

NORTHERN IRELAND POLICING BOARD

CORPORATE PLAN 2025-2030

**CONSULTATION
EQUALITY SCREENING**

EQUALITY SCREENING FORM CONTENTS

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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 2025 - 2030

Is this an existing, revised or a new policy?

New Policy

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

The Northern Ireland Policing Board (NIPB) is developing its next Corporate Plan, which will cover the period 2025-2030 and will outline the strategic direction for the organisation for the next 5 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?

Strategic Planning & Governance Branch

Who owns and who implements the policy?

NIPB's Senior Management Team

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 Board current Corporate Plan 2023-2025 – NIPB SMT

NI Policing Plan 2020-2025– NIPB and PSNI

Draft NIPB Policing Plan 2025-203 – NIPB & PSNI

NIPB Engagement Strategy – NIPB Partnership Directorate

NIPB Communications Strategy – NIPB Partnership Directorate

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 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>

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

	<p>very dissatisfied compared to unionists (6.3%). Three-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>
<p>Racial group</p>	<p>NI Census</p> <p>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</p>

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

2021 Census

According to the 2021 Census, 45.59% of people aged 16 years and over were married, and over a third (38.07%) were single.

Just over 3,900 people (0.26%) were in registered same sex married or civil partnerships.

A further 14.34% of residents were either separated, divorced, widowed or a surviving partner or formerly in a same-sex civil partnership.

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).

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.

Sexual Orientation

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

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.

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.

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

	<p>more than three and half times higher than the lowest 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</p>

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 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

	<p>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%).</p>
<p>Dependants</p>	<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 Human resources composition of PSNI will be monitored through the work of the Board's 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 Plan 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>NIPB anticipates that the objectives in the Corporate Plan 2025-2030 will have an overall positive effect across Northern Ireland and therefore there are no different needs, experience or priorities required in relation to the development of the Corporate Plan.</p>

<p>Racial group</p>	<p>The Human resources composition of PSNI will be monitored through the work of the Board's 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 Plan 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>
<p>Age</p>	<p>The outcomes agreed and priorities developed for the Corporate Plan 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>

Marital status	There is not thought to be any particular impact in relation to marital status in the development of the NIPB Corporate Plan.
Sexual orientation	The outcomes agreed and priorities developed for the Corporate Plan 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 Plan 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	The outcomes agreed and priorities developed for the Corporate Plan may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.
Dependants	The outcomes agreed and priorities developed for the Corporate Plan may include positive actions taken to prioritise groups, which could potentially lead to a negligible adverse impact on other groups. This will be monitored.

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 2025-2030, the DoJ Corporate Plan and monitoring of the Human Resources of the PSNI and of Board staff.	Minor
Political opinion	In developing the Corporate Plan 2025-2030, NIPB anticipates that its objectives will have an overall positive effect across Northern Ireland and will not target or discriminate against particular communities, political opinions or beliefs.	Minor
Racial group	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan 2025 - 2030 and the DoJ Corporate Plan.	Minor
Age	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan 2025 - 2030 and the DoJ Corporate Plan.	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 2025 - 2030 and the DoJ Corporate Plan.	Minor
Men and Women generally	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan 2025 - 2030 and the DoJ Corporate Plan.	Minor
Disability	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan 2025 - 2030 and the DoJ Corporate Plan.	Minor
Dependants	NIPB considers that there will be positive impact to this category through aligning with the Policing Plan 2025 - 2030 and the DoJ Corporate Plan.	Minor

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

Section 75 category	If Yes, provide details	If No, provide reasons
Religious belief	<p>Through:</p> <ul style="list-style-type: none"> • consultation on the content of the Corporate Plan with staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • The Board's Communication Strategy. The Board's Engagement Strategy. • The Board's Partnership Committee; • by monitoring PSNI's delivery against their People Strategy and associated action plans. 	
Political opinion	<p>Through:</p> <ul style="list-style-type: none"> • consultation on the content of the Corporate Plan with staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • The Board's Communication Strategy. The Board's Engagement Strategy. 	

	<ul style="list-style-type: none"> • The Board's Partnership Committee; • by monitoring PSNI's delivery against their People Strategy and associated action plans. 	
Racial group	<p>Through:</p> <ul style="list-style-type: none"> • consultation on the content of the Corporate Plan with staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • The Board's Communication Strategy. The Board's Engagement Strategy. • The Board's Partnership Committee; • by monitoring PSNI's delivery against their People Strategy and associated action plans. 	

Age	<p>Through:</p> <ul style="list-style-type: none"> • consultation on the content of the Corporate Plan with staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • The Board's Communication Strategy. The Board's Engagement Strategy. • The Board's Partnership Committee; • by monitoring PSNI's delivery against their People Strategy and associated action plans. 	
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Marital status	<p>Through:</p> <ul style="list-style-type: none"> • consultation on the content of the Corporate Plan with staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • The Board's Communication Strategy. The Board's Engagement Strategy. • The Board's Partnership Committee; • by monitoring PSNI's delivery against their People Strategy and associated action plans. 	
Sexual Orientation	<p>Through:</p> <ul style="list-style-type: none"> • consultation on the content of the Corporate Plan with staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • The Board's Communication Strategy. The Board's Engagement Strategy. • The Board's Partnership Committee; • by monitoring PSNI's delivery against their People Strategy and associated action plans. 	

<p>Men and Women generally</p>	<p>Through:</p> <ul style="list-style-type: none"> • consultation on the content of the Corporate Plan with staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • The Board's Communication Strategy. The Board's Engagement Strategy. • The Board's Partnership Committee; • by monitoring PSNI's delivery against their People Strategy and associated action plans. 	
<p>Disability</p>	<p>Through:</p> <ul style="list-style-type: none"> • consultation on the content of the Corporate Plan with staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • The Board's Communication Strategy. The Board's Engagement Strategy. • The Board's Partnership Committee; • by monitoring PSNI's delivery against their People Strategy and associated action plans. 	

<p>Dependants</p>	<p>Through:</p> <ul style="list-style-type: none"> • consultation on the content of the Corporate Plan with staff, organisations/bodies and the public. • The Board's Equality Scheme and Equality and Disability Action Plans. • The Board's Communication Strategy. The Board's Engagement Strategy. • The Board's Partnership Committee; • by monitoring PSNI's delivery against their People Strategy and associated action plans. 	
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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	Opportunities to consult are now available to a wide range of stakeholders, including those of different religious belief, political opinion and racial group.	None
Political opinion	As Above.	None
Racial group	As Above.	None

<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 (eg 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 of differing religious beliefs at bespoke engagement events (eg 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 of differing religious beliefs at bespoke engagement events (eg 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 Board's continued engagement with various S75 groups representing persons with multiple identity means the Board will be aware of the likely impact.

The Board will shortly be consulting on its Equality and Disability Action Plans and subsequent Annual Business Plans will be aligned with the draft Corporate Plan and draft 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 Corporate Plan will be influenced by the PSNI Policing Plan 2025-2030, the Northern Ireland Policing Board Engagement Strategy and the Department of Justice Corporate Plan. Consultation has taken place on all these overarching plans 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 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 Corporate Plan will be influenced by the PSNI Policing Plan 2025-2030, the Northern Ireland Policing Board Engagement Strategy and the Department of Justice Corporate Plan. Consultation has taken place on all these overarching plans with the public to ensure the plans do not discriminate against any of the categories.

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.

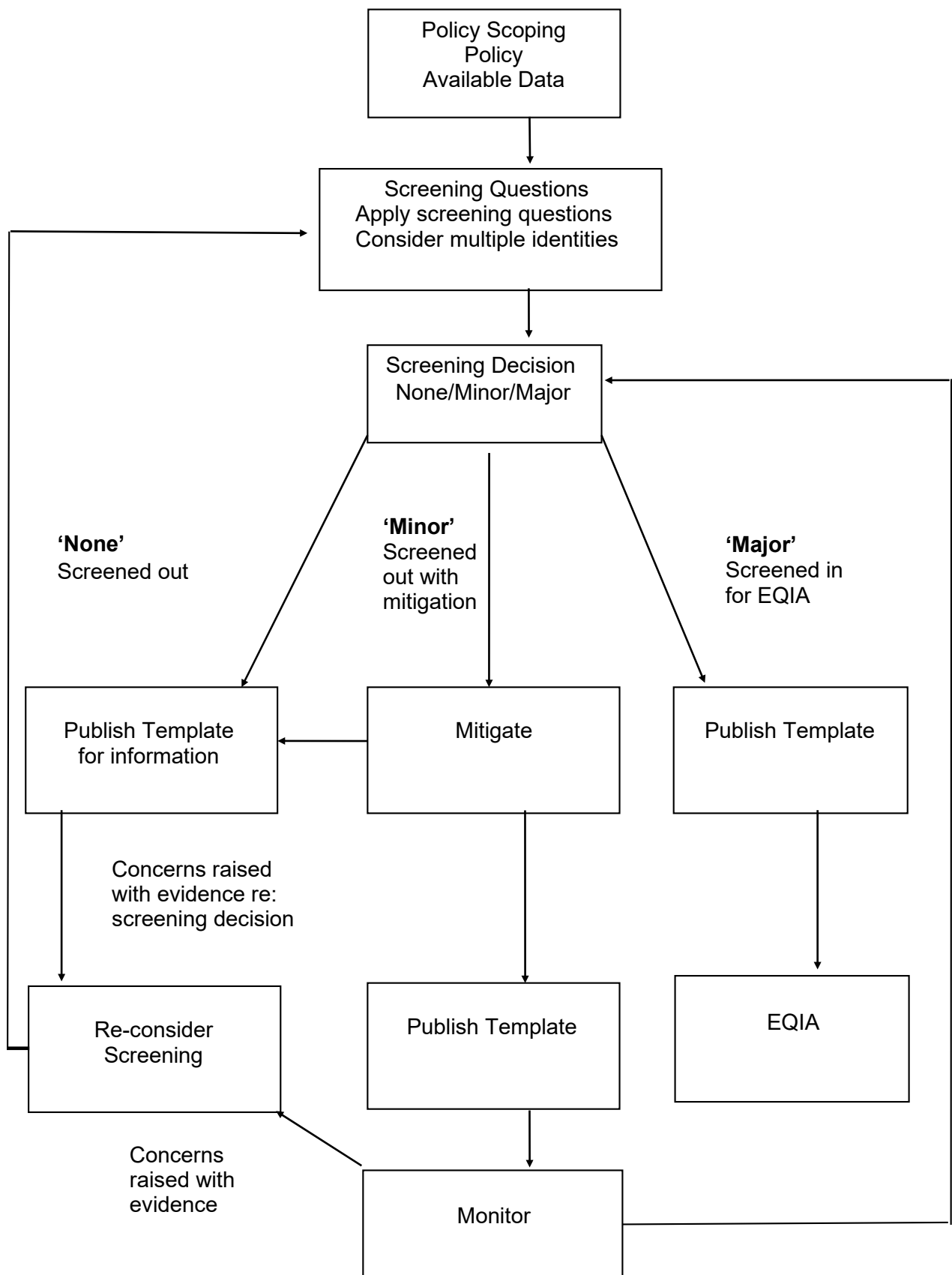
Part 5

Approval and authorisation

Screened by:	Position/Job Title/ Organisation	Date
Strategic Planning & Governance Branch	NI Policing Board	October 2024
Approved by:		
NIPB Senior Management Team	NI Policing Board	October 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.

Northern Ireland Policing Board

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DOCUMENT TITLE

**Northern Ireland Policing Board
Corporate Plan 2025-2030 Consultation Equality
Screening**

ONLINE FORMAT

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