15, around nine in ten complaints were made by a person who reported that their sexual attraction was towards people of the opposite sex. A further 9% reported either being sexually attracted to people of the same sex or to people of the same sex and of the opposite sex.</p> <p>Research from Institute for Conflict Research (2006)⁴³ found where those who describe themselves as being lesbian, gay, or bisexual (LGB) had been the victim of a crime in the previous year, 58% felt the crime was motivated by homophobia. 56% of those who contacted the police were satisfied or very satisfied with the way in which their complaint was handled. However, 32% had experienced problems with the police in the last year, 40% of who reporting that the officer had been impolite or rude, and 25% felt this behaviour</p>
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⁴¹ <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/lgbt-thematic-review-overview.pdf> and <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/thematic-review-update-report-policing-with-and-for-transgender-individuals.pdf> and <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/thematic-review-update-policing-with-lgb-individuals.pdf>

⁴² *op cit*

⁴³ *Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland. Radford, K., Betts, J. & Ostermeyer, M. Institute for Conflict Research (2006)*

was related to their sexual orientation.

Through Our Eyes, Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland, Rainbow Project, June 2009⁴⁴ showed that 39% of LGB people are worried about being the victim of crime and 13% feel that harassment/attacks on people because of their sexual orientation is a big issue in their neighbourhood. 21% of males and 18% of females have been victim of a homophobic hate incident in the previous three years and 49% of respondents were injured either physically or psychologically during homophobic incidents.

PSNI's published report on hate incidents and crimes in NI 2004-05 to 2014-15⁴⁵ found that homophobic motivated incidents have generally increased year on year since 2006/07. The figure for 2014/15 (334 incidents) is the highest level recorded since the data series began in 2004/05. Similarly homophobic motivated crimes reached their highest level in 2014/15 (209 crimes); while there has been more fluctuation in the level of crimes recorded, this has increased year on year since 2011/12. The number of homophobic incidents recorded by the police per 10,000 population is between 1 and 2, while for homophobic crimes the figure is 1 per 10,000 population.

In considering the above research the Strategic Objectives for Policing and the Policing Plan 2017/18 include objectives in relation to 'protection of people and communities and specifically those most vulnerable'. Other Strategic Objectives which the above data helped to inform were 'to ensure increased trust and confidence in policing' and 'working in partnership to reduce offending'.

The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.

⁴⁴ Through Our Eyes, Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland, John Doherty, Rainbow Project, June 2009

⁴⁵ <https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/hate-motivated-incidents-and-crimes-in-northern-ireland-2004-05-to-2015-16.pdf>

Men and Women generally	<p>There is significant amount of data and information currently available.</p> <p>The Board consults directly with Women's Aid and the views of everyone are obtained through the Board's Strategic Consultation Group (SCG⁴⁶), EQIA of the Policing Plan 2015/16⁴⁷ and its public consultation on the identification of policing priorities⁴⁸.</p> <p>Data from NICS 2013/14⁴⁹ shows women displayed higher victimisation rates than men for domestic violence. The NICS found women were slightly less likely than men to express overall confidence in policing with the lowest rating from women aged 16-24 and that overall men were more likely to be victims of violent crime than women. It also found that women are more likely than men to consider the level of harm caused by organised crime in their local areas to have increased and that women are more likely than men to worry about all forms of crime and personal safety.</p> <p>PSNI statistics show that there were 73,541 offences recorded in the calendar year to December 2016 where there was a person victim. 48% of this total was female and 52% were male. Of the 2,394 sexual offences recorded in 2015/16, 74% were female and 26% were male. There were 28,392 domestic abuse incidents recorded in 2015/16, the highest level recorded since the data series began in 2004/05. The level of 14,073 domestic abuse crimes recorded in 2015/16 is also the highest level recorded since 2004/05.⁵⁰ There were 13,047 domestic abuse crimes recorded in 2015/16 where there was a person victim with known age and gender details. 17% of this total were persons aged under 18 (2,186 offences), 60% were females aged 18+ (7,822 offences) and 23% were males aged 18+ (3,039 offences). There were an additional 11 offences where the age or gender of the victim was unknown.</p> <p>OPONI's report⁵¹ on complaints over 5 years found that compared with the population generally, males, and young men in particular, were over-represented among complainants. In their report published in 2015 it found In 2014/15 males (70%) made more than twice as many complaints as females (30%). More than half of the complaints made in 2014/15 were made by males aged 25 and over,</p>
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⁴⁶ *op.cit*

⁴⁷ *op.cit*

⁴⁸ *op.cit*

⁴⁹ *op.cit*

⁵⁰ <https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/domestic-abuse-statistics/domestic-abuse-incidents-and-crimes-in-northern-ireland-2004-05-to-2015-16.pdf>

⁵¹ *op.cit*

	<p>in particular around one third of complaints were made by males aged between 25 and 44.</p> <p>Public Achievement research in 2010⁵² found that male respondents were found to have lower levels of positive engagement with the police and more frequently experienced unacceptable police behaviour.</p> <p>As previously discussed in other sections, all of the Board's thematic reviews have helped inform the development of the strategic objectives for policing. The Board's report⁵³ on domestic abuse highlighted the prevalence of domestic abuse, the high number of murders, rapes and other sexual offences with a domestic abuse motivation, and the frequency with which PSNI are called out to domestic abuse incidents and crimes. The prevalence and serious nature of abuse remains applicable today and reflect the priority that should be afforded to encouraging reporting, responding to call outs, investigating and securing outcomes, risk assessing and safeguarding victims.</p> <p>In considering the above research the Strategic Objectives for Policing and Policing Plan 2017/18 include objectives on ensuring trust and confidence in policing, offending is reduced, reducing harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable, and to work in partnership to address serious and organised crime.</p> <p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Disability	There is a significant amount of data and information available.

⁵² Beyond the Margins: Building Trust in Policing with Young People. Public Achievement, March 2010

⁵³ <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/nipb-thematic-inquiry-on-domestic-abuse.pdf>
and <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/domestic-abuse-thematic-review-update-report-may-2011.pdf>

	<p>Just over 20% of the population indicated in the 2011 Census⁵⁴ that they have a disability or long term health problem that restricts their day-to-day activities.</p> <p>The Board consulted directly with a number of disability groups and held a range of public events to gather views of the disabled community on policing priorities. A number of issues were identified ranging from outcome rates for hate crimes against disabled people to the use of resources.</p> <p>The NICS 2013/14⁵⁵ found that; people with a long standing illness or disability were almost twice as likely as those without to worry about crime and personal safety, especially those whose illness/disability limits their activities, there was only a slight difference between the confidence levels expressed by people with a long standing illness or disability and those without and that respondents with a long-standing illness or disability displayed higher victimisation rates than those without.</p> <p>OPONI research published in 2015⁵⁶ found that in 2014/15 more than one in three (34%) respondents self-reported that they had a disability and 66% stated they did not have a disability. According to OPONI the level of disabled complainants is high compared with some Northern Ireland-wide surveys.</p> <p>NI Policing Board & OPONI research, May 2011⁵⁷ considered whether policing arrangements meet the needs of people with learning disability. The research found that there was very limited understanding of how to make a complaint and almost one in ten (9%) people with a learning disability in the survey said that they are afraid of the police, with this more likely to be the case among women. However, the perception of how police treat victims and offenders was highly positive. Of the people with learning disability who had been victimised and who had contacted the police, 77% were satisfied with their contact with the police.</p> <p>Institute of Conflict Research, October 2008⁵⁸ showed that people with a disability reported experiencing a wide range of forms of hate crime, including verbal abuse, assaults and damage to property, and</p>
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⁵⁴ *op.cit*

⁵⁵ *op.cit*

⁵⁶ *op.cit*

⁵⁷ Views and Experiences of People with Learning Disability in Relation to Policing Arrangements in Northern Ireland- NI Policing Board & OPONI May 2011

⁵⁸ Hate Crime Against People With Disabilities: A Baseline Study of Experiences in Northern Ireland- Institute of Conflict Research, October 2008

	<p>that such hostility occurs towards people with a wide range of forms of disability. The importance of developing effective consultation with the people living with a disability was highlighted in the research. This was taken into account when the Board held a number of specific engagements with the disabled community in partnership with Leonard Cheshire Disability in 2015 and held a number of public events as part of the Board's consultation on 2016-2020 priorities for policing.</p> <p>PSNI's published report on hate incidents and crimes in NI 2004-05 to 2014-15⁵⁹ stated that since 2009/10 rigorous data checks have been carried out on the application of the disability motivation to incidents and crimes to ensure that the definitions are being clearly adhered to. There was a sharp rise seen in the number of disability incidents and crimes between 2011/12 and 2012/13 and increases have continued into 2014/15. Since 2011/12 incidents have increased by 105 (from 33 to 138) and crimes have increased by 61 (from 15 to 76). Between 2007/08 and 2010/11 the outcome rate ranged from 11.9% to 14.6%, before increasing to 46.7% in 2011/12. The outcome rate then fell to 4.3% in 2013/14, the lowest outcome rate since 2007/08 before increasing again to 11.8% in 2014/15, the second lowest outcome rate since 2007/08.</p> <p>The Board has developed strategic objectives and the Policing Plan 2017/18 to address the issues raised through the wide range of research detailed above. These are to ensure increased trust and confidence in policing, reduce harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable and identifying repeat victims will not only have a positive impact within the disabled community but society as a whole.</p> <p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
Dependants	There is adequate amount of information and data available which is backed up by PCSPs and the Board various consultation groups.

⁵⁹ *op.cit*

The NICS 2013/14⁶⁰ and the Board's EQIA 2015/16⁶¹ 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.

Other data from NICS 2013/14⁶² which showed women displayed higher victimisation rates than men for domestic violence were also taken into consideration. This will have a positive effect on persons with dependants as domestic violence occurs not only without dependants but with dependants.

OPONI⁶³ found 44% of complainants over a 5yr period stated that they had dependants and 56% stated that they did not. Female complainants were more likely than male complainants to state that they had dependants. There is no standard comparative figure for the population as a whole.

Research published in 2015⁶⁴ from OPONI found nearly half (49%) of respondents in 2014/15 stated that they had dependents.

As previously highlighted in other sections, all of the Board's Thematic Human Rights reviews⁶⁵ have helped inform the development of the strategic objective for policing document. The Board's Human Rights report on domestic abuse⁶⁶ highlighted the prevalence of domestic abuse, the high number of murders, rapes and other sexual offences with a Domestic Abuse motivation, and the frequency with which PSNI are called out to domestic abuse incidents and crimes. The prevalence and serious nature of abuse remains applicable today and reflect the priority that should be afforded to encouraging reporting, responding to call outs, investigating and securing outcomes, risk assessing and safeguarding victims.

⁶⁰ *op.cit*

⁶¹ *op.cit*

⁶² *op.cit*

⁶³ *op.cit*

⁶⁴ *op.cit*

⁶⁵ <https://www.nipolicingboard.org.uk/thematic-reports>

⁶⁶ <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/domestic-abuse-thematic-review-update-report-may-2011.pdf>

	<p>The Board has developed strategic objectives and the Policing Plan 2017/18 to address the issues raised through the wide range of research. These are: ensure increased trust and confidence in policing, reduce harm caused by crime and anti-social behaviour with a focus on protecting the most vulnerable.</p> <p>The objectives developed as a result of the consultation and research findings will have a positive effect on all the community. Any positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups. The Board however are confident that the measures will lead to the necessary resources being applied to supporting vulnerable groups as a matter of priority, and will continue to monitor PSNI's performance.</p>
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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	As detailed above the needs, experiences and priorities have been identified through research, engagement, consultation, statistics and evidence.
Political opinion	As detailed above the needs, experiences and priorities have been identified through research, engagement, consultation, statistics and evidence.
Racial group	As detailed above the needs, experiences and priorities have been identified through research, engagement, consultation, statistics and evidence.
Age	As detailed above the needs, experiences and priorities have been identified through research, engagement, consultation, statistics and evidence.
Marital status	As detailed above the needs, experiences and priorities have been identified through research, engagement, consultation, statistics and evidence.
Sexual orientation	As detailed above the needs, experiences and priorities have been identified through research, engagement, consultation, statistics and evidence.
Men and Women generally	As detailed above the needs, experiences and priorities have been identified through research, engagement, consultation, statistics and evidence.
Disability	As detailed above the needs, experiences and priorities have been identified through research, engagement, consultation, statistics and evidence.
Dependants	As detailed above the needs, experiences and priorities have been identified through research, engagement, consultation, statistics and evidence.

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 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.

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

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		
Section 75 category	Details of policy impact	Level of impact? Minor/Major/None
Religious belief		None
Political opinion		None
Racial group		None
Age	There is significant amount of research and data available on people under 25 and people over 60. The Board in 2017 commissioned research into Young People's views on policing and this research has assisted the development of the Plan, along with Board engagement with young people. Positive actions taken to prioritise groups, may potentially lead to a negligible adverse impact on other groups that could be under-resourced as a direct consequence. The Board are of the view that there is a minor impact and are confident that the strategic objectives will lead to the necessary resources being applied to supporting all age groups as a matter of priority, and will ensure that they continue to monitoring PSNI's performance.	Minor
Marital status		None
Sexual orientation		None
Men and Women generally	This year the Board met with Men's Aid (now known as Men's and Boy's Initiative) This group have been offered a seat within the Board's Strategic Consultation Group and have accepted. This is following last year's EQIA which highlighted the need to further engagement of men's groups. Positive actions taken to prioritise groups,	Minor

	may potentially lead to a negligible adverse impact on other groups that could be under-resourced as a direct consequence. The Board are of the view that there is a minor impact and are confident that the strategic objectives will lead to the necessary resources being applied to supporting all genders as a matter of priority, and will ensure that they continue to monitoring PSNI's performance.	
Disability		None
Dependants		None

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>Through the Board's Equality Scheme Action Plan.</p> <p>Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work and by monitoring PSNI equality, diversity and good relations strategy.</p>	
Political opinion	<p>Through the Board's Equality Scheme Action Plan.</p> <p>Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work and by monitoring PSNI equality, diversity and good relations strategy.</p>	
Racial group	<p>Through the Board's Equality Scheme Action Plan.</p> <p>Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work and by monitoring PSNI equality, diversity and good relations strategy.</p> <p>Through the Board Race Hate Crime Group and Strategic Consultation</p>	

	Group.	
Age	<p>Through the Board's Equality Scheme Action Plan.</p> <p>Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work and by monitoring PSNI equality, diversity and good relations strategy.</p> <p>Through the Boards Youth Advisory Panel and Strategic Consultation Group</p>	
Marital status		No adequately covered within existing engagement programme
Sexual orientation	<p>Through the Board's Equality Scheme Action Plan.</p> <p>Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work and by monitoring PSNI equality, diversity and good relations strategy.</p> <p>Through the Board's Strategic Consultation Group</p>	
Men and Women generally	<p>Through the Board's Equality Scheme Action Plan.</p> <p>Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work and by monitoring PSNI equality, diversity and good relations</p>	

	strategy. Through the Board's Strategic Consultation Group	
Disability	Through the Board's Equality Scheme Action Plan. Through the Board's communication strategy, PSNI's Policing with the Community Strategy, Board's engagement programme of work and by monitoring PSNI equality, diversity and good relations strategy. Through the Board's Strategic Consultation Group	
Dependants		No adequately covered within existing engagement programme

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	None	None
Political opinion	None	None
Racial group	None	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 Board's/PSNI's	

	Independent Advisory Groups, Transformation, Advocacy, leadership and Knowledge (TALK) Programme and PCSPs	
Political opinion	Through the Board's/PSNI's Independent Advisory Groups, Transformation, Advocacy, leadership and Knowledge (TALK) Programme and PCSPs	
Racial group	Through the Board's/PSNI's Independent Advisory Groups and PCSPs.	

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? Yes

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

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

As detailed previously. The impact is considered as low given the recent EQIA which provides data gathered on all S75 groups and this data will include persons with multiple identity. The likely equality impacts are obvious and well-known because there is adequate data available already and because the issue was previously subject to a full EQIA (published in September 2015).

The Strategic Objectives for Policing in NI 2016-20 document and the supporting annual update Policing Plan 2017/18 has been developed with a view to promoting equality of opportunity. Due regard was given to any relevant Codes of Practice or other guidance materials and advice issued by the Equality Commission.

The Board engaged in a public consultation and will continue to do so and so it is reasonable to suppose that nothing further is likely to be gained by conducting further exercises of this nature.

The Board's continued engagement with various S75 groups representing persons with multiple identity means the Board are aware of the likely impact. The Board's Strategic Consultation Group and Youth Advisory Panel represent persons with multiple identities and so as part of the Board's consultation this information has been collected and utilised to assist in the development of the Policing Plan 2017/18.

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Part 3

Screening decision

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

Having taken account of the Equality Commission Northern Ireland's best practice/guidance, screening flowchart and questions for each S75 group the Board believe the impact is consider as having 'minor' relevance to the promotion of equality of opportunity.

The Board believe the Policing Plan 2017/18 are not unlawfully discriminatory and any potential residual adverse impacts on individuals are likely to be negligible.

The likely equality impacts are well-known because there is adequate data already available and the issue was previously subject of an EQIA. The Board have also conducted a public consultation so it is reasonable to suppose that nothing further is likely to be gained by conducting further exercises of this nature.

The Board's Strategic Consultation Group and Youth Advisory Panel represent key S75 groups and so as part of the Board's consultation this information has been collected and utilised to develop the Policing Plan.

The policy has been developed with a view to promoting equality of opportunity, and in developing it due regard was given to any relevant Codes of Practice or other guidance materials or advice issued by the Equality Commission.

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 decision is that the Policing Plan 2017/18 should be screened out with mitigation as per answers to question 2 and 4 of this document.

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 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? As per Question 28

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

Based on the evidence detailed throughout this document the Board believes that in terms of its statutory responsibilities the document should be screened out with mitigation. Equality Commission guidance has been utilised along with evidence elsewhere and the decision to mitigate as per previously outlined has been taken.

Notwithstanding the Board's view to screen out the Policing Plan 2017/18 the Board continues to hold a number of stakeholders engagements to seek views on the Plan and its monitoring. The screening document will be published on the Board's website.

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	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

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 Commission's Monitoring Guidance for Use by Public Authorities (July 2007).
41. 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).
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.

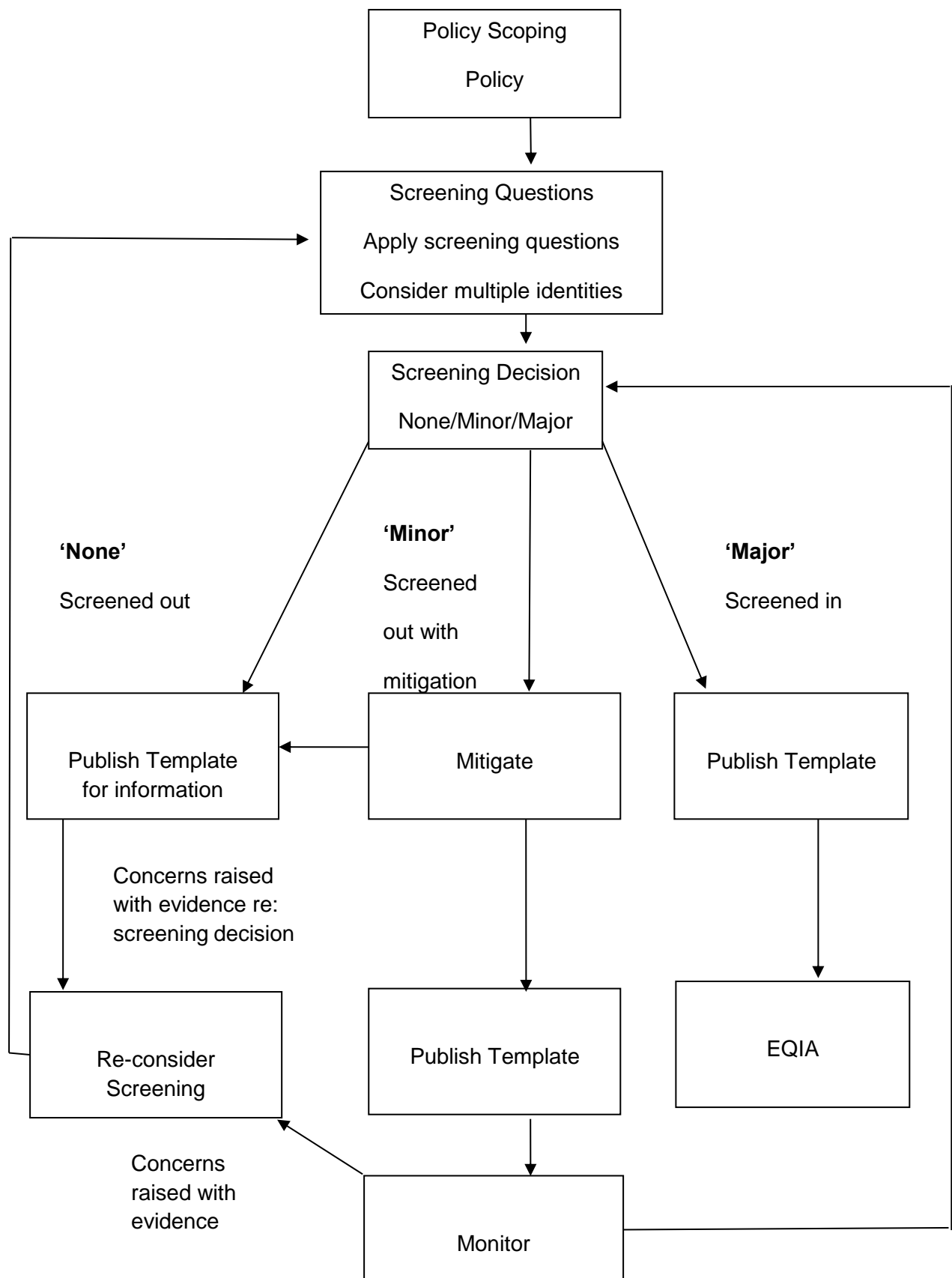
Part 5

Approval and authorisation

Screened by:	Position/Job Title/ Organisation	Date
	DOJ	01/03/17
	PSNI	01/03/17
	NIPB	01/03/17
	NIPB	01/03/17
	NIPB	01/03/17
Approved by:		
	NIPB	01/03/17

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.

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.

