



Section 75

EQUALITY SCREENING FORM

**Title of Policy:
Northern Ireland Policing Plan 2020 - 2025**

FORM CONTENTS

	Page No
The Legal Background	3
Introduction	3
Screening decisions	5
Screening and good relations duty	5
Part 1	
Definition of a Policy	6
Overview of Policy Proposals	6
Policy Scoping	6
Information about the Policy	7
Implementation Factors	7
Main stakeholders affected	8
Other policies with a bearing on this policy	8
Available evidence	9
Needs, experiences and priorities	30
Part 2	
Screening Questions	31
Introduction	31
In favour of a 'major' impact	31
In favour of a 'minor' impact	32
In favour of 'none'	33
Screening questions	34
Additional considerations	40
Multiple identity	40
Part 3	
Screening decision	41
Mitigation	43
Timetabling and prioritising	44
Part 4	
Monitoring	45
Part 5	
Approval and authorisation	46
Annex	
A – Screening Flowchart	47
B – Main Groups identified as relevant to the Section 75 categories	48

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

Northern Ireland Policing Plan 2020 - 2025

Is this an existing, revised or a new policy?

New

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

- Issuing the Policing Plan is one of the key legislative responsibilities of the Policing Board. It is developed in partnership with PSNI so there is agreement on what we want to achieve and how we plan to do it.
- The Northern Ireland Policing Plan 2020-2025 will outline how the Board and the PSNI want to deliver and improve policing in Northern Ireland.
- We are publishing a five year Policing Plan for 2020-2025 so that it will allow the PSNI and the Policing Board to assess and monitor the impact of this plan over a longer period than has previously been in place.
- The Policing Plan 2020 - 2025 will include Outcomes and Indicators which aim to deliver a safe community, confidence in policing and engaged and supportive communities.

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 Northern Ireland Policing Plan 2020-2025. It will have a positive impact as effective policing is central to having a safe community and it is collectively our job to make sure the service delivered is fair, impartial and protects the rights of individuals and the community.

Who initiated or wrote the policy?

Board Officials, in partnership with the Police Service Northern Ireland (PSNI).

Who owns and who implements the policy?

The Policing Board own the policy as it is required by the Police (NI) Act 2000 to issue a policing plan before the beginning of each financial year.

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 Government;

The Minister of Justice's Long Term Policing Priorities;

Comprehensive Spending Review;

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

Local Policing Review Consultation 2018;

The Policing Priorities Consultation 2016-20;

The EQIA of the 2015-16 Policing Plan;

NIPB Equality Action 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

The 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?

The Policing Plan 2020-2025 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 range of credible data and research broadly available on crime types and its impacts in Northern Ireland. The main reports and surveys relied upon to inform this policy are briefly outlined below, followed by more focussed discussion on evidence and findings as they relate to each of the Section 75 groups.

Evidence was gathered from the most recent findings of the Northern Ireland Crime Survey (NICS) and the subsequent Research and Statistical Bulletins published in December 2018 and February 2019.¹ The NICS survey is a representative, continuous, personal interview survey of the experiences and perceptions of crime of approximately 1,582 adults living in private households throughout Northern Ireland. The December publication focuses on crime victimisation (prevalence and incidence) rates in Northern Ireland with comparisons with the England and Wales survey (based on 2017/18 financial year interviews) for the following broad crime types; crimes affecting the whole household (mainly property offences); and personal crimes against respondents only (mainly violent offences).

The development of the Policing Plan is also informed by relevant annual statistical information and quarterly updates from the Office of the Police Ombudsman for NI (OPONI) and the PSNI. OPONI provide general data on complaints and allegations received as well as showing trend information for the last five years.² PSNI provide statistical information on key topic areas and types of crime with further breakdown in relation to trends in policing districts and geographic areas.³

The Northern Ireland Omnibus Survey was conducted several times each year by the Central Survey Unit of the Northern Ireland Statistics and Research Agency (NISRA) and was designed to provide a snapshot of the behaviour, lifestyle and views of a representative sample of people in Northern Ireland. The survey comprised two distinct parts: core questions about the respondents and their individual circumstances, and a variety of mainly attitudinal questions commissioned by clients, which seek the views of the public on a range of issues, including policing. This survey was specifically used to understand confidence in policing in Northern Ireland.

¹ DOJ, Experience of Crime: Findings from the 2017/18 Northern Ireland Crime Survey: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/experience-crime-findings-201718-nics.pdf>

DOJ, Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey; <https://www.justice-ni.gov.uk/publications/perceptions-crime-findings-201718-northern-ireland-crime-survey>

² OPONI, Annual Statistical Bulletin of the Police Ombudsman for Northern Ireland, 2018-19 published June 2019: <https://www.policeombudsman.org/getmedia/2b3690c3-df8d-40d5-9250-d314a0c0a7d1/Annual-Statistical-Bulletin-2018-19.pdf>

OPONI, Complaints and Allegations Received by the Police Ombudsman for Northern Ireland, Quarterly Statistical Update to 30th June 2019, published July 2019 <https://www.policeombudsman.org/getmedia/cc93955c-95fb-448a-96ca-49ba7848aa5a/Q1-2019-20-Statistical-Update.pdf>

³ PSNI Website, Statistics <https://www.psnipolice.uk/inside-psni/Statistics/>

The most recent survey on public perceptions of the Police, PCSPs, the Board and the NCA was published in May 2018. The sample used for this survey comprised 2,200 randomly selected households across Northern Ireland drawn from the Land and Property Services Agency list of addresses. The survey was completed between 1 May and 7 July 2017 with a total of 917 interviews yielding a response rate of 52%.⁴

The recent Local Policing Review: 2018 Public Consultation carried out by the Board and PSNI has also been considered given the scale and scope of the consultation across the whole of Northern Ireland, to ascertain the public's views on allocating resources against competing demands, aspects of policing that are important to the public and how the PSNI can improve upon their service.

The Board's Audit of Inequalities has also been considered in informing this policy given this audit provides the Board with qualitative and quantitative evidence on where inequalities persist on each of the S75 groups.

Specify details for each of the Section 75 categories.

Section 75 Category	Details of evidence/information
Religious belief	<p>According to the most recent Census figures for Northern Ireland taken in 2011, 48% of the resident population are either Protestant or brought up as Protestant. While 45% of the resident population are either Catholic or brought up Catholic and 17% say they either had No Religion or Religion Not Stated.⁵ Other Religions and Philosophies comprised 0.8% of the population.</p> <p>Analysis by religion⁶ in the most recent Omnibus survey found that 71% of Protestant respondents and 65% of Catholic respondents indicated that they thought the police were doing a very/fairly good job in their area, with the latter a statistically significant decrease on the April 2017 figure (73%). 68% of Roman Catholic respondents indicated that they were very/fairly satisfied that the PSNI treat members of the public fairly in Northern Ireland as whole, compared to 81% of Protestant respondents.</p> <p>Data gathered on the perceptions of crime from the 2017/18 NICS (published February 2019)⁷ found that 9% of the respondents held a perception that the level of anti-social behaviour was high in their area, with the Roman Catholic respondents expressing this view being double the percentage of Protestant respondents (12.7% v 6.3%). This trend is similar to the previous year.</p>

⁴ Northern Ireland Policing Board, Public Perceptions of the Police, PCSPs, the NIPB and the NCA, May 2018 <https://www.nipolicingboard.org.uk/sites/nipb/files/publications/omnibus-survey-may-2018.PDF>

⁵ Northern Ireland Statistics and Research Agency, Census <https://www.nisra.gov.uk/statistics/census>

⁶ Analyses by religion are based only on those 772 respondents who identified as either Catholic or Protestant. Respondents who refused to answer the religion question, or who indicated their religion as other than Catholic or Protestant, were excluded from this analysis.

⁷ The sample profile for NICS 2017/18: 42% of respondents identified as Catholic and 49% identified as Protestant.

	<p>OPONI published an Equality Monitoring Report to survey complainants to the Ombudsman during the period from 1 April 2017 to 31 March 2018. 51% of complainants who returned the equality monitoring questionnaire were from a Protestant community and 33% were from a Catholic community. A further 15% were from neither a Protestant nor a Catholic community.⁸ During this time OPONI recorded 2,561 complaints, of which 2,489 were made by members of the public.</p> <p>In 2017, research carried out by LucidTalk on confidence in twelve different District electoral Areas (DEAs) reflected on some community differences in confidence in policing. There were two main parts of the survey, Six Micro-Polls and Six Focus groups with all Micro-Polls and Focus Groups analysed by Gender, Age Group, Residential area, Occupation, Community and Nationality. Key findings included that Catholic respondents were becoming increasingly more positive about the PSNI whereas Protestants are increasingly negative about the PSNI, especially within working class background.</p>
Political opinion	<p>On Census Day 2011, almost half (48%) of people usually resident in Northern Ireland included British as a national identity, while 29% included Northern Irish and 28% included Irish.</p> <p>Since 1998, the Northern Ireland Life and Times Survey have put on record the attitudes, values and beliefs of the people in Northern Ireland to a wide range of social policy issues. Fieldwork for the 2018 survey⁹ was carried out between 18th September 2018 and 5th February 2019. 1,201 adults aged 18 years or over were interviewed. The questions were grouped together in modules and included one in relation to Political Attitudes. 26% of respondents identified as Unionist while 21% identified as Nationalist and 50% of respondents selected Neither. Of those identifying as Unionist or Nationalist, when asked whether they would call themselves a very strong, fairly strong, or not very strong Unionist/Nationalist, 36% of Unionist respondents selected 'fairly strong' while 41% of Nationalist respondents indicated they were 'fairly strong'.</p> <p>The most recent NICS on the 'Perceptions of Policing and Justice' was published in 2019 and draws on findings from the 2017/18 NICS.¹⁰ It showed that respondents who considered their nationality to be Irish were less likely to display confidence in both policing in Northern Ireland and local police in Northern Ireland, than</p>

⁸ OPONI, Equality Monitoring Report: <https://www.policeombudsman.org/PONI/files/43/4305a17b-fc5d-43e0-8d98-3a560119ed8a.pdf>

⁹ Northern Ireland Life & Times (NILT) 2018 https://www.ark.ac.uk/nilt/2018/Political_Atitudes/

¹⁰ DOJ, Perceptions of Policing and Justice: Findings from the 2017/18 Northern Ireland Crime Survey; <https://www.justice-ni.gov.uk/publications/perceptions-policing-and-justice-findings-17-18-ni-crime-survey>

	<p>participants with a self-perceived British or Northern Irish nationality.</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. It 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 2011¹² 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 latest NICS bulletin, published February 2019, examined the 'Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey' and focussed on respondents' perceptions of crime including worry about crime, perceived risk of victimisation and the effect of 'fear of crime' on quality of life. It showed that respondents identifying as Irish were almost double (12.8%) as likely to perceive high levels of anti-social behaviour as those identifying as British (7.1%) or Northern Irish (6.5%). However respondents with a perceived British nationality expressed more worry about crime and personal safety overall; British (5.8%) Irish (3.9%) Northern Irish (2.6%).</p> <p>OPONI's 2017/18 equality monitoring report indicated that 42% complainants who answered the monitoring form indicated that 'no political party' best represented their current political opinion. 31% respondents indicated that a Unionist party best represented their current political opinion, 16% selected a Nationalist party and 10% selected either the Alliance party or the 'other' category.</p>
Racial group	<p>On Census Day 2011, 1.8 per cent (32,400) of the usually resident population of Northern Ireland belonged to minority ethnic groups, more than double the proportion in 2001 (0.8 per cent). The main minority ethnic groups were Chinese (6,300 people), Indian (6,200),</p>

¹¹ Northern Ireland Policing Board: Confidence in Policing Research, May 2014
<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 Engagement Programme Loyalist & Republican Communities, June 2011
https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/FOI-532016-Response_0.PDF

Mixed (6,000) and Other Asian (5,000), each accounting for around 0.3 per cent of the usually resident population. A further 0.1 per cent (1,300) of people were Irish Travellers. Belfast (3.6 per cent), Castlereagh (2.9 per cent) and Dungannon (2.5 per cent) had the highest proportions of residents from minority ethnic groups.

A new Census question for 2011 revealed that English was not the main language for 3.1 per cent (54,500) of Northern Ireland residents aged 3 years and over. The most prevalent main language other than English was Polish (17,700 people; 1.0 per cent). The rates for other languages included: Lithuanian (6,300 people; 0.4 per cent); Irish (4,200 people; 0.2 per cent); and Portuguese (2,300), Slovak (2,300), Chinese (2,200), Tagalog / Filipino (1,900), Latvian (1,300), Russian (1,200), Malayalam (1,200) or Hungarian (1,000) - all 0.1 per cent.

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 peaked in 2014/15 and had been falling each year since until 2017/18, before showing an increase in 2018/19.¹³ The number of incidents in 2018/19 is the third highest in the data series, while the number of crimes is the eighth highest. There were 1,124 racist incidents recorded by the police in Northern Ireland, 99 higher than for the previous 12 months. The number of racist crimes recorded by the police was 702, an increase of 93 on the previous 12 months. Racist crimes represented 0.7% of all police recorded crime. Different ethnicity classifications have been used within the PSNI crime recording systems since 2007/08. In the twelve months to 31 March 2019, 49% of victims of racist crimes were White, 16% Ethnicity Missing/ Unknown Person, 13% Asian, 10% Black and 12% Mixed/ Other.

The 2017/18 NICS on perceptions of crime indicated that 22% of respondents perceived racism as one of the major causes of crime in Northern Ireland. According to the Northern Ireland Life and Times Survey 2018, 41% of respondents believe there is generally more racial prejudice in Northern Ireland now than there was 5 years ago, with only 16% saying it has got better. 19% of respondents described themselves as either 'a little prejudiced' (16%) or 'very prejudiced' (3%) against people of minority ethnic communities. 8% of people surveyed would not willingly accept a person from a minority ethnic background as a resident living and working in Northern Ireland; 5% would not willingly accept them as a resident in the local area; 7% would not willingly accept them as a colleague at work; 11% would

¹³ PSNI, Incident and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland, Update to 31 March 2019 <https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2018-19/q4/hate-motivation-bulletin-mar-19.pdf>

not willingly accept them as a close friend; and 16% would not willingly accept them as a relative by marrying a close family member. 70% of respondents feel it is very or fairly important that public bodies take into account the needs of minority ethnic communities.

Following the publication of the NILT survey figures in 2018 the Northern Ireland Programme Director for Amnesty International, Patrick Corrigan, stated, '*This scale of racial prejudice in 2018 should shock us to our core... We need a much more ambitious and joined-up strategy to tackle racial prejudice. That must include bringing our race equality laws into line with the rest of the UK, where Northern Ireland has fallen behind, and an improvement on prosecution and conviction rates for those responsible for race hate crimes.*' Previous reports by the Criminal Justice Inspectorate NI (2017) and the Northern Ireland Council for Ethnic Minorities (2013) drew similar conclusions.

Significantly, after conducting an official fact-finding visit to NI in 2017, the UN Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance concluded that, 'the legal framework governing racial equality in Northern Ireland contains serious gaps and requires urgent reform to bring it in line with international human rights standards'. Further commenting that, in Northern Ireland, 'racial and ethnic minority groups were critical of persisting challenges in securing convictions for hate crimes'. She hopes to address this issue in her final report.¹⁴

The Department of Justice in June 2019 has commissioned an independent review of hate crime legislation in Northern Ireland, to be led by Judge Desmond Murrin. It is expected that the Review will provide a written report for consideration by May 2020.

In response to the high levels of race hate crime experienced in 2014/15, the Board through its Performance Committee undertook a human rights thematic review to examine the policing of race hate crime by PSNI.¹⁵ Throughout the review process the Committee, through its Human Rights Advisor, engaged with relevant PSNI personnel and a wide range of stakeholders. The work culminated in a thematic report which outlines the key findings of the review and makes 14 recommendations for PSNI. Board officials have monitored PSNI progress as to the implementation of the recommendations and since 2018 have attended the quarterly meetings of the PSNI Race

¹⁴ OHCHR, End of Mission Statement, May 2018

<https://ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=23073&LangID=E>

¹⁵ NIPB, Thematic Report on Policing Race Hate Crime <https://www.nipoliceboard.org.uk/sites/nipb/files/media-files/race-hate-crime-thematic-review.PDF>

	<p>Hate Crime Delivery Group.</p> <p>During this time CJINI were similarly carrying out an investigation of the criminal justice system's response to hate crime in Northern Ireland which was published on December 2017. While CJINI stressed the 'substantial progress' PSNI has made in recent years with regard to the extensive revision of system barriers, they identified <i>'it was at the point of contact between victims and witnesses and the first responders where problems continued to arise'</i>. Therefore CJINI concluded that training for staff and officers should focus on developing essential skills to ensure incidents are handled in an empathetic and effective way that safeguards the continued involvement of victims. The rationale being that, <i>'keeping victims engaged with the system and building confidence within the victims' communities [will] improve reporting rates'</i>.¹⁶ The Board's Performance Committee examined a number of issues relating to the deliverance of training, which the Board and the PSNI alike continually keep under review.</p> <p>In the OPONI's Equality Monitoring Report 2017/18, the vast majority of complaints were made by people who reported their race to be White (97%). Complainants that were of a minority ethnic group mainly reported being from a Black African, Irish Travelling Community or Mixed Ethnic Group.</p>
Age	<p>Opportunities for public engagement on the Board were provided through Board exhibitions at Pensioners Parliament, University of Ulster, Queens University Belfast and Young at Heart to specifically target this Section 75 group.</p> <p>The 2011 Census¹⁷ provides the latest data on Northern Ireland's population showing approximately one third of the population is made up of children and young people with just under 21% aged under 16 and 12.6% in the 16-24 age group. Older people aged 65+ make up 14.6% of the population.</p> <p>The NI Crime Survey for 2017/18¹⁸ estimates that 7.9% of all households and their adult occupants were victims of 'Any NI Crime Survey crime' during the 12 months prior to interview (equating to an estimated 119,000 incidents of crime).</p>

¹⁶ CJINI, Inspection of the Criminal Justice System's response to Hate Crime in NI, December 2017 <http://www.cjini.org/TheInspections/Inspection-Reports/2017/October-December/Hate-Crime>

¹⁷ 2011 Census: <http://www.nisra.gov.uk/census/2011Census.html>

¹⁸ Experience of Crime: Findings from the 2017/18 Northern Ireland Crime Survey: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/experience-crime-findings-201718-nics.pdf>

The 2018 report entitled, 'Trends in police Recorded Crime in Northern Ireland 1998/99 to 2017/18' states that 12% of victims were under 18, 81% were aged 18-64 and 7% were aged over 65.¹⁹

Victim aged under 18: 69% of victims aged under 18 were victims of violence against the person offences, 25% were victims of sexual offences and 6% were victims of theft (including burglary) and criminal damage.

Victim aged 18-64: 44% of victims aged between 18 and 64 were victims of violence against the person offences, 52% were victims of theft offences (including burglary), 21% were victims of criminal damage, 2% were victims of a sexual offence and 1% of robbery.

Victim aged 65+: 80% of victims aged 65 or over were victims of theft (including burglary) and criminal damage and 1% were victims of robbery. 16% were victims of violence against the person offences and 1% of sexual offences.

Online crime: Where the victim age was available 30% were under 18 while 70% were aged 18 and over. Those aged under 18 were most likely to be victims of sexual activity offences with an online crime motivation with 121 such offences recorded (41% of all online crime where the victim was under 18). Those aged over 18 were likely to be the victim of online harassment (520 offences) or blackmail (86 offences) with an online crime motivation, representing 75% and 12% respectively where the victim was over 18.

Sexual offences: Where the victim of crime was under 18, offences were five times higher in 2016/17 than they were in 2007/08. However levels fell again in 2017/18.

The Survey of Complainants to Northern Ireland Police Ombudsman 2017/18²⁰ shows that the largest group of complainants were aged 45-54 (25%), followed by 25-34 (24%) and 35-44 (22%). Much smaller numbers of complainants were from the under 18 category (3%) and 65 and over category (5%).

The NICS 2017/18²¹ identified that one of the groups least likely to have confidence in the work of the PSNI was young people aged 16-29. Older respondents, aged 75 and over (77%), generated the highest rating for overall confidence in their local police and

¹⁹ PSNI Trends in Police recorded Crime in Northern Ireland 1998/99-2017/18

Police Service of Northern Ireland: <https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/police-recorded-crime-statistics/documents/police-recorded-crime-in-northern-ireland-1998-99-to-2017-18.pdf>

²⁰ Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18: <https://www.policeombudsman.org/PONI/files/43/4305a17b-fc5d-43e0-8d98-3a560119ed8a.pdf>

²¹ DOJ, Perceptions of Policing and Justice: Findings from the 2017/18 Northern Ireland Crime Survey: <https://www.justice-ni.gov.uk/publications/perceptions-policing-and-justice-findings-17-18-ni-crime-survey>

compares with 69% of 16-24 year olds. Respondents from the 75+ age group also displayed some of the highest confidence levels in respect of the six individual aspects considered.

While there was no clear pattern between confidence levels and age, respondents aged 25-34 displayed one of the lowest ratings for overall confidence in engagement (36%) and compares with 50% of those aged 75 and over, a proportion that increases to 53% for women of this age group.

The Northern Ireland Life and Times Survey 2018²² found that 18% of 18-24 year olds disagreed with the statement that people don't feel confident in reporting crime and anti-social behaviour to the PSNI. Whereas 61% of the same age group agreed or strongly agreed that the PSNI kept their local area safe.

The Young Persons' Behaviour and Attitude Survey 2016²³ states that almost two thirds of pupils (63%) feel very safe in the area in which they live and 31% feel quite safe. A small number of pupils (4%) feel slightly unsafe in the area in which they live and 1% feels very unsafe.

One of the key issues highlighted through the work of the Youth Advisory Panel when devising a youth friendly questionnaire was stop and search²⁴. The Knowledge Exchange Seminar Series 2017/18²⁵ reported that 40% of children in North Belfast were claiming to have been stopped by PSNI 'for no reason'.

The Board has published a Human Rights Thematic Review 'Policing with Children and Young People'²⁶ resulting in PSNI implementing all but one of the 30 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 Thematic recommendations.

The Northern Ireland Pensioners Parliament Report 2018²⁷ states that fear of crime was a major concern across the province with almost half of pensioners (48.9%) listing this as an issue.

²² Northern Ireland Life and Times Survey: https://www.ark.ac.uk/nilt/2018/Community_safety/AREAREPC.html

²³ NISRA Young Persons' Behaviour & Attitudes Survey: <https://www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/YPBAS-2016-Headline-Bulletin.pdf>

²⁴ Equality Screening Form for the NI Policing Plan 2017/18 <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/equality-screening-policing-plan2017-18.pdf>

²⁵ Knowledge Exchange Seminar Series: http://www.niassembly.gov.uk/globalassets/documents/raise/knowledge_exchange/briefing_papers/series7/topping090518.pdf

²⁶ Human Rights Thematic review: Policing with Children and Young people, Update on PSNI implementation of recommendations: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/human-rights-thematic-review-policing-with-children.pdf>

²⁷ Northern Ireland Pensioners Parliament Report 2018: <https://www.agesectorplatform.org/sites/default/files/NIPP%20REPORT%202018.pdf>

	<p>The analysis of the Local Policing Review: 2018 Public Consultation has highlighted there are marked, if perhaps not surprising, differences in the priorities in policing according to age. For example, older people were more likely to rate Local/Community policing issues as a priority than young people, whereas young people rated Mental Health higher than older people did. Visible policing and identified local officers were priorities for older people. Within the younger age groups, there was still a strong desire to address Anti-Social Behaviour and Drug related issues within local communities. The responses highlight the fact that young people participating in the consultation may see themselves as the victims of anti-social behaviour as much as its perpetrators, which is perhaps at odds with the usual public image. The age profile of people using the Simulator was recorded, but was not formally managed. Overall in Northern Ireland, two thirds of the respondents were 18-49 (68.4%). Perhaps unsurprisingly, older people were much less likely to use the simulator with only 6.8% of respondents over 60. In addition, there were considerable variations in the age profile of respondents according to District.</p>
Marital status	<p>The most recent report on Perceptions on Policing and Justice 2017/18²⁸ found that married or cohabiting adults were slightly more likely to feel that the PSNI were providing an ordinary day-to-day policing service for all the people of Northern Ireland. It also concluded that households with adults and children as opposed to single parent families were more likely to feel that the PSNI were doing a very or fairly good job in Northern Ireland as a whole. More people not living as a couple viewed the Criminal Justice System as being effective than those who were married or co-habiting.</p> <p>The Survey of Complaints to the Police Ombudsman for Northern Ireland report 2017/18²⁹ shows that the highest number of complaints made during this period was by single people (39%) followed by married and civil partnered (33%). Much fewer reports were made by divorced, co-habiting, widowed and separated people.</p> <p>The EQIA Final Report for the 2015/16 Policing Report³⁰ states 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. Marital status also appears to play a role in the likelihood of an adult suffering domestic abuse, with results indicating that those that</p>

²⁸ DOJ, Perceptions of Policing and Justice: Findings from the 2017/18 Northern Ireland Crime Survey:

<https://www.justice-ni.gov.uk/publications/perceptions-policing-and-justice-findings-17-18-ni-crime-survey>

²⁹ Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18:

https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

³⁰ Northern Ireland Policing Board Equality Impact Assessment (EQIA) on the Policing Plan 2015-16 EQIA Final Report: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/policing-plan-eqia-consultation-report.pdf>

	<p>were living as a couple, or more specifically, married, typically displaying lower victimisation rates than those who were not.</p> <p>Within the 2016-2019 Policing Plan Outcomes, to address the issues, were developed. These were ‘to ensure increased trust and confidence in policing; ‘offending is reduced’; and protection of people and communities, specifically those who are most vulnerable.</p>
Sexual orientation	<p>Opportunities for public engagement on the Board were provided through Board exhibitions at PRIDE to specifically target this Section 75 group. The Policing Board has considered it’s Human Rights Thematic Review: Policing with and for Lesbian, Gay, Bisexual and Transgender individuals (2012) when developing the 2020-2025 Policing Plan.³¹ As the update report (2015) emphasises a number of the 18 recommendations relate to matters which require ongoing attention, e.g. the training of PSNI staff and meaningful engagement.³²</p> <p>Complaints data from the OPONI 2017-18 Equality Monitoring Report³³ provides valuable data and information. This report has identified that 92% of complaints were made by a person who reported that their sexual orientation was towards people of the opposite sex. A further 6% reported being sexually attracted to people of the same sex and 1% attracted to the same sex and opposite sex.</p> <p>A report titled, ‘Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland’ produced by the Institute for Conflict Research in 2006³⁴ found that of those surveyed 31% had been the victim of crime within the past year. Of these, 58% perceived it to be a homophobic crime. 56% of those who reported the crime were either satisfied or very satisfied with the PSNI’s response whereas 25% of those who had experienced problems with the PSNI felt it was due to their sexual orientation.</p> <p>In a report published by The Rainbow Trust (2005)³⁵ entitled, ‘Through Our Eyes - Perceptions of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern</p>

³¹ NIPB Human Rights Thematic review: Policing with and for Lesbian, Gay, Bisexual and Transgender Individuals: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/lgbt-thematic-review.pdf>

³² Human Rights Thematic Review: Policing with and for Lesbian, Gay and Bisexual (LGB) Individuals Update on PSNI implementation of recommendations: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/thematic-review-update-policing-with-lgb-individuals.pdf>

³³ Equality Monitoring Report: Survey of Complainants to the Police Ombudsman for Northern Ireland, 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

³⁴ Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland: https://www.researchgate.net/publication/265286238_Policing_Accountability_and_the_Lesbian_Gay_and_Bisexual_Community_in_Northern_Ireland

³⁵ Through our Eyes: Perceptions and Experiences of Lesbian, Gay and Bisexual People towards Homophobic Hate Crime and Policing in Northern Ireland: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/through-our-eyes.pdf>

	<p>Ireland' it was identified that 39% of Lesbian, Gay and Bisexual (LGB) people had been victims of some sort of crime in the past three years, 30% of those experiencing homophobic hate incidents in the previous three years were physically injured and 29% of those experiencing the same type of crime were psychologically injured.</p> <p>PSNI's report of 2019³⁶, 'Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland' found that homophobic related incidents and crimes generally increased between 2006/07 and 2015/16. While there has been more fluctuation in crime levels, they increased year on year between 2011/12 and 2015/16 (the highest number of homophobic crimes recorded since the data series began). Since 2016/17 levels of both incidents and crimes have fallen to those previously seen in 2013/14 and 2014/15. In the 12 months to March 2019, 201 homophobic crimes were reported in Northern Ireland (an increase of 38 on the previous 12 month period). Homophobic crime represented 0.2% of all crime recorded. Six of the eleven Policing Districts showed an increase in homophobic incidents and crimes. Belfast City policing district, which accounts for around two in five homophobic incidents and crimes recorded in Northern Ireland, showed an increase of 18 in both incidents and crimes.</p>
Men and Women generally	<p>Board officials and PSNI continue to liaise closely with community groups in regards to victims of domestic abuse and sexual violence, both male and female. PSNI has established a Domestic Abuse IAG which comprises relevant PSNI personnel and stakeholders, including from Women's Aid, Men's Advisory Project, the Rainbow Project, NSPCC, the Public Prosecution Service and Victim Support.</p> <p>PSNI statistics³⁷ show that there was an overall increase in crime in the 12 months from 1st July 2018 to 30th June 2019. From the 102,540 crimes recorded during this time, increases were seen across violence against the person (36,881 recorded incidents) and sexual offences (3,490 recorded incidents). Violence against the person increased by 6.3% (2,170 offences). Sexual offences increased by 1.2% (40 offences) and within this classification, rape offences increased by 8.9% (87 offences). During 2017/18³⁸, 29,913 domestic abuse incidents were recorded, an increase of 1,521 recorded incidents in comparison to statistics observed in 2015/16.</p>

³⁶ Incidents and Crimes with a Hate Motivation Recorded by the Police in Northern Ireland: <https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2018-19/q4/hate-motivation-bulletin-mar-19.pdf>

³⁷ PSNI recorded crime statistics 2018/19: <https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/police-recorded-crime-statistics/2019/june/crime-bulletin-jun-19.pdf>

³⁸ PSNI domestic abuse statistics 2017/18: <https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/domestic-abuse-statistics/documents/domestic-abuse-incidents-and-crimes-in-northern-ireland-2004-05-to-2017-18.pdf>

Of the 2017/18 findings, 68% of all domestic abuse crime victims were female and 32% per cent were male, compared with 75% female and 25% male in 2004/05. In 2004/05, over three quarters of victims (77%) were between the ages of 20-49; by 2017/18 this has fallen to 61%. 2017/18 findings show, increasing proportions were seen in both the younger and older age groups, but particularly in relation to victims under the age of 15. There were 11 female victims of domestic abuse crimes aged 18+ per 1,000 of the female population 18+ and there were 5 male victims of domestic abuse crimes aged 18+ per 1,000 of the male population aged 18+. Also stated was that females were most likely to be victims of harassment (394 offences) and sexual offences (140 offences) with an online crime motivation, representing 64% and 23% respectively of online crime where the victim was female. Males were most likely to be victims of harassment (230 offences) and blackmail (69 offences) and with an online crime motivation, representing 61% and 18% respectively of online crime where the victim was male.

OPONI's report³⁹ on complaints for 2017/18 found that males (66%) made nearly twice as many complaints as females (34%). This gender profile of complaints is similar to previous years as seen through the 2014/15 report where 70% of males compared to 30% of females made a complaint to the Police Ombudsman. In terms of gender and age combined, around three in ten complaints received during 2017/18 were from females aged over 25 and more than a half were from males aged over 25.

Public Achievement research⁴⁰ in 2010 found that male respondents were found to have lower levels of positive engagement with the police and more frequently experienced unacceptable police behaviour.

The Board's report⁴¹ 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.

More recently, a thematic inspection of the handling of sexual

³⁹ OPONI Equality Monitoring Report: Survey of Complaints to the Ombudsman for Northern Ireland 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

⁴⁰ Public Achievement research 2010: Beyond the Margins: Building Trust in Policing with Young People. Public Achievement, March 2010

⁴¹ NIPB thematic review on Domestic abuse: <https://www.nipoliceboard.org.uk/sites/nipb/files/media-files/nipb-thematic-inquiry-on-domestic-abuse.pdf>

	<p>violence and abuse cases by the Criminal Justice system in Northern Ireland was published by CJINI⁴² in November 2018. The report acknowledges a failure to deliver acceptable outcomes for victims of Domestic violence abuse as well as outline the issue of sexual violence and abuse in Northern Ireland due to a continuing rise in reported crimes of sexual offences and the largest amount of sexual offences recorded by the PSNI in 2016/17 since 1998/99. The report makes three strategic recommendations and six operational recommendations which are designed to make improvements to current processing of cases through the CJS again highlighting the prevalence of domestic abuse and the rising concerns of how this is dealt with.</p> <p>The analysis of the Local Policing Review: 2018 Public Consultation has highlighted gender plays a role in prioritisation. While on some issues, men and women had similar priorities; there were some striking gender differences in the priorities identified by men and women in the simulator:</p> <ul style="list-style-type: none"> • Men were more likely to give Emergency Calls, Priority Offenders, Drugs and Terrorism higher priority; • Women were more likely to give Education, Domestic Violence, responding to Child Abuse, dealing with Vulnerable Persons and Missing Persons as well as Mental Health issues higher priority; • These differences were consistent over a variety of geographical districts. • This suggests that police have to tailor community policing to men and women in different ways as part of their broader response to local communities. <p>The percentage of respondents was male (60.1%), female (39.2%) and intersex (0.9%).</p>
Disability	<p>Just over 20% of the population indicated in the 2011 Census⁴³ 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/workshops to gather views of the disabled community on policing priorities and aid discussion on disability action planning. 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 2017/18⁴⁴ found that; people with a long standing illness or</p>

⁴² CJINI Thematic inspection of the handling of sexual violence and abuse cases by the Criminal Justice system Northern Ireland: <http://nexusni.org/wp-content/uploads/2018/11/CJI-FINAL-Sexual-Violence-and-Abuse-2018-Report-12-11-18.pdf>

⁴³ 2011 Census: <https://www.ons.gov.uk/census/2011census>

disability were more likely than 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.

OPONI research⁴⁵ published in 2017/18 found that more than a third (34%) of respondents self-reported that they had a disability and 66% stated they did not have a disability. Disability is a complex concept and there are a number of ways of defining it. For monitoring purposes, OPONI provide a description of disability as defined by the Disability Discrimination Act (1995) which is “a physical or mental impairment which has a substantial and adverse effect on a person’s ability to carry out normal day to day activities”.

NIPB & OPONI research, May 2011⁴⁶ 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.

PSNI statistics⁴⁷ in 12 months from 1st April 2018 to 31st March 2019 show that the number of crimes recorded increased across four motivations (racist, homophobic, sectarian and disability) when compared with the previous 12 months. The number of incidents recorded in regards to disability motivated hate crime decreased by one incident from 2017/18 to 2018/19 with a slight increase seen in the total number of crimes recorded from 2017/18 to 2018/19 (48 – 53 crimes).

⁴⁴ NICS- Northern Ireland Crime survey 2017/18: <https://www.justice-ni.gov.uk/publications/perceptions-crime-findings-201718-northern-ireland-crime-survey>

⁴⁵ OPONI- Equality Monitoring Report: Survey of complaints to the Police Ombudsman for Northern Ireland 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

⁴⁶ Views and Experiences of people with learning disability in relation to policing arrangements in Northern Ireland – NI Policing Board & OPONI May 2011: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/learning-disability-research.pdf>

⁴⁷ PSNI statistics on Hate Crime 2018/19: <https://www.psni.police.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2018-19/q4/hate-motivation-bulletin-mar-19.pdf>

	<p>Institute of Conflict Research⁴⁸, October 2008 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 that such hostility occurs towards people with a wide range of forms of disability. The importance of developing effective consultation with 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 Disability⁴⁹ 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 2014-15⁵⁰ 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>PSNI 2004/05 to 2017/18 statistics⁵¹ show that disability motivated incidents and crimes were showing slightly decreasing levels between 2009/10 and 2011/12, after which levels started to increase considerably. While levels have fallen again since 2014/15, they remain higher than those experienced between 2009/10 and 2012/13. The numbers of incidents and crimes with a disability motivation are too small to provide a meaningful population rate.</p>
Dependants	The NICS 2013/14 ⁵² and the Board’s EQIA 2015/16 ⁵³ found that single parent families were less likely to express overall confidence

⁴⁸ Conflict Research October 2008:

http://conflictresearch.org.uk/reports/hatecrime/hate_crime_against_people_with_disabilities.pdf

⁴⁹ Leonard Cheshire Disability 2015: <http://beta.charitycommission.gov.uk/charity-details/?regid=218186&subid=0>

⁵⁰ PSNI statistics – Disability motivated hate crime: <https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/2016/q4/quarterly-hate-motivations-bulletin-period-ending-mar16.pdf>

⁵¹ Trends in Hate Motivated Incidents and Crimes Recorded by the Police in Northern Ireland 2004/05 to 2017/18. Annual Bulletin: <https://www.psnipolice.uk/globalassets/inside-the-psni/our-statistics/hate-motivation-statistics/documents/hate-motivated-incidents-and-crimes-in-northern-ireland-2004-05-to-2017-18.pdf>

⁵² Perceptions of Crime: Findings from the 2013/14 Northern Ireland Crime Survey: <http://www.octf.gov.uk/OCTF/media/OCTF/images/publications/perceptions-of-crime-findings-from-the-2013-14-northern-ireland-crime-survey.pdf?ext=.pdf>

⁵³ Northern Ireland Policing Board – Equality Impact Assessment (EQIA) on the Policing Plan 2015-16: <https://www.nipolicingboard.org.uk/sites/nipb/files/media-files/policing-plan-eqia-consultation-report.pdf>

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 2013/14 which showed women display higher victimisation rates than men for domestic violence were also taken into consideration, which is mirrored in the more recent NICS 2017/18⁵⁴ findings. This will have a positive effect on persons with dependants as domestic violence occurs not only without dependants but with dependants.

OPONI found 44% of complainants over a five year 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.

OPONI 2017/18⁵⁵ found that nearly half (45%) of respondents stated that they had dependents and 55% reported that they do not have any dependents.

⁵⁴NICS- Perceptions of Crime: Findings from the 2017/18 Northern Ireland Crime Survey: <https://www.justice-ni.gov.uk/sites/default/files/publications/justice/experience-crime-findings-201718-nics.pdf>

⁵⁵OPONI- Equality Monitoring Report: Survey of Complaints to the Ombudsman for Northern Ireland 2017/18: https://www.policeombudsman.org/getmedia/3602ac2b-60cf-4b77-96a7-848378996715/Equality-Monitoring-Report-201718_1.pdf

Needs, experiences and priorities

16. Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories.

Section 75 Category	Details of evidence/information
Religious belief	<p>The evidence above indicates that Catholic respondents are more likely than Protestants to perceive high levels of anti-social behaviour and are more concerned about crime generally in Northern Ireland. However research also reveals that those who identify as Catholic are less likely than those identifying as Protestant to express overall confidence in police response to crime.</p> <p>Additionally, Catholic respondents revealed lower levels of satisfaction that the PSNI treat members of the public fairly in Northern Ireland. Nevertheless OPONI recorded higher numbers of Protestant complainants than Catholic complainants in 2017/18.</p> <p>While Catholic respondents showed an increased willingness to engage with PSNI in recent years, research conducted by LucidTalk indicated there is still no sense of ownership of PSNI as a representative service for the Catholic community. This could perhaps explain a reluctance to submit official complaints against the service if there is a sense they will not be dealt with adequately or fairly.</p> <p>Therefore ensuring confidence in policing, particularly in areas where confidence is lower, and having a safe community, will remain a priority area for the Board and PSNI.</p>
Political opinion	<p>Taking account of the evidence above, it is apparent that confidence and experiences of crime and policing remain quite divided down political lines. Generally, individuals with a self-perceived Irish nationality were less likely to display confidence in policing than participants with a self-perceived British or Northern Irish nationality.</p> <p>NICS showed that respondents identifying as Irish were almost double as likely to perceive high levels of anti-social behaviour as those identifying as British or</p>

	<p>Northern Irish. However respondents with a perceived British nationality expressed more worry about crime and personal safety overall in comparison to individuals of perceived Irish or Northern Irish nationality.</p>
Racial group	<p>Northern Ireland has become an increasingly diverse society comprising individuals from different racial, religious, political, socio-economic and familial backgrounds. However, public attitudes towards people from minority ethnic groups show concerning levels of intolerance.</p> <p>Research shows that crimes motivated by hostility or prejudice towards a person's core human identity can cause extreme hurt and distress beyond the hurt experienced from comparable crimes which are not motivated by such hostility or prejudice. Hate crimes are 'signal crimes' or 'message crimes' that signal that the community of which the victim is a member is different and not accepted. Where hate crime occurs, there usually follows a sense of vulnerability and fear which resonates throughout the entire community.</p> <p>Furthermore, racial and minority ethnic groups face significant challenges in securing convictions for hate crimes, which may impact their confidence in reporting incidents to the police. In recent years, the Board's Performance Committee and PSNI have made significant progress to redouble efforts to ensure that victims of hate crime are protected and receive the quality of service to which they are entitled. Nevertheless, all public authorities should be mindful that race equality legislation in Northern Ireland is far off developments elsewhere in the UK. It is however welcomed that an independent review of hate crime legislation in Northern Ireland has now been commissioned by the Department of Justice.</p>
Age	<p>The Outcomes and Indicators developed as a result of the consultation 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>The Outcomes and Indicators developed as a result of the consultation 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>The Outcomes and Indicators 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>
Men and Women generally	<p>It is evidenced that males are twice as likely to report complaints in comparison to female victims of crime; however women are also found to express less overall confidence in policing in comparison to males.</p> <p>Therefore, outcomes and indicators that will be outlined in the Policing Plan 2020-2025 will ensure that there is an improvement of service to the most vulnerable across PSNI policing districts and improves outcomes in relation to domestic violence, hate crime, crimes against older people, sexual offences, and child sexual abuse & exploitation, in collaboration with PCSPs and other partners.</p>
Disability	<p>From the above outlined statistics, it is evident that persons with long standing illness and disability were more likely than those without to worry about crime and personal safety and displayed higher victimisation rates than those without. This can be supported through statistical analysis of the number of incidents recorded in regards to disability motivated hate crime, which remained the same in 2018/19 as in 2017/18.</p> <p>Additionally, people with a disability reported experiencing a wide range of forms of hate crime, including verbal abuse, assaults and damage to property, and that such hostility occurs towards people with a wide range of forms of disability. Therefore, the importance of developing effective consultation with the people living with a disability is outlined.</p>

	<p>Outcomes and indicators that will be outlined in the Policing Plan 2020-2025, ensure that there is an improvement of service to the most vulnerable across PSNI policing districts and improves outcomes in collaboration with partners.</p>
<p>Dependants</p>	<p>From the above outlined statistics, it is evident that single parent families were less likely to express overall confidence in policing and have higher rates of victimisation than households with two adults and children or no children at all.</p> <p>Additionally, as reiterated in previous sections there is statistical evidence that show women being more likely than their male counterparts to be victims of domestic abuse regardless of dependents but that 45% of complaints made to the ombudsman had dependents.</p> <p>Therefore, Outcomes and indicators that will be outlined in the Policing Plan 2020-2025, ensure that there is an improvement of service to the most vulnerable across PSNI policing districts and improves outcomes in relation domestic violence, hate crime, crimes against older people, sexual offences, and child sexual abuse & exploitation, in collaboration with PCSPs and other partners.</p>

Part 2

SCREENING QUESTIONS

Introduction

17. In making a decision as to whether or not there is a need to carry out an equality impact assessment, consider questions 1-4 listed below.

18. If the conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the decision may 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

Please note: 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.

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	The Board will continue to prioritise progress against an outcome to ensure confidence in policing. This will be monitored by the Board through a range of mechanisms, including complaints to the OPONI. In addition the Board has included indicators with a focus on people feeling safe in all communities and service delivered to repeat victims' which will have a positive effect on all religious beliefs.	Minor
Political opinion	When developing the 2020-2025 Policing Plan the Board will include outcomes to ensure we have confidence in policing, to ensure the protection of people through regular engagement with communities. It is anticipated that these will have a positive effect across Northern Ireland as a whole, and does not target or discriminate particular communities, political opinions or beliefs.	Minor
Racial group	The 2020-2025 Policing Plan will continue to focus on protecting victims of crime. This provides the Board with a specific mechanism to monitor police performance and ensure their race hate crime strategy is coherent, robust and uniformly applied. The Performance Committee and PSNI have made significant progress to	Minor

	redouble efforts to ensure that victims of hate crime are protected and receive the quality of service to which they are entitled.	
Age	There is a 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. 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 Policing Plan Outcomes and indicators 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	The Board has developed Policing Plan Outcomes and Indicators to address the issues raised through research. These include ensuring we have confidence in policing, to have fewer repeat offenders, and to have fewer repeat victims of crime.	Minor
Sexual orientation	In considering the research the Policing Plan Outcomes and Indicators include having a safe community with fewer repeat victims of crime and the above data helped to inform the outcome in regards to 'having confidence in policing'.	Minor
Men and Women generally	In considering the above research, the Policing Plan 2020-2025 will include outcomes and indicators on ensuring confidence in policing, less offending, reducing repeat victims of crime, and to work in partnership to address serious and organised crime.	Minor
Disability	The Board has developed the Policing Plan 2020-2025 to address the issues raised through the wide range of research detailed above. These are to ensure confidence in policing, less offending,	

	reducing repeat victims of crime, to work in partnership to address serious and organised crime and identifying repeat victims will not only have a positive impact within the disabled community but society as a whole.	Minor
Dependants	The Board has developed the Policing Plan 2020 - 2025 to address the issues raised through the wide range of research detailed above. These are to ensure confidence in policing and a safe community, less offending, reducing repeat victims of crime, and to work in partnership to address serious and organised crime	Minor

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	<ul style="list-style-type: none"> ➤ The Board's Equality Scheme Action Plan. ➤ The Board's Communication Strategy. ➤ PSNI's Policing with the Community Strategy. ➤ The Board's Resources Committee; by monitoring PSNI's Equality Scheme (Equality, Diversity and Good Relations Strategy 2017-2022). 	
Political opinion	<ul style="list-style-type: none"> ➤ The Board's Equality Scheme Action Plan. ➤ The Board's Communication Strategy. ➤ PSNI's Policing with the Community Strategy. ➤ The Board's Resources Committee; by monitoring PSNI's Equality Scheme (Equality, Diversity and Good Relations Strategy 2017-2022). 	
Racial group	<ul style="list-style-type: none"> ➤ PSNI Race Hate Crime Delivery Group. ➤ The Board's Equality Scheme Action Plan. ➤ The Board's Communication Strategy. ➤ PSNI's Policing with the Community Strategy. ➤ The Board's Resources Committee; by monitoring PSNI's Equality Scheme (Equality, Diversity and 	

	Good Relations Strategy 2017-2022).	
Age	<ul style="list-style-type: none"> ➤ The Board's Equality Scheme Action Plan. ➤ The Board's communication strategy. ➤ PSNI's Policing with the Community Strategy. ➤ The Board's engagement programme of work and by monitoring PSNI's Equality Scheme (Equality, Diversity and Good Relations Strategy 2017-2022). ➤ The Boards Youth Advisory Panel. 	
Marital status		➤ Adequately covered within existing engagement programme.
Sexual orientation	<ul style="list-style-type: none"> ➤ The Board's Equality Scheme Action Plan. ➤ The Board's communication strategy. ➤ PSNI's Policing with the Community Strategy. ➤ The Board's engagement programme of work and by monitoring PSNI's Equality Scheme (Equality, Diversity and Good Relations Strategy 2017-2022). 	
Men and Women generally	<ul style="list-style-type: none"> ➤ The Board's Equality Scheme Action Plan. ➤ The Board's communication strategy. ➤ PSNI's Policing with the Community Strategy. ➤ The Board's engagement programme of work and by monitoring PSNI's Equality Scheme (Equality, Diversity and Good Relations Strategy 2017-2022). 	

Disability	<ul style="list-style-type: none"> ➤ The Board's Equality Scheme Action Plan. ➤ The Board's communication strategy. ➤ PSNI's Policing with the Community Strategy. ➤ The Board's engagement programme of work and by monitoring PSNI's Equality Scheme (Equality, Diversity and Good Relations Strategy 2017-2022). 	
Dependants		<ul style="list-style-type: none"> ➤ Adequately covered within existing engagement programme.

<p>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</p>		
Good relations category	Details of policy impact	Level of impact Minor/Major/None
Religious belief	The Board will continue to prioritise progress against the Policing Plan outcomes and indicators to have confidence in policing. This will be monitored by the Board through a range of mechanisms. In addition the Board has identified indicators to have 'fewer repeat victims of crime', 'fewer repeat offenders' and 'identification and service delivered to repeat victims' will have a positive effect on all religious beliefs.	Minor
Political opinion	When developing the 2020-25 Policing Plan the Board considered research and	

	<p>evidence in this category and included outcomes to ensure confidence in policing, to have a safe community and to ensure we have engaged and supportive communities. Therefore it is anticipated that these outcomes and associated indicators will have a positive effect across Northern Ireland as a whole, and does not target or discriminate particular communities, political opinions or beliefs.</p>	<p>Minor</p>
<p>Racial group</p>	<p>When developing the 2020-25 Policing Plan the Board considered research and evidence in this category and included outcomes to ensure confidence in policing, and to have a safe community as well as an indicator to have 'fewer repeat victims of crime'. This provides the Board with a specific mechanism to monitor police performance. This aims to have a positive impact on good relations across the Northern Ireland as a whole.</p>	<p>Minor</p>

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	<ul style="list-style-type: none"> ➤ PSNI's Policing with the Community Project and Support Hubs ➤ Policing and Community Safety Partnerships (PCSPs) 	
Political opinion	<ul style="list-style-type: none"> ➤ PSNI's Policing with the Community Project and Support Hubs ➤ Policing and Community Safety Partnerships (PCSPs) 	
Racial group	<ul style="list-style-type: none"> ➤ PSNI Race Hate Crime Delivery Group. ➤ PSNI's Policing with the Community Project and Support Hubs ➤ Policing and Community Safety Partnerships (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

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

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

The Policing Plan 2020-25 document has been developed with a view to promoting equality of opportunity. The Board's continued engagement with various S75 groups representing persons with multiple identity means the Board are aware of the likely impact, and previous consultations have been collected and utilised to inform the Plan. Due regard was given to any relevant Codes of Practice or other guidance materials and advice issued by the Equality Commission.

.

Part 3

Screening decision

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

The Policing Board and PSNI recognise that the Outcomes and Indicators included within the draft Policing Plan will have a direct impact on all citizens and, in particular, those sections of the population and community who have differing needs. Policing Plans are relevant to the promotion of equality of opportunity and good relations; however the Board conclude that the Policing Plan 2020-2025 is likely to be of 'minor' impact to Section 75 groups in light of the evidence above and points set out below. An equality impact assessment will not be conducted.

The Policing Plan 2020-2025 is a new five year document inclusive of a number of draft Outcomes and Indicators for Policing. All findings from the Board's previous EQIA in 2015 and associated consultation process, including recommendations for mitigating any adverse impacts and better achieving the promotion of equality of opportunity, were taken into account in the development of the Policing Plan 2020-2025. Therefore the likely equality impacts are well-known for each Policing Plan within the five year period and there is adequate data and evidence available from each subsequent screening. It is reasonable to suppose that nothing further is likely to be gained by conducting additional exercises of this nature for the policy.

It should be borne in mind that the demands on the police service are dynamic and often unpredictable and the PSNI must therefore retain the flexibility to divert resources towards priorities that may not be envisaged at this time in the Policing Plan. However the Board will establish a comprehensive performance plan, enabling full and frequent analysis of the Policing Plan which will lessen the likelihood any adverse equality impact in relation to measures reflecting the needs of particular Section 75 groups. For example, any schemes which aim to target resources selectively will accommodate potential adverse impacts on those groups that are not selected for special attention and the monitoring mechanisms in place will ensure that these resources do not fall below adequate levels without this first coming to the Board's attention.

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. The Board believes the Policing Plan 2020-2025 is not unlawfully discriminatory and any potential residual adverse impacts on individuals are likely to be negligible. The Policing Plan 2020-2025 is to be screened out without mitigation and a commitment on behalf of both organisations to regularly monitor, evaluate and lessen the likelihood of any adverse equality impact throughout its implementation.

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 2020-2025 should be screened out without mitigation.

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

N/A

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?
Not at present (see below).

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

Notwithstanding the Board's view to screen out the Policing Plan 2020-2025, the Board and PSNI recognise that policing strategies impact a large number of people and are highly relevant to the promotion of equality of opportunity for all Section 75 groups in Northern Ireland. Policing Plans highlight the Board's vision to help build a more confident, safe and peaceful society. Plans are revised annually, taking into account past performance and agreed desired outcomes, with a view to optimizing the range of indicators and measures relating to reduction of a particular type of crime, changing people's perceptions or achieving specific initiatives at appropriate interventions.

Therefore it is difficult to clarify specific mitigating measures at any one point. As noted above, demands and priorities of the police service are dynamic and often unpredictable, and accordingly Policing Plans must retain a degree of flexibility. While the current Plan is to be screened out without mitigation, due regard should be given to the Board's comprehensive oversight mechanisms which enable frequent consideration of alternative policies, strategies or measures which may mitigate any anticipating adverse impacts.

The Board has a statutory duty to make arrangements to secure continuous improvement in the way in which the police service functions, and those of the Chief Constable, are exercised. This requires frequent engagement with a range of stakeholders, both in the community sector and criminal justice system, and the Board continually seeks views on the outcomes and indicators of policing in Northern Ireland. The Board is confident that equality considerations are at the forefront of its monitoring work, to protect and support even the most vulnerable groups within society which provides a more efficient and effective police service for all.

This 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? No

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.

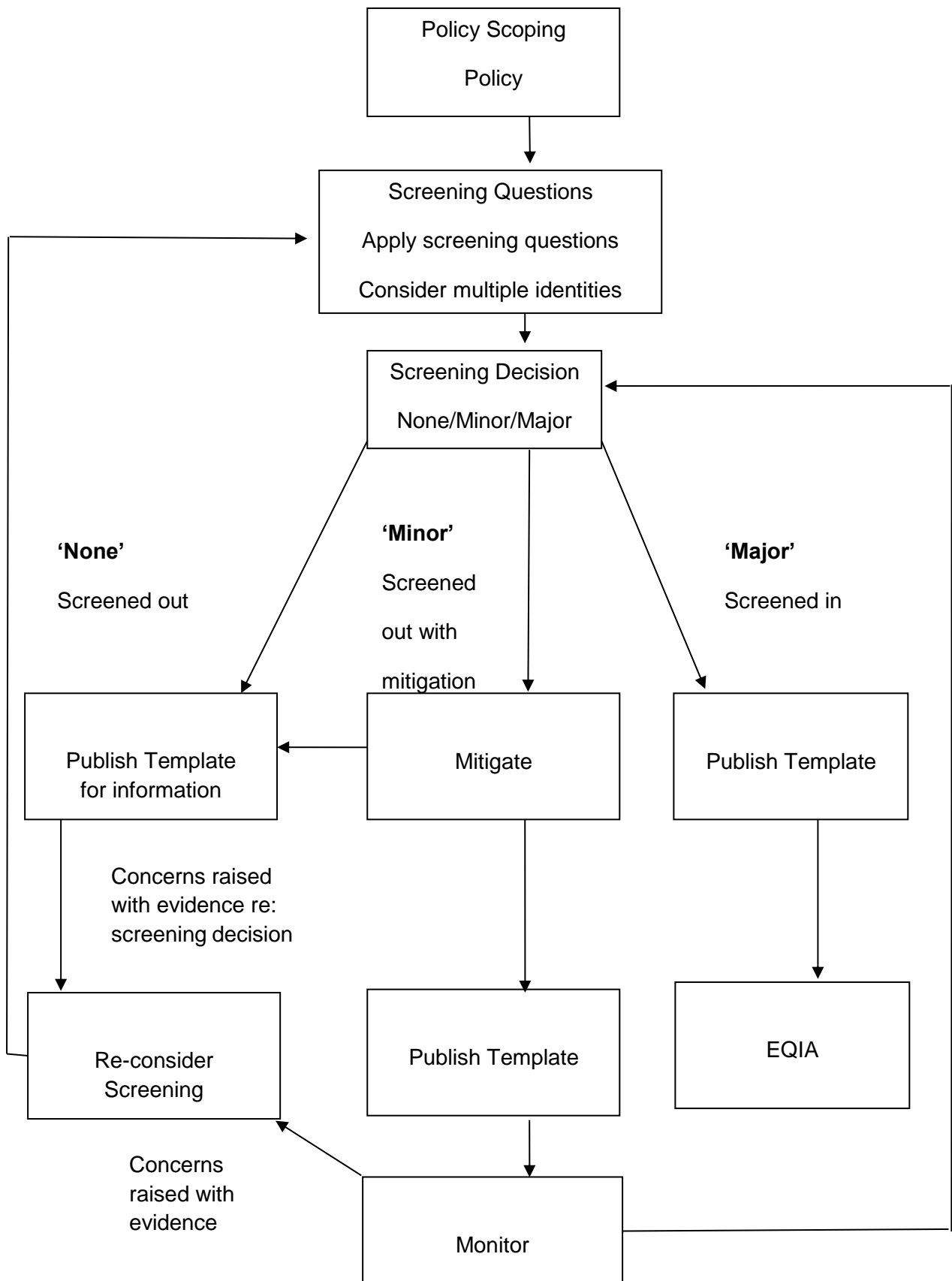
Part 5

Approval and authorisation

Screened by:	Position/Job Title/ Organisation	Date
	Staff Officer, Corporate Services, NIPB	25/9/2019
	Deputy Principal, Police Performance Monitoring, NIPB	
Approved by:	Director, Performance, NIPB	

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.