



Section 75

EQUALITY SCREENING FORM

**Title of Policy: Grievance Policy for Chief
Police Officers and Analogous Civilian
Grades in the PSNI**

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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.

Part 1

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

Grievance Policy for Chief Police Officers and Analogous Civilian Grades in the PSNI.

Is this an existing, revised or a new policy?

New

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

Providing a best practice approach to effectively and efficiently deal with all matters relating to employee grievances.

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

No

Who initiated or wrote the policy?

HR Branch in NIPB

Who owns and who implements the policy?

HR Branch in NIPB

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 _____

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:

Other policies with a bearing on this policy

- what are they?

- who owns them?

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.

Section 75 Category	Details of evidence/information
Religious belief	Not applicable at the policy outlines the approach for staff to take in the event of wishing to raise a grievance.
Political opinion	Please see above.
Racial group	Please see above.
Age	Please see above.
Marital status	Please see above.
Sexual orientation	Please see above.
Men and Women generally	Please see above.
Disability	Please see above.
Dependants	Please see above.

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	There are no particular needs, experiences and priorities as the Grievance Policy will have no direct or adverse impact on any of the stipulated Section 75 categories.
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	In situations concerning employees who have a recognised disability, the employing authority will adhere to its legal obligations as governed by the Disability Discrimination Act 1995. Therefore, the employing authority will need to facilitate any reasonable adjustments as requested by employees.
Dependants	As above.

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

<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	This constructed grievance policy strictly adheres and is distinctly allied to all best practice guidelines as stipulated by the Labour Relations Agency (LRA) Code of Practice on Discipline and Grievance Procedures. Furthermore, the grievance policy strictly abides by its legal obligations as specified by all relevant and applicable legislation. Therefore, this grievance policy is a technical document providing all employees guidance and instructional procedures on how to pursue a raised grievance. Therefore, this grievance policy will have no direct effect and no adverse impact on any of the Section 75 categories.	None
Political opinion		None
Racial group		None
Age		None
Marital status		None
Sexual orientation		None
Men and Women generally		None

Disability	The grievance makes provision for reasonable adjustments for those individuals who may have a recognised disability. In addition, the grievance policy strictly abides by its legal obligations imposed by the Disability Discrimination Act 1995.	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		No, the constructed grievance policy a procedural document that permits all employees within the employing authority to exercise their right to pursue a raised grievance. The constructed policy governs the necessary steps that need to be undertaken by both the employer and employees who are privy to the grievance process. This policy is strictly allied to stipulated best practice guidelines and all applicable legislation.
Political opinion		No – Please see above.
Racial group		No – Please see above.
Age		No – Please see above.
Marital status		No – Please see above.
Sexual orientation		No – Please see above.
Men and Women generally		No – Please see above.
Disability		The employing authority is aware of its legal obligations under the Disability

		Discrimination Act 1995. As such, provision is made for the facilitation of reasonable adjustments by those who have a recognised disability.
Dependants		No

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	This grievance policy is principally concerned with the timely, efficient and effective resolution of all grievances. As such, the primary aim of the grievance policy is to actively promote good employee relations and therefore seeks to ensure the fair, equal and consistent treatment of all employees. The grievance policy strictly abides all best practice stipulation and relevant legislation.	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		As previously noted, the principal aim of the constructed grievance policy is to ensure the fair, consistent and equal treatment to all employees in matters pertaining to grievance. This grievance policy is a procedural document will regulates the associated processes and is strictly allied to best practice guidelines and frameworks.
Political opinion		No – Please see above
Racial group		No – Please see 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; 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.

HR best practice guidelines and the LRA Code of Practice on Discipline and Grievance Procedures indicate that all Section 75 groups would benefit from the implementation of this Grievance Policy for Chief Police Officers and Analogous Civil Grades in the PSNI. Therefore, it can be justly stated, that upon the implementation of the aforementioned grievance policy within the employing authority; there will be no adverse impact on people with multiple identities.

Part 3

Screening decision

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

After a comprehensive analysis and detailed scrutiny of the grievance policy for Chief Police Officers and Analogous Civilian Grades in the Police Service of Northern Ireland, (PSNI) in direct conjunction with this equality screening form, it has been determined that an equality impact assessment does not need to be conducted. The grievance policy is a procedural document which permits all employees within the employing authority to pursue a raised grievance. The core premise of the grievance policy is to actively promote harmonious working relationships between all employees. This grievance policy provides an overarching best-practice adopted framework which permits the employing authority to facilitate the grievance process in a timely, objective, impartial and confidential manner; ensuring that rights and obligations of all parties are considered throughout the grievance process. The grievance policy will attempt to provide a considered, reasoned and impartial resolution to the initiated employee grievance proceeding(s) that assists in the promotion of cohesive and mutually beneficial working relationships. In addition, the grievance policy strictly complies with all best practice guidelines and recommendations as provided by the Labour Relations Agency Code of Practice on Disciplinary and Grievance Procedures.

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.

After a detailed and meticulous scrutiny of the grievance policy for Chief Police Officers and Analogous Civil Grades in the Police Service of Northern Ireland, (PSNI) it has been concluded that the aforementioned policy does not need to be mitigated nor does an alternative policy need to be introduced. The grievance policy is a technical document outlining the procedural steps that need to be implemented upon the submission of a grievance. The core principle underpinning the grievance policy is the active promotion of good employee relations amongst all employees and therefore seeks to ensure the fair and equal treatment of all Chief Police Officers and analogous Civilian Grades in the PSNI. As such, the grievance policy will regulate all processes associated with employee grievance. This codified procedure is allied to the best practice principles as outlined by the LRA Code of Practice on Disciplinary

and Grievance Procedures.

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

This is not applicable in this instance.

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

This is not applicable in this instance.

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.

Please note that this is not applicable in this instance.

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.

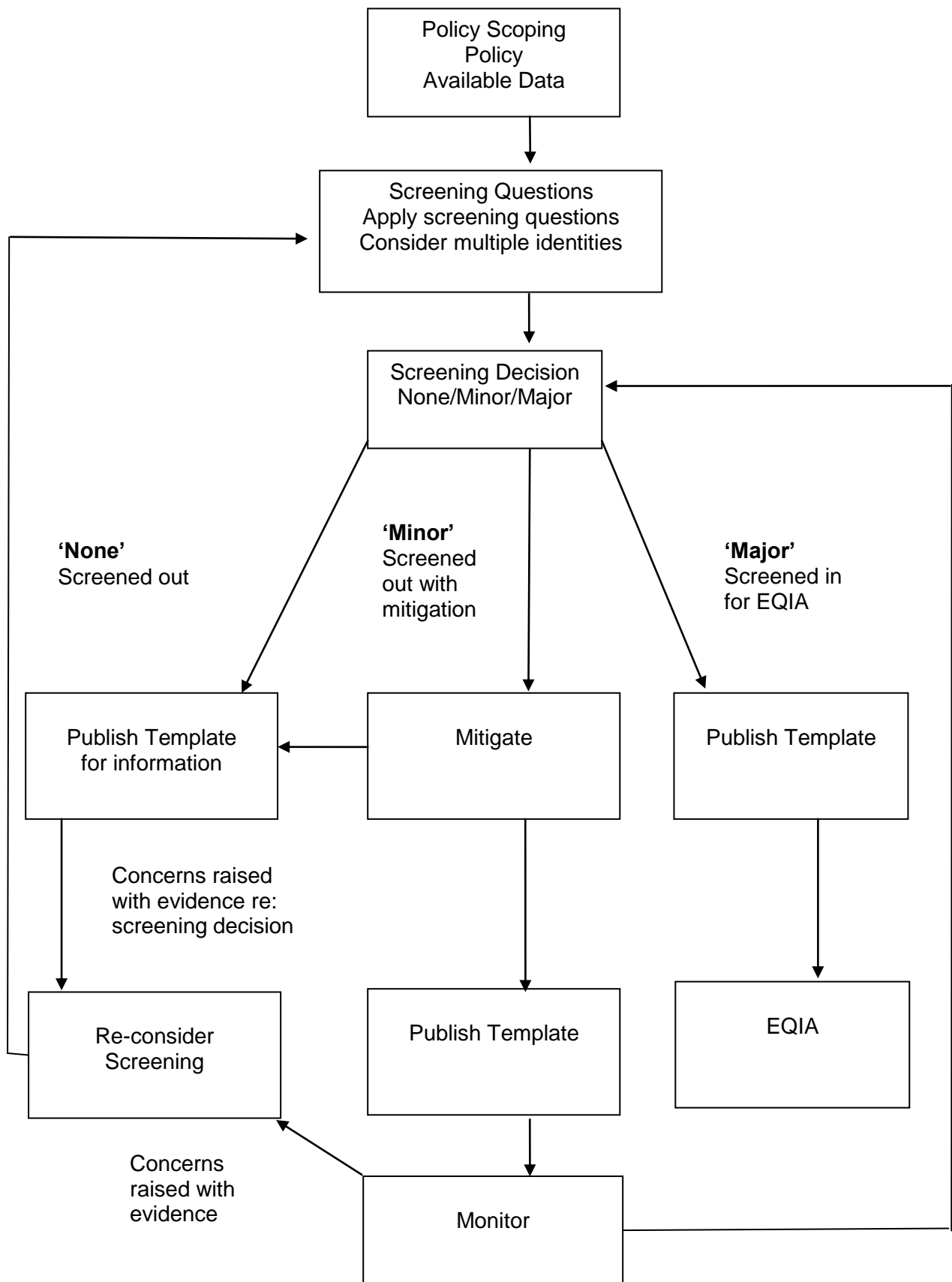
Part 5

Approval and authorisation

Screened by:	Position/Job Title	Date
	HR Officers	02/02/16
Approved by:	HR MGR.	02/02/16

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.