

SECTION 75 - POLICY SCREENING FORM**TITLE OF POLICY****Monitoring Framework for Professional Standards****SCREENED BY**

1. Policy Officer
2. Human Rights Assistant
3. Compliance Officer

Date of Screening ____3.5.2013____

RECOMMENDATIONRecommended Action – Impact Assessment required: YES ☐ NO ☒**POLICY SIGN-OFF****Approved by Director**

Director of Policy

Reviewed by Equality Officer

Equality Officer

12.6.2013

Part 1. Policy scoping

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.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

Name of the policy

Monitoring Framework for Professional Standards

Is this an existing, revised or a new policy? **New**

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

Section 3(3)(c) of the Police (Northern Ireland) Act 2000 requires the Board to keep itself informed about police complaints and disciplinary proceedings and to identify any trends and patterns in complaints against police officers. The Performance Committee carries this work out on behalf of the Board. The policy seeks to provide the Committee with a framework for monitoring professional standards within the Police Service of Northern Ireland (PSNI) and is intended to be utilised as a means of ensuring that there is clear accountability for improving professional standards; lessons are learned by PSNI and that a consistent approach to professional standards is adopted across the service. An additional outcome of the implementation of this policy is that it will assist the Board in its overarching aim to ensure the efficiency and effectiveness of the police.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

Yes (indirect benefit). The stated aim of the policy (above) is to provide a monitoring framework for the Committee to assure itself that lessons are being learned from complaints and disciplinary proceedings and that a consistent approach is adopted across the service by the PSNI. Professional standards have an impact on the overall quality of service provided by the PSNI and as a result the level of public confidence in the police. Effective implementation of the policy will ensure that the PSNI are held to account on professional standards issues and that an improved service is provided to the public. Therefore, all section 75 categories could potentially benefit from the policy.

Furthermore, the policy includes consideration of equality monitoring data for public complaints. Whilst the equality monitoring is carried out by the Office of the Police Ombudsman for Northern Ireland (OPONI) as the data holder, the Committee will examine analysis of the data in order to identify any trends and patterns. To date no trends or patterns have been identified which disproportionately impact on any section 75 category.

Who initiated or wrote the policy?

The Human Rights and Professional Standards Committee procured a Professional Standards Advisor in December 2010 to produce a framework to assist the Committee in fulfilling its statutory duty in respect of complaints against the police. The Professional Standards Advisor's monitoring framework (the policy) was adopted by the Committee in March 2011.

Who owns and who implements the policy?

The Board's Performance Committee owns and implements the policy.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they (Please list under the appropriate heading)

☒ Financial: - _____

- ☒ Legislative: - Section 3(3)(c) of the Police (Northern Ireland) Act 2000 places a statutory duty on the Board to keep itself informed about the complaints process and trends and patterns in complaints against police officers. Section 3(2) of the Act places a duty on the Board to secure the efficiency and effectiveness of the police service.
- ☒ Other, please specify: - Implementation of the policy is reliant on statistical information being provided by OPONI and the Police Service of Northern Ireland (PSNI).

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? Please list below as appropriate.

- ✓ Staff: -
Only to the extent that staff will be required to implement the policy.
- ✓ Service users: - Board Members.
- ✓ Other public sector organisations: -
PSNI and OPONI, both of whom have agreed the policy.
- X Voluntary/community/trade unions: - _____
- X Other, please specify: - _____

Associated policies with a bearing on this policy

- What are they? None
- Who owns them? N/A.

Available evidence

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

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

If no evidence / information has been gathered for a particular Section 75 category please include a suitable explanation.

Section 75 category	Details of evidence/information
Religious belief	The policy has no direct effect and no adverse impact upon any section 75 category. It is a purely technical document which provides a framework for the Performance Committee to monitor complaints and disciplinary proceedings and to identify any trends and patterns.

Political opinion	As above.
Racial group	As above.
Age	As above.
Marital status	As above.
Sexual orientation	As above.
Men and women generally	As above.
Disability	As above.
Dependants	As above.

Needs, experiences and priorities

Taking into account the information referred to on page 4, 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/experiences/priorities
Religious belief	There are no particular needs, experiences and priorities as the policy has no direct effect and no adverse impact on any section 75 category.
Political opinion	As above.
Racial group	As above.

Age	As above.
Marital status	As above.
Sexual orientation	As above.
Men and women generally	As above.
Disability	As above.
Dependants	As above.

Part 2. Screening questions

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 8 – 10 of this Screening Document.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's 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.

If the public authority's 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

- 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

- 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

- 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.

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

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	The policy is a technical document setting out a process for the Performance Committee exercising a statutory duty. It has no direct effect and no adverse impact on any section 75 categories.	None
Political opinion	As above	None
Racial group	As above	None
Age	As above	None
Marital status	As above	None
Sexual orientation	As above	None
Men and women generally	As above	None
Disability	As above	None
Dependants	As above	None

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories. For example by altering the policy or working with others in Government or in the larger community?		
Section 75 category	If Yes , provide details	If No , provide reasons
Religious belief		No - policy is a technical document setting out a process for the Performance Committee exercising a statutory duty. It has no direct effect and no adverse impact on any section 75 categories.
Political opinion		No – as above
Racial group		No – as above
Age		No – as above
Marital status		No – as above
Sexual orientation		No – as above
Men and women generally		No – as above
Disability		No – as above

Dependants		No – as above
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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	The policy is a technical document setting out a process for the Performance Committee exercising a statutory duty. It has no direct effect and no adverse impact on any section 75 categories.	None
Political opinion	As above	None
Racial group	As above	None

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes , provide details	If No , provide reasons
Religious belief		No - policy is a technical document setting out a process for the Performance Committee exercising a statutory duty.

Political opinion		No – as above
Racial group		No – as above

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

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

None - The policy is a technical document setting out a process for the Performance Committee exercising a statutory duty. It has no direct effect and no adverse impact on any section 75 categories.

Part 3. Screening decision

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

Decision is not to conduct an equality impact assessment. The policy is a technical document setting out a process for the Performance Committee exercising a statutory duty. It has no direct effect and no adverse impact on any section 75 categories.

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced. Please specify below which option has been identified. More detailed information outlining the proposed changes is to be provided on page 13.

No proposed changes. The policy is a technical document setting out a process for the Performance Committee exercising a statutory duty. It has no direct effect and no adverse impact on any section 75 categories.

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

N/A

All public authorities' equality schemes must state the authority's arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments.

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

Mitigation / Introduction of an Alternative Policy

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.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

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

N/A

Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

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.

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

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.

Is the policy affected by timetables established by other relevant public authorities?

If yes, please provide details

N/A

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

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.

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.