



Section 75 NI Act 1998

EQUALITY SCREENING FORM

Policy Title: Northern Ireland Policing Board Corporate Plan 2020-2023 & Annual Business Plan 2020-2021

Policy Owner: Amanda Stewart, Chief Executive of the Northern Ireland Policing Board

EQUALITY SCREENING 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	10
Part 2	
Screening Questions	11
Introduction.....	11
In favour of a 'major' impact.....	11
In favour of a 'minor' impact.....	12
In favour of 'none'	13
Screening questions	14
Additional considerations	17
Multiple identity	17
Part 3	
Screening decision	18
Mitigation	19
Timetabling and prioritising	20
Part 4	
Monitoring.....	21
Part 5	
Approval and authorisation.....	22
Annex	
A – Screening Flowchart	23

The Legal Background

Under section 75 of the Northern Ireland Act 1998, the NI Policing Board 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 NI Policing Board is also required to:

- **have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group; and**
- **meet legislative obligations under the Disability Discrimination Order.**

Introduction

1. This Equality Screening form should be read in conjunction with the Equality Commission's revised [Section 75, "A Guide for Public Authorities" April 2010](#) **Staff should complete a form for each new or revised policy for which they are responsible (see page 6 for a definition of policy in respect of section 75).**
2. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations and so determine whether an Equality Impact Assessment (EQIA) is necessary. Screening should be introduced at an early stage when developing or reviewing a policy.

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

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

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

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

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

Screening decisions

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

Screening and good relations duty

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

Part 1

Definition of Policy

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

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

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

Overview of Policy Proposals

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

Policy Scoping

10. The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy, being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.
11. Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

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

Information about the policy

Name of the Policy

Northern Ireland Policing Board Corporate Plan 2020-2023 and Business Plan 2020-2021

Is this an existing, revised or a new policy?

Revised

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

The Northern Ireland Policing Board (NIPB) is developing its next Corporate and Business Plans, which will cover the delivery of the Policing Board for the period, 2020-2023 and will outline the direction of travel for NIPB for the next 3 years.

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

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

Who initiated or wrote the policy?

Robert Gilmour, Corporate Services Manager

Who owns and who implements the policy?

Amanda Stewart, Chief Executive of the Northern Ireland Policing Board

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

- x financial
- x legislative
- x other, please specify – political

Main stakeholders affected

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

- x staff
- x Board Members
- x other public sector organisations
- x voluntary/community/trade unions
- x other, please specify – the public

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

- what are they & who owns them?

Policing Plan – Performance Directorate

Engagement Strategy – Engagement Directorate

The Draft Programme for Government – Northern Ireland Legislative Assembly

Department for Justice Corporate Plan – Department of Justice

Available evidence

14. Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

15. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

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. Other Religions and Philosophies comprised 0.8% of the population.</p> <p>Approximately two thirds of Police Officers are from a perceived Protestant background whereas one-third are from a perceived Roman Catholic background. With regards to Police Staff approximately 78% are from a perceived Protestant background while over 19% are from a perceived Roman Catholic background.- (PSNI Statistics)</p>
Political opinion	<p>Of the 19 members of the NI Policing Board 10 represent political parties. Their breakdown is DUP 4, Sinn Fein 3, SDLP 1, Alliance 1, Ulster Unionist 1 - (Staff Figures May 2019)</p> <p>On Census Day 2011, almost half (48%) of people usually resident in Northern Ireland included British as a national identity, while 29% included Northern Irish</p>

	<p>and 28% included Irish.</p> <p>Research commissioned by the Policing Board in 2014 looking at the influence that politicians, community leaders and the media have on confidence in the police in Northern Ireland concluded that confidence in policing is hostage to political fortune for events and issues not directly within PSNI's control; it is not a constant nor should it necessarily be treated as such; that public confidence in PSNI is taken from narrow (often negative) contexts PSNI need to be more proactive in broadening out positive public knowledge of policing; and beyond the Board's national confidence figures.</p>
Racial group	<p>On Census Day 2011, 1.8 per cent (32,400) of the usually resident population of Northern Ireland belonged to minority ethnic groups, more than double the proportion in 2001 (0.8 per cent). The main minority ethnic groups were Chinese (6,300 people), Indian (6,200), Mixed (6,000) and Other Asian (5,000), each accounting for around 0.3 per cent of the usually resident population. A further 0.1 per cent (1,300) of 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. In the 12 months from 1st October 2017 to 30th September 2018 increases were seen in levels of racist, homophobic and disability incidents and crimes.</p> <p>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.</p> <p>Staffing and Policing Police Service NI % Ethnic Minorities - Police Officers 0.51% Police Staff 0.67%</p>

	(PSNI Statistics)
Age	<p>The 2011 Census provides the latest data on Northern Ireland's population showing approximately one third of the population is made up of children and young people with just under 21% aged under 16 and 12.6% in the 16-24 age group. Older people aged 65+ make up 14.6% of the population.</p> <p>25% of 18-24 year olds agreed they don't feel confident reporting crime and antisocial behaviour to PSNI - (Life and Times Survey)</p> <p>Police Service of Northern Ireland (PSNI) data from 2010-2017 found that just 12% of crimes against people aged 65 or over were "cleared", compared to 17.5% for victims in younger age groups. This means older people were 46% less likely to see crimes against them solved - (Action on Elder Abuse NI)</p>
Marital status	<p>Almost half (48%) of people aged 16 years and over on Census Day 2011 were married, and over a third (36%) were single</p> <p>Just over 1,200 people (0.1%) were in registered same-sex civil partnerships</p> <p>A further 9.4% of residents were either separated, divorced or formerly in a same-sex civil partnership</p> <p>The remaining 6.8% were either widowed or a surviving partner (NI Assembly paper on the 2011 Census)</p>
Sexual orientation	<p>In the 12 months from 1st October 2017 to 30th September 2018 increases were seen in levels of racist, homophobic and disability incidents and crimes</p> <p>1 in 10 people in Northern Ireland would not identify as being heterosexual (Rainbow Project)</p> <p>39% of LGBT people alter their behaviour to avoid</p>

	<p>others knowing they are not heterosexual (Rainbow Project)</p> <p>Opportunities for public consultation on the Policing Plan were provided through public engagement at PRIDE and the LGBT Awareness Week to specifically target these Section 75 groups.</p>
Men and Women generally	<p>One in ten serving female police officers responded to a survey conducted on behalf of the Police Federation and the Independent Commission into the Future of Policing.</p> <p>20% were part time – nearly identical to the 19% found in the general working population</p> <p>Two thirds of police women have caring responsibilities, of not only children but also for aging parents (Police Federation / Independent Commission for the Future of Policing)</p> <p>In 12 months from 1st October 2017 to 30th September 2018 there were 31,008 domestic abuse incidents in Northern Ireland, an increase of 1,582 (5.4%) on the previous 12 months and the highest 12 month period recorded since the start of the data series in 2004/05. 98% of domestic violence issues in Northern Ireland are carried out by men - (PSNI Statistics)</p> <p>Staff Officer Grade and above within the NIPB breaks down to 69% female and 31% male. EO1 & below breaks down to 65% female and 35% male - (Staff Figures May 2019)</p>
Disability	<p>Just over 20% of the population indicated in the 2011 Census that they have a disability or long term health problem that restricts their day-to-day activities.</p> <p>In the 12 months from 1st October 2017 to 30th September 2018 increases were seen in levels of</p>

	<p>racist, homophobic and disability incidents and crimes</p> <p>2% of NIPB staff has declared a disability - (Staff Figures May 2019)</p> <p>370,000 people in NI have a disability (1 in 5 adults)</p> <ul style="list-style-type: none"> • 5% of those with disabilities are children • 40% of households have someone with a disability <p>(ECNI Conference Dec. 2018)</p> <p>43% of calls to the Equality Commission NI are concerning disability matters (ECNI)</p> <p>The majority of disabled people have 'hidden' impairments that are not immediately obvious to someone who doesn't know their circumstances. (TUC Wales)</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>
Dependants	<p>The NICS 2013/14 and the Board's EQIA 2015/16 found that single parent families were less likely to express overall confidence in policing than households with two adults and children or no children at all. There was a higher rate of victimisation for households consisting of a single adult with children compared with other types of household. Single parent families were more likely than households with two adults and children or no children at all to be worried about crime and personal safety. They were also more likely than households with two adults and children or no children</p>

	at all to perceive anti-social behaviour to be at a high level in their area.
--	---

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

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

Part 2

SCREENING QUESTIONS

Introduction

17. In making a decision as to whether or not there is a need to carry out an equality impact assessment, consider questions 1-4 listed below.
18. If the conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the decision may be to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, please detail the reasons for the decision taken.
19. If the conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.
20. If the conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:
 - measures to mitigate the adverse impact; or
 - the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

- 21 (a) The policy is significant in terms of its strategic importance;
- (b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;

- (c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- (d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- (e) The policy is likely to be challenged by way of judicial review;
- (f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

- 22 (a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- (b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- (c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- (d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

23 (a) The policy has no relevance to equality of opportunity or good relations.

(b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

24. Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

Screening questions

<p>1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? Minor/Major/None</p>		
Section 75 category	Details of policy impact	Level of impact? Minor/Major/None
Religious belief	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, the Draft PfG and the Corporate Plan for the DoJ and monitoring of the Human Resources of the PSNI and of Board staff.	Minor
Political opinion	No specific impact	None
Racial group	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, the Draft PfG and the Corporate Plan for the DoJ.	Minor
Age	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, the Draft PfG and the Corporate Plan for the DoJ.	Minor
Marital status	No specific impact	None
Sexual orientation	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, the Draft PfG and the Corporate Plan for the DoJ.	Minor
Men and Women generally	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, the Draft PfG and	Minor

	the Corporate Plan for the DoJ.	
Disability	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, the Draft PfG and the Corporate Plan for the DoJ.	Minor
Dependants	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan, the Draft PfG and the Corporate Plan for the DoJ.	None

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

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	<p>There will be a consultation on the content of the Corporate and Business Plans with staff, organisations/bodies and the public</p> <p>The Board's Equality Scheme Action Plan.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy</p> <p>The Board's Partnership Committee; by monitoring PSNI's Equality, Diversity and Good Relations Strategy.</p>	
Political opinion	<p>There will be a consultation on the content of the Corporate and Business Plans with staff, organisations/bodies and the public</p> <p>The Board's Equality Scheme Action Plan.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy</p> <p>The Board's Partnership Committee; by monitoring PSNI's Equality, Diversity and Good Relations Strategy.</p>	
Racial group	<p>There will be a consultation on the content of the Corporate and Business Plans with staff, organisations/bodies and the public</p>	

	<p>The Board's Equality Scheme Action Plan.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy</p> <p>The Board's Partnership Committee; by monitoring PSNI's Equality, Diversity and Good Relations Strategy.</p>	
Age	<p>There will be a consultation on the content of the Corporate and Business Plans with staff, organisations/bodies and the public</p> <p>The Board's Equality Scheme Action Plan.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy</p> <p>The Board's Partnership Committee; by monitoring PSNI's Equality, Diversity and Good Relations Strategy.</p>	
Marital status	<p>There will be a consultation on the content of the Corporate and Business Plans with staff, organisations/bodies and the public</p> <p>The Board's Equality Scheme Action Plan.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy</p> <p>The Board's Partnership Committee; by monitoring PSNI's Equality, Diversity and Good Relations Strategy.</p>	
Sexual	<p>There will be a consultation on the</p>	

orientation	<p>content of the Corporate and Business Plans with staff, organisations/bodies and the public</p> <p>The Board's Equality Scheme Action Plan.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy</p> <p>The Board's Partnership Committee; by monitoring PSNI's Equality, Diversity and Good Relations Strategy.</p>	
Men and Women generally	<p>There will be a consultation on the content of the Corporate and Business Plans with staff, organisations/bodies and the public</p> <p>The Board's Equality Scheme Action Plan.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy</p> <p>The Board's Partnership Committee; by monitoring PSNI's Equality, Diversity and Good Relations Strategy.</p>	
Disability	<p>There will be a consultation on the content of the Corporate and Business Plans with staff, organisations/bodies and the public</p> <p>The Board's Equality Scheme Action Plan.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy</p> <p>The Board's Partnership Committee; by monitoring PSNI's Equality,</p>	

	Diversity and Good Relations Strategy.	
Dependants	<p>There will be a consultation on the content of the Corporate and Business Plans with staff, organisations/bodies and the public</p> <p>The Board's Equality Scheme Action Plan.</p> <p>The Board's Communication Strategy.</p> <p>The Board's Engagement Strategy</p> <p>The Board's Partnership Committee; by monitoring PSNI's Equality, Diversity and Good Relations Strategy.</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

Good relations category	Details of policy impact	Level of impact Minor/Major/None
Religious belief	Board Members will discuss and agree The Corporate Plan, Consultation will be conducted with over 400 stakeholders and the general public. Face to Face consultation will take place with key stakeholders.	None
Political opinion	Board Members will discuss and agree The Corporate Plan, Consultation will be conducted with over 400 stakeholders and the general public. Face to Face consultation will take place with key stakeholders.	None
Racial group	Board Members will discuss and agree The Corporate Plan, Consultation will be conducted with over 400 stakeholders and the general public. Face to Face consultation will take place with key stakeholders.	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	Policing and Community Safety Partnerships	
Political opinion	Policing and Community Safety Partnerships	
Racial group	Policing and Community Safety Partnerships	

Additional considerations

Multiple identity

25. Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities? (*For example; disabled minority ethnic people; disabled women; young Protestant men; young lesbians, gay and bisexual people*).

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

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

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

From August –October 2019 The Board consulted on its Equality and Disability action plans. The face to face consultation included representatives from some of the S75 groups whose views were represented in round table discussions. Their views were taken into account when developing the final Equality and Disability action plans for the next 3 years.

Part 3

Screening decision

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

The Corporate and Business Plans will be influenced by the PSNI Policing Plan, the Northern Ireland Policing Board Engagement Strategy, The Department of Justice Corporate Plan and the Draft Programme for Government. Consultation has taken place on all these high arching plans with the public and once the Corporate and Business Plans are drafted a further consultation will be carried out with the public to ensure the plans do not discriminate against any of the categories.

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

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

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

N/A

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

Mitigation

31. When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.
32. Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?
33. If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

The overall impact of the Corporate and Business Plans for the Northern Ireland Policing Board will have a strong equality theme running through its key priorities and will further take consideration of any recommendations arising from its consultation

Timetabling and prioritising

34. **Factors to be considered in timetabling and prioritising policies for equality impact assessment.**
35. If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.
36. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	n/a
Social need	n/a
Effect on people's daily lives	n/a
Relevance to a public authority's functions	n/a

37. **Note:** The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.
38. Is the policy affected by timetables established by other relevant public authorities?
39. If yes, please provide details.

Part 4

Monitoring

40. Public authorities should consider the guidance contained in the Equality Commission's Monitoring Guidance for Use by Public Authorities (July 2007).
41. The Equality Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).
42. Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

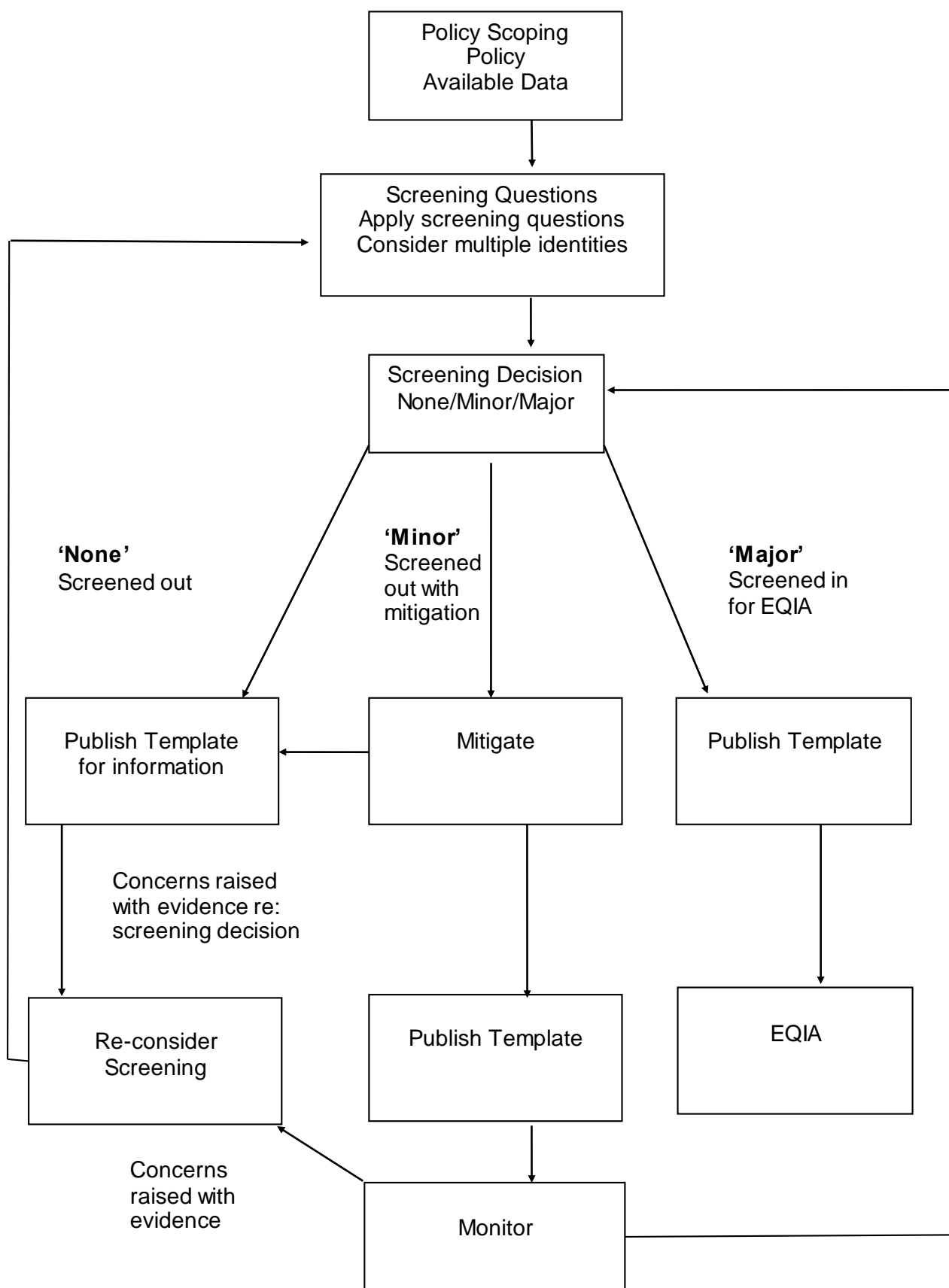
Part 5

Approval and authorisation

Screened by:	Position/Job Title/ Organisation	Date
Robert Gilmour	Acting Corporate Services Manager	20/09/2019
Approved by:	Amanda Stewart	
Amanda Stewart		

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

EQUALITY SCREENING FLOWCHART



MAIN GROUPS IDENTIFIED AS RELEVANT TO THE SECTION 75 CATEGORIES

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