



Section 75 NI Act 1998

EQUALITY SCREENING FORM

**Policy Title: Northern Ireland Policing
Plan 2025-2030**

Policy Owner: Adrian McNamee

EQUALITY SCREENING FORM CONTENTS

	Page No
The Legal Background	4
Introduction	4
Screening decisions.....	6
Screening and good relations duty	6
Part 1	
Definition of a Policy	7
Overview of Policy Proposals.....	7
Policy Scoping.....	7
Information about the Policy.....	8
Implementation Factors	9
Main stakeholders affected	10
Other policies with a bearing on this policy	10
Available evidence	11
Needs, experiences and priorities	25
Part 2	
Screening Questions	30
Introduction	30
In favour of a 'major' impact.....	30
In favour of a 'minor' impact.....	31
In favour of 'none'	32
Screening questions	33
Additional considerations	46
Multiple identity.....	46
Part 3	
Screening decision	47
Mitigation	50
Timetabling and prioritising.....	51
Part 4	
Monitoring	52
Part 5	
Approval and authorisation.....	53
Annex	

A – Screening Flowchart 54
B – Main Groups identified as relevant to the Section 75 categories 55

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 Plan 2025-2030

Is this an existing, revised or a new policy?

New Policy

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 2025-2030 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 2025-2030 so that it will allow the PSNI and the Policing Board to assess and monitor the impact of this plan over a longer period.
- The Policing Plan 2025-2030 will include Outcomes and Indicators which aim to deliver a focus on victims, safe and engaged communities with confidence in policing and a representative, valued and enabled workforce.

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 2025-2030. 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?

The policy is initiated by the Policing Board and the PSNI. A Working Group comprising of 6 Board Members and 4 Senior Police Officers are responsible for drafting the policy to be agreed by the Board and PSNI Chief Constable.

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. The PSNI implement the policy.

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
- 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 Board Staff
- x Board Members
- x other public sector organisations
- x voluntary/community/trade unions
- x PSNI officers and staff
- x other – wider community/public

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

- what are they & who owns them?

The Programme for Government;
The Minister of Justice's Long Term Policing Priorities;
Local Policing Plans;
PCSP Action Plans;
NIPB Equality Action Plan
PSNI Equality, Diversity and Inclusion Plan;
PSNI People Strategy and Action Plan; and

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>NI Census</p> <p>According to the most recent Census figures for Northern Ireland taken in 2021, 42.31% of our population were ‘Catholic’, 37.36% were ‘Protestant, Other Christian or Christian related’ and 1.34% were from other non-Christian religions. The remaining 17.39% of our population, (or 330,983 people in Census 2021) neither belonged to nor were brought up in any religion. This group has increased in size from 2011 when 5.6% of people were recorded in this way.</p> <p>PSNI Officers and Staff</p> <p>PSNI’s Workforce Composition Statistics¹ indicate that 65.73% of police officers are Protestant, 32.86% are Catholic and 1.41% are not determined. With regards to Police Staff 78.76% of police staff are Protestant, 18.90% are Catholic and 2.34% are not determined.</p> <p>(PSNI Statistics – PSNI Force Composition Stats August 2024)</p> <p>NI Policing Plan Survey 2023</p> <p>According to the most recent Policing Plan survey,</p>

¹ PSNI Force Composition Statistics (2024)

Nationalists were most likely to feel little or no confidence in the PSNI's ability to protect and serve (11.3%) compared to unionists (8.6%). Nationalists were also less likely to feel some, a lot or total confidence (87.0%) compared to unionists (90.3%). Those respondents who were neither nationalist or unionist or preferred not to say, made up the largest group, with two thirds of responses to this question. This group were less likely than nationalists to feel little or no confidence (8.3%) and, similar to unionists in terms of having some, a lot or total confidence in PSNI's ability to protect and serve (88.5%). Protestants were more likely to have some, a lot or total confidence in the PSNI's ability (91.0%) than Catholics (88.2%) and other/no religion (85.1%). The largest group of respondents who felt little or no confidence in PSNI's ability to protect and serve were those of other/no religion (11.5%) followed by Catholics (9.6%) and Protestants (6.8%).

In relation to satisfaction with the PSNI, although 4.8% of Protestants and 6.3% of Catholics were either dissatisfied or very dissatisfied with the job the PSNI were doing, around three-quarters of both Protestants (77.3%) and Catholics (70.7%) were satisfied or very satisfied. This is a similar proportion to 2022 when the corresponding figures for satisfied or very satisfied were 76.9% for Protestants and 69.0% for Catholics. One in five people did not identify in either Protestant or Catholic religious groups, and of this group two thirds (64.1%) were satisfied or very satisfied. This was the lowest level of satisfaction of all religious groupings. They also constituted the highest level of dissatisfaction of the three with nearly 1 in 10 (9.4%) dissatisfied or very dissatisfied with the job the PSNI were doing. Nationalists (8.0%) were more likely to be dissatisfied or very dissatisfied compared to unionists (6.3%). Three-

	<p>quarters of unionists (75.3%) compared to two-thirds of nationalists (64.3%) were satisfied or very satisfied with the job PSNI do in Northern Ireland.</p>
<p>Political opinion</p>	<p>19 Members are appointed to the Board of which 10 are Political appointees appointed under the D'Hondt System. In June 2022, the Political appointees to the Board included the following representation of the 5 main Political parties in Northern Ireland - DUP 3, Sinn Fein 3, Alliance 2, UUP 1, and SDLP 1.</p> <p>NI Census</p> <p>According to the NI Census 2021, 814,600 people (42.8%) living here identified solely or along with other national identities as 'British'. This is down from 876,600 people (48.4%) in 2011. In Census 2021, 634,600 people (33.3%) living here identified solely or along with other national identities as 'Irish'. This is up from 513,400 people (28.4%) in 2011. In Census 2021, 598,800 people (31.5%) living here identified solely or along with other national identities as 'Northern Irish'. This is up from 533,100 people (29.4%) in 2011.</p>

Racial group

NI Census

On Census Day 2021, 3.4% (65,604) of the usually resident population of Northern Ireland belonged to minority ethnic groups, an increase from the figure of 1.8% in 2011. The main minority ethnic groups were Indian (9,881 people), Chinese (9,495), and black african (8,069), with their combined figures accounting for around 1.4% of the usually resident population. A further 0.14% (2,609) of people were Irish Travellers. Belfast (7.05%), Mid-Ulster (3.99%) and Lisburn and Castlereagh council areas (3.93%) had the highest proportions of residents from minority ethnic groups.

PSNI Workforce

According to the PSNI's Workforce Composition Statistics published in August 2024, 0.66% of police officers and 0.79% of police staff identified as an ethnic minority.

Hate Crime statistics

The PSNI's Hate Crime Statistical Bulletin for the period between 1 April 2023 to 31 March 2024, there were fewer hate incidents recorded across each hate motivation strand when compared with the previous twelve months, with the exception of race and faith/religion incidents. There were 132 more race incidents and 41 fewer race crime recorded. The 1,353 race incidents in 2023/24 is the highest financial year level recorded since the data series began in 2004/05.

In terms of repeat offenders, the highest number of repeat victims continue to be subject to racist, sectarian and homophobic abuse. However, the overall level of repeat hate victims has decreased since the previous year.

Age

2021 Census

According to the 2021 Census, of those aged between 0 to 64 years old, 50% are women and 50% are men. Of those aged 65 and over 54% are women and 46% are men.

In further analysis of the age of the usual resident population of Northern Ireland, 19.19% of the population are aged between 0 and 14 years, 63.66% are aged between 15 years and 64 years, and 17.15% are aged over 65 years old.

The NI Policing Plan Survey 2023

There was no statistically significant difference between the younger and older age groups and how effective they thought the PSNI were at keeping their community safe. The proportion of those who thought the PSNI were effective or very effective at keeping the community safe ranged from 74.3% for the 45-64 age group, to 84.3% for 75+ age group. Similarly, almost four out of five young people (79%) aged 17-24 years were likely to feel the PSNI were effective at keeping the community safe.

However, younger age groups were more likely to be dissatisfied with the job the PSNI do in Northern Ireland than older age groups. Around 1 in 20 people in the 65-74 (4.7%) and 75+ (4.7%) age groups were dissatisfied or very dissatisfied compared to 1 in 10 people in the 17-24 age group (9.5%).

Younger respondents (17 to 24 age group) (16.7%) were more than twice as likely to think the standard of policing in their area had improved compared to those aged 45 years and over (7.7%). Around one in five of

this older age group thought the standard of policing had declined.

Concern about crime rose broadly with age, with the exception of the 45 to 64 age group who were the most concerned about crime. The youngest age group, 17-24 years were the least concerned about crime in their area (29.7%). This contrasts with those who are 45 to 60 years where half were concerned about crime (49.3%).

Crime rates and trends

As reported by the PSNI to the Performance Committee in January 2024, crime against children had increased by 19% whereas crime against older people had decreased by 9%.

According to PSNI Trends in Police Recorded Crime published in November 2023, of the crimes recorded in 2022/23 where there was a person victim, 13 per cent were crimes where the victim was aged under 18, 81 per cent where the victim was aged 18-64 and six per cent where the victim was aged 65 or over. In 2022/23 there were 23 crime victims under 18 per 1,000 of the population under 18, 55 crime victims aged 18-64 per 1,000 of the population aged 18-64 and 14 crime victims aged 65 or over per 1,000 of the population aged 65 plus. 93% of victims who were under 18 at the time the offence occurred were victims of violence against the person or a sexual offence. The number of sexual offences recorded where the victim was under 18 at the time the offence was committed more than doubled between 2007/08 and 2022/23. Offences relating to sexual activity where the victim is under 16 more than trebled between the introduction of new sexual offence

legislation in February 2009 and the peak of 618 offences recorded in 2016/17, with the largest increases occurring between 2013/14 and 2015/16. More than a third of the sexual offences recorded during 2022/23 were reported to police when the victim was an adult (age 18 and over) but occurred when the victim was a child (age under 18).

Online crime accounted for five per cent of all crimes in 2022/23, with three such offences recorded per 1,000 population. Victims aged under 18 were most likely to be victims of malicious communications, harassment or sexual activity offences with an online motivation while those aged 18+ were most likely to be victims of malicious communications, harassment or blackmail.

Repeat child victims

According to the PSNI in June 2024, there are 932 children (Under the age of 18) who are classed as repeat victims of crime, the repeat victimisation rate is 13.6%. This remains unchanged since the last reporting period (signifying the end to a year-on-year rise since 2020/21) although the rate has reduced slightly by 0.2% points. Of the 932 repeat child victims, 25 of these are at risk of Child Sexual Exploitation (CSE), which equates to 2.7% of the total. The number and rate of repeat child victims at risk of CSE has reduced. Work is ongoing to develop a CE (child exploitation) strategy with Organised Crime to understand the scope and scale across Northern Ireland. The Policing Board are also carrying out primary research in relation to Policing and Children and Young People that will be published in Autumn 2024.

Marital status	<p>2021 Census</p> <p>According to the 2021 Census, 45.59% of people aged 16 years and over were married, and over a third (38.07%) were single.</p> <p>Just over 3,900 people (0.26%) were in registered same sex married or civil partnerships.</p> <p>A further 14.34% of residents were either separated, divorced, widowed or a surviving partner or formerly in a same-sex civil partnership.</p> <p>The Police Ombudsman’s Equality Monitoring Report Survey of complainants to the Police Ombudsman’s Office, 2022/23 stated that during the period most complaints were received from single people (39% of complaints received) followed by those in a civil partnership or married (31% of complaints received).</p>
-----------------------	--

Sexual Orientation

2021 Census

According to the 2021 Census, 90.04% of people were straight or heterosexual. Over 31,600 (2.1%) were gay, lesbian, bisexual or of another sexual orientation. A further 7.87% of people preferred not to say or state their sexual orientation.

PSNI Workforce composition

The PSNI reported to Resources Committee in June 2024 that 3.2% of its Officers and 2.1% of its Staff are from the LGBTQIA+ community. Of the 52 Police Staff recently appointed, 5.8% were from the LGBTQIA+ community (compared to the police staff headline of 2.1%).

PSNI Hate Crime statistics

The PSNI's Hate Crime Statistical Bulletin for the period between 1 April 2023 and 30 March 2024 there was a decrease in sexual orientation crimes compared to the previous 12 months. Sexual orientation incidents and crimes fell from 435 to 384 and from 289 to 241 respectively.

Rainbow Project Research

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

The Rainbow Project has also conducted research about Gay, Lesbian and Bisexual people in the workplace and

	<p>found that 24.5% respondents from the public sector conceal their sexual orientation in the workplace, 26.3% Gay, Lesbian and Bisexual people working in the public sector believe that their sexual orientation would have a negative impact on their chances of progressing in work.</p> <p>32.7% of respondents across all workplace sectors would not, or do not know if they would, feel comfortable approaching management for support if they were the victim of homophobic bullying at work.</p> <p>This research also considered Gay, Lesbian and Bisexual people's views on fear of crime and 11% of those surveyed stated that they were "more worried" about being a victim of crime than being seriously ill, and 39% being "worried" about being a victim of crime.</p>
--	--

Men and Women generally

PSNI Workforce Composition

According to the PSNI's Workforce Composition Statistics as of June 2024, 32.17% of police officers are female and 67.83% are male. 56.69% of police staff are female and 43.31% are male.

According to a PSNI 2022 Freedom of Information Request, 88 officers currently work part-time, of which 86 are female officers.

The PSNI's published statistics indicate that when Force was used 82% of incidents involved men, whereas women were involved in 18% of incidents.

PSNI Crime Trends

The PSNI's Trends in Police Recorded Crime in Northern Ireland published in November 2023, the Stalking and Harassment time series has been impacted by the introduction of malicious communications recording which started on 1st April 2017 and also a change in recording practice for the Home Office Counting Rules in April 2018 requiring harassment to be recorded in addition to the most serious additional victim-based offence. Both of these changes have seen levels increase, particularly between 2018/19 and 2019/20 where the level almost doubled from 5,274 to 10,052 crimes recorded. The overall classification continued to increase to reach 14,343 offences in 2021/22; there were 13,937 offences in 2022/23. The Domestic Abuse offence (classification 8U Controlling or Coercive Behaviour) was introduced in February 2022 and accounts for seven percent of offences (916) within the classification in 2022/23. During 2022/23 sexual offences reached the highest level recorded at 4,232 offences, the latest figure is more than three and half times higher than the lowest

	<p>level recorded in 2000/01. Rape offences have increased to 1,272 offences in 2022/23, the highest level recorded. The number of rape offences recorded in 2022/23 is more than five times higher than the lowest level of 232 offences recorded in 2000/01. Sexual assaults have also reached the highest level recorded in 2022/23 at 1,889 offences, almost three times the lowest level recorded in 2002/03.</p> <p>Females were most likely to be victims of malicious communications, harassment or sexual activity, with males most likely to be victims of malicious communications, harassment or blackmail.</p> <p>VAWG Strategy and Action Plan</p> <p>In September 2022, the PSNI launched its first ever action plan aimed at reducing violence against women and girls (VAWG). Between 2017 and 2022, 34 women and girls across Northern Ireland were killed by men. In 2023/24, the Policing Board added a measure to the Policing Plan to hold the PSNI to account by demonstrating progress against the VAWG Strategy and Action Plan. At Performance Committee on 8 February 2024, the PSNI informed Members that 23 out of 41 recommendations in the VAWG Action Plan are complete and 7 are near completion. PSNI advised this is a living document and will be subject to change. Members noted a general reduction in VAWG statistics since previously reported.</p>
Disability	<p>PSNI Workforce Composition</p> <p>At the June 2024 Resources Committee, the Committee reviewed the PSNI's HR Dashboard which offers analysis on the composition of PSNI staff and officers. This analysis noted that 4.9% of police officers have self-declared that they have a disability. In relation to</p>

police staff, 7.4% have self-declared that they have a disability. Of the 52 recent Police Staff appointments, 3.9% declared they had a disability.

NI Census

Just over 34% of the population indicated in the 2021 Census that they have one or more limiting long-term health problem(s).

463,000 people in NI have a limiting long-term health problem or disability (approx. 1 in 4 adults)

7.9% of those with a limiting long-term health problem or disability are children aged 0-14 years old.

Nearly 45% of households have one or more residents living with a limiting long-term health problem or disability.

PSNI Hate Crime statistics

The PSNI's Hate Crime Statistical Bulletin for the period between 1 April 2023 and 30 March 2024 reported Disability incidents decreased from 139 to 97 and crimes fell from 102 to 58 in the last 12 months.

According to the Policing Plan Survey 2023, respondents with a disability were more likely to feel unsafe in the community (10.4%) than those without a disability (6.0%). Disability was also related to concern about crime with half of all respondents with a disability concerned about crime in their local area (51.1%) while two in five respondents without a disability (38.9%) were concerned or very concerned. Twice as many respondents with a disability were very concerned about crime, 16.5% compared to 7.1% who did not have a disability. Respondents who were disabled were more likely to feel unsafe in the town centre (18.6%)

	compared to those without a disability (13.1%).
Dependants (children)	<p>2021 Census</p> <p>According to the 2021 Census, nearly 32% of households had a dependent child or children.</p> <p>Nearly 11% were single family households with a lone parent, either male or female, who had one or more dependent children.</p>

Needs, experiences and priorities

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

Section 75 Category	Details of needs/experience/priorities
Religious belief	<p>The evidence above indicates that Nationalists are most likely to feel little or no confidence in the PSNI's ability to protect and serve compared to unionists. Nationalists were also less likely to feel some, a lot or total confidence compared to unionists. Additionally, Catholic respondents revealed lower levels of satisfaction with the PSNI compared to unionists. However, one in five people did not identify in either Protestant or Catholic religious groups. This was the lowest level of satisfaction of all religious groupings and is an emerging trend.</p> <p>Therefore, ensuring confidence in policing, particularly in areas where confidence and satisfaction is lower, and having a safe community, will remain a priority area for the Board and PSNI.</p>
Political opinion	<p>Historically 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. However, the 2021 Census shows that there are now more people identifying as Irish and Northern Irish and those identifying as British has reduced from the previous census. Furthermore, recent events and civil unrest in August 2024 suggests that certain sections of the unionist community are losing confidence in policing. Therefore, this area is slowly evolving and policing needs to account for this.</p>

<p>Racial group</p>	<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. In August 2024 misinformation which was circulated after a stabbing attack in Southport, England was followed by civil unrest with attacks against immigrant communities and the police. In Northern Ireland there were with anti-immigration protests and attacks on individuals and businesses. The PSNI have had to deal with a spate of hate crimes against ethnic minorities leading the Chief Constable Jon Boutcher to issue a statement to the Muslim community to reassure them “We are here to protect you.”</p> <p>The evidence above shows that racist incidents were already on the rise before these events.</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. This will remain a priority area for the Board and the PSNI.</p>
<p>Age</p>	<p>Crimes against children and Child Sexual Exploitation (CSE) is a concerning issue. Younger age groups were more likely to be dissatisfied with the job the PSNI do in Northern Ireland than older age groups so it is important</p>

	<p>the PSNI continue to engage with young people.</p> <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>
--	---

<p>Marital status</p>	<p>There is not thought to be any particular impact in relation to marital status in the development of this Policing Plan. 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>
<p>Sexual orientation</p>	<p>The evidence above indicates there has been a decrease in sexual orientation crimes and the growth of PRIDE events is seen a positive move towards more tolerance in Northern Ireland. 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>
<p>Men and Women generally</p>	<p>Violence against Women and Girls (VAWG) has been a growing and concerning issue which has been identified as a priority by the PSNI. Females are most likely to be victims of malicious communications, harassment or sexual offences. On the positive side, there appears to be increased reporting in this area which suggests more women are confident in reporting crimes to the PSNI.</p> <p>Therefore, outcomes and indicators that will be outlined in the Policing Plan 2025-2030 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, sexual offences, and</p>

	<p>child sexual abuse & exploitation, in collaboration with PCSPs and other Partners.</p>
<p>Disability</p>	<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. However, hate crimes against persons with a disability has thankfully shown a decrease.</p> <p>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>There is not thought to be any particular impact on persons living with Dependants in the development of this Policing Plan.</p> <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>

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	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 improved service delivered to repeat victims' which will have a positive effect on all religious beliefs.	Minor
Political opinion	When developing the 2025-2030 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 2025-2030 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	Minor

	<p>is coherent, robust and uniformly applied. The PSNI have adopted a zero-tolerance approach to recent attacks against ethnic minorities and civil unrest. The 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.</p>	
Age	<p>There is a significant amount of research and data available on people under 25 and people over 60 in relation to their views on policing. The Board has included indicators on Child Sexual Exploitation (CSE) to address the growing crimes against children. 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 monitor PSNI's performance.</p>	Minor
Marital status	<p>There is no particular impact on marital status. The Board has developed the Policing Plan 2025 - 2030 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</p>	None

	partnership to address serious and organised crime	
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	The Board has included indicators on tackling Violence Against Women and Girls (VAWG) to address this growing area of crime. 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 although there is a minor impact, it is confident that tackling VAWG will lead to a positive contribution to all sections of society, but specifically to women and their friends and families.	Minor
Disability	The Board has developed the Policing Plan 2025-2030 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	There is no particular impact on dependants. The Board has developed the Policing Plan 2025 - 2030 to address	None

	<p>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.</p>	
--	---	--

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	<p>Through:</p> <ul style="list-style-type: none"> • The Board’s Equality Scheme and Equality and Disability Action Plans. • The Board’s Communication Strategy. • Policing and Community Safety Partnerships (PCSPs) • By monitoring PSNI’s delivery against their People Strategy and associated action plans. 	
Political opinion	<p>Through:</p> <ul style="list-style-type: none"> • The Board’s Equality Scheme and Equality and Disability Action Plans. • The Board’s Communication Strategy. • Policing and Community Safety Partnerships (PCSPs) • By monitoring PSNI’s delivery against their People Strategy and associated action plans. 	

Racial group	<p>Through:</p> <ul style="list-style-type: none"> • The Board’s Equality Scheme and Equality and Disability Action Plans. • The Board’s Communication Strategy. • Policing and Community Safety Partnerships (PCSPs) • By monitoring PSNI’s delivery against their People Strategy and associated action plans. • DOJ Hate Crime Delivery Group 	
Age	<p>Through:</p> <ul style="list-style-type: none"> • The Board’s Equality Scheme and Equality and Disability Action Plans. • Policing and Community Safety Partnerships (PCSPs) 	

Marital status	<p>Through:</p> <ul style="list-style-type: none"> • The Board’s Equality Scheme and Equality and Disability Action Plans. 	
Sexual Orientation	<p>Through:</p> <ul style="list-style-type: none"> • Consultation on the content of the Engagement Strategy with Board Members, staff, organisations/bodies and the public. • The Board’s Equality Scheme and Equality and Disability Action Plans. • Policing and Community Safety Partnerships (PCSPs) 	

<p>Men and Women generally</p>	<p>Through:</p> <ul style="list-style-type: none"> • Consultation on the content of the Engagement Strategy with Board Members, staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • By monitoring PSNI's delivery against their People Strategy and associated action plans. • Policing and Community Safety Partnerships (PCSPs) 	
<p>Disability</p>	<p>Through:</p> <ul style="list-style-type: none"> • Consultation on the content of the Engagement Strategy with Board Members, staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • By monitoring PSNI's delivery against their People Strategy and associated action plans. • Policing and Community Safety Partnerships (PCSPs) 	

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	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. Opportunities to consult are now available to a wide range of stakeholders, including those of different religious belief.	Minor
Political opinion	When monitoring the 2020-25 Policing Plan over the last 4 years, the Board considered research and 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	Minor

	<p>or beliefs. Opportunities to consult are now available to a wide range of stakeholders, including those of different political opinion.</p>	
Racial group	<p>When monitoring the 2020-25 Policing Plan the Board considered research and 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 or racial groups. Opportunities to consult are now available to a wide range of stakeholders, including those of different racial group.</p>	Minor

<p>4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</p>		
<p>Good relations category</p>	<p>If Yes, provide details</p>	<p>If No, provide reasons</p>
<p>Religious belief</p>	<p>Through the work of Policing and Community Safety Partnerships and networking with groups of differing religious beliefs at bespoke engagement events (e.g., REaL events) and through engagement with purpose events.</p>	
<p>Political opinion</p>	<p>Through the work of Policing and Community Safety Partnerships and networking with groups that represent differing political opinion at bespoke engagement events (e.g., REaL events) and through engagement with purpose events.</p>	
<p>Racial group</p>	<p>Through the work of Policing and Community Safety Partnerships and networking with groups that represent differing racial groups at bespoke engagement events (e.g., REaL events) and through engagement with purpose events.</p>	

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 Policing Plan 2025-2030 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.

The Board will be consulting on its Equality, Disability Action Plans, Annual Business Plans and subsequent Engagement Strategies will be aligned with the Corporate Plan and Equality and Disability Action Plan consultation outcomes.

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 and specific Indicators are being developed to focus on children, race hate, women and girls. Therefore, the Board conclude that the Policing Plan 2025-2030 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.

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 annual 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 2025-2030 is not unlawfully discriminatory and any potential residual adverse impacts on individuals are likely to be negligible. The Policing Plan 2025-2030 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 2025-2030 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 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.

N/A

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.

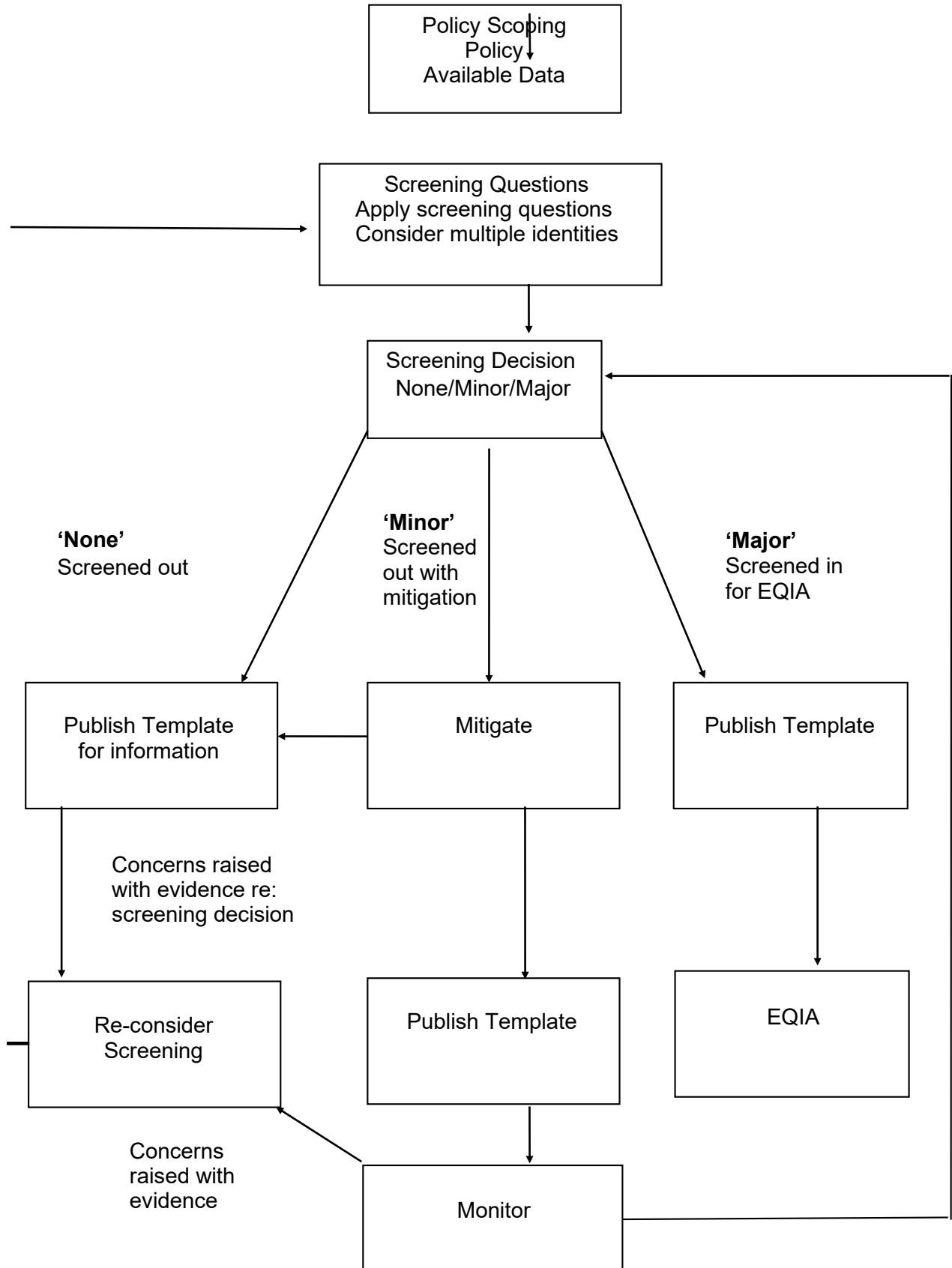
Part 5

Approval and authorisation

Screened by:	Position/Job Title/ Organisation	Date
David McKee	Performance Monitoring Manager	August 2024
Approved by:		
Adrian McNamee	Director of Performance NIPB	21 August 2024

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.