



Department of
Justice

An Roinn Dlí agus Cirt

Mánnystrie o tha Laa

DOJ Section 75

EQUALITY SCREENING FORM

**Title of Policy: The Police Pensions (Amendment) Regulations
(NI) 2026**

The Legal Background – Under section 75 of the Northern Ireland Act 1998, the Department is required **to have due regard to the need to promote equality of opportunity:**

- between person of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and,
- between persons with dependants and persons without¹.

Without prejudice to the obligations set out above, the Department is also required to:

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

Introduction

Part 1. Policy scoping – asks public authorities to provide details about the policy, procedure, practice and/or decision being screened and what available evidence you have gathered to help make an assessment of the likely impact on equality of opportunity and good relations.

Part 2. Screening questions – asks about the extent of the likely impact of the policy on groups of people within each of the Section 75 categories. Details of the groups consulted and the level of assessment of the likely impact. This includes consideration of multiple identity and good relations issues.

Part 3. Screening decision – guides the public authority to reach a screening decision as to whether or not there is a need to carry out an equality impact assessment (EQIA), or to introduce measures to mitigate the

likely impact, or the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

Part 4. Monitoring – provides guidance to public authorities on monitoring for adverse impact and broader monitoring.

Part 5. Approval and authorisation – verifies the public authority's approval of a screening decision by a senior manager responsible for the policy.

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:

The Police Pensions (Amendment) Regulations (Northern Ireland) 2026.

Is this an existing, revised or a new policy?

Revised Policy.

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

The proposed draft Regulations amend the Police Pensions Regulations Scheme (NI) 2015 (2015 Regulations) and are intended to ensure that the scheme remains fair, up to date, and operates effectively.

The amendments are technical in nature: the first aligns the revaluation date used in pension calculations, to reduce the risk of Police Officers incurring Annual allowance charges arising from periods of high inflation. The second ensures that existing contribution rates continue to apply without interruption, reducing the risk of unintended gaps in member contributions.

Together, these amendments aim to protect the integrity of the scheme, safeguard the interests of its members by providing certainty and continuity, and support the stable and effective administration of the Police Pension Scheme.

CPI amendment

The 2015 Scheme's in-service revaluation and Pension Input Amount (PIA) calculations both rely on the Consumer Price Index (CPI). However, they currently use two different years CPI figures creating a misalignment. Since the introduction of the 2015 Scheme, pensions accrued up to 31 March each year have been revalued on 1 April using the CPI figure from the September two years earlier. In contrast, for Annual Allowance (AA) purposes, the pension value as at 6 April is updated using the CPI rate from the preceding September.

The proposed Regulations will move the revaluation date from 1 April to 6 April, effective from 6 April 2027, aligning both processes. This ensures a consistent CPI measure is applied, so PIA reflects only real growth above inflation.

Member Contribution Date

The 2015 Regulations require members to pay contributions as a condition of membership. Regulation 169 sets out the provisions governing member contribution rates. The 2015 Regulations (as amended in 2024) currently set member contribution rates up to 31 March 2027.

The Police Pension scheme valuation is a statutory requirement under the Public Service Pensions Act (Northern Ireland) 2014; carried out every four years by the Government Actuary Department (GAD) in accordance with Department of Finance scheme directions. One of the key outcomes of this exercise relates to the setting of member contribution rates. The existing member contribution rates under the 2015 Scheme are due to expire on 31 March 2027.

GAD has advised the Department of Justice (DoJ) that it is unlikely to have finalised the new member contribution rates in time for the 2015 Scheme regulations to be amended before April 2027. This introduces a risk of an unintended gap in contribution rates, creating uncertainty and potentially affecting the Schemes financial stability.

The Department proposes to amend Regulation 169 to remove the end date in the table of members' contribution rates. This will ensure that the existing rates and earnings thresholds in place up to 31 March 2027 continue from 1 April 2027 until the valuation outcomes are determined and implemented, maintaining stability in the cost of benefit accrual during this interim period. The Department has been advised by GAD that **initial** results, which may provide an indication of the revised contribution rates, are expected in November 2026. However, as the Northern Ireland Assembly is scheduled to have elections on

or before the 6 May 2027, there will be a pre-election period that will impact on the Department's ability to make the legislative amendments. Therefore, the Department is of the view that it would be prudent to take a precautionary approach to ensure that there is a contingency arrangement in place should the Regulations not be amended before the election is called.

GAD fully supports the Department's approach as it ensures continuity and flexibility: existing bandings can continue if appropriate, while avoiding any risk of a gap in powers to collect contributions should updated regulations not be in place by that date. Taking this action will also ensure continuity and predictability in funding arrangements, thereby supporting effective long-term financial planning and the ongoing sustainability of the pension scheme established under the 2015 Regulations.

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

No particular group is expected to benefit more than any other.

Who initiated or wrote the policy?

The DoJ wrote the policy for the Police Pension Scheme and has drafted the Police Pensions (Amendment) Regulations (Northern Ireland) 2026.

Who owns and who implements the policy?

The DoJ owns the policy for Police Pension Schemes and is the 'responsible authority' for the scheme as defined in Schedule 2 of the [Public Service Pensions Act \(Northern Ireland\) 2014](#).

The Northern Ireland Policing Board (NIPB) and the Police Service of Northern Ireland (PSNI) implement the policy in their roles as Scheme Manager and Scheme Administrator.

The DoJ is required to seek consent from the Department of Finance to make these regulations under section 3(5) of the Public Service Pension Act (Northern Ireland) 2014.

Implementation factors

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

No

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon? (please delete as appropriate)

other, please specify:

Members of the 2015 Police Pension Scheme
NIPB – Scheme Manager
PSNI - Scheme Administrator

Other policies with a bearing on this policy

- what are they?

The Police Pensions Regulations (NI) 2015.
Public Service Pension Act (NI) 2014.

- who owns them?

The Department of Justice.
HM Treasury/The Department of Finance.

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. The Commission has produced this guide to [Equality screening | Equality Commission NI](#).

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

Religious belief evidence / information:

The PSNI publishes workforce composition statistics [Workforce Composition Statistics | PSNI](#)

The Information is correct as of 01/04/2026

% Perceived Protestant	67.28
% Perceived Roman Catholic	31.19
% Not Determined	1.53

Based on the current workforce profile of the Police Service of Northern Ireland (PSNI), the proposals may have a greater impact on white, protestant, males that are more highly represented within the service. This reflects workforce composition rather than any differential treatment arising from the proposals as the impact of these regulatory changes will apply equally across all religious beliefs.

Political Opinion evidence / information:

There is no statistical analysis available for this category.

Racial Group evidence / information:

% Ethnic Minority	0.81
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Based on the current workforce profile of the Police Service of Northern Ireland (PSNI), the proposals may have a greater impact on white, protestant, males that are more highly represented within the service. This reflects workforce composition rather than any differential treatment arising from the proposals as the impact of these regulatory changes will apply equally regardless of race.

Age evidence / information:

There is no statistical analysis available for this category.

Marital Status evidence / information: There is no statistical analysis available for this category.

Sexual Orientation evidence / information: There is no statistical analysis available for this category.

Men & Women generally evidence / information:

% Female	32.66
% Male	67.34

Based on the current workforce profile of the Police Service of Northern Ireland (PSNI), the proposals may have a greater impact on white, protestant, males that are more highly represented within the service. This reflects workforce composition rather than any differential treatment arising from the proposals as the impact of these regulatory changes will apply equally regardless of gender.

Disability evidence / information:

There is no statistical analysis available for this category.

Dependants' evidence / information:

There is no statistical analysis available for this category.

Needs, experiences and priorities

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 of the needs, experiences and priorities for each of the Section 75 categories below:

Religious belief: These amendments will not result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.

Political Opinion: These amendments will not result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.

Racial Group: These amendments will not result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.

Age: These amendments will not result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.

Marital status: These amendments will not result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.

Sexual orientation: These amendments will not result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.

Men and Women Generally: These amendments will not result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.

Disability: These amendments will not result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.

Dependants: These amendments will not result in any different needs, experiences or priorities for Police Pension Scheme members in relation to this section 75 category.

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 detailed below.

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?

Please provide details of the likely policy impacts and determine the level of impact for each S75 categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**: (insert text here)

What is the level of impact? Minor / Major / None

(Underline as appropriate)

Based on the current workforce profile of the Police Service of Northern Ireland (PSNI), the proposals may have a greater impact on white, protestant, males that are more highly represented within the service. This reflects workforce composition rather than any differential treatment arising from the proposals as the impact of these regulatory changes will apply equally across all religious beliefs.

Details of the likely policy impacts on **Political Opinion**: (insert text here)

What is the level of impact? Minor / Major / None

(Underline as appropriate)

Details of the likely policy impacts on **Racial Group**: (insert text here)

What is the level of impact? Minor / Major / None

(Underline as appropriate)

Based on the current workforce profile of the Police Service of Northern Ireland (PSNI), the proposals may have a greater impact on white, protestant, males that are more highly represented within the service. This reflects workforce composition rather than any differential treatment arising from the proposals as the impact of these regulatory changes will apply equally across all racial groups.

Details of the likely policy impacts on **Age**: (insert text here)

What is the level of impact? Minor / Major / None

(Underline as appropriate)

Details of the likely policy impacts on **Marital Status**: (insert text here)

What is the level of impact? Minor / Major / None

(Underline as appropriate)

Details of the likely policy impacts on **Sexual Orientation**:

What is the level of impact? Minor / Major / **None**

(Underline as appropriate)

Details of the likely policy impacts on **Men and Women**: (insert text here)

What is the level of impact? **Minor** / Major / None

(Underline as appropriate)

Based on the current workforce profile of the Police Service of Northern Ireland (PSNI), the proposals may have a greater impact on white, protestant, males that are more highly represented within the service. This reflects workforce composition rather than any differential treatment arising from the proposals as the impact of these regulatory changes will apply equally across all genders.

Details of the likely policy impacts on **Disability**: (insert text here)

What is the level of impact? Minor / Major / **None**

(Underline as appropriate)

Details of the likely policy impacts on **Dependants**:

What is the level of impact? Minor / Major / **None** (Underline as appropriate)

2. Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? Yes/No

Detail opportunities of how this policy could promote equality of opportunity for people within each of the Section 75 Categories below:

Religious Belief - If Yes, provide details:

If **No**, provide reasons: The proposed draft Regulations will apply equally to all relevant scheme members regardless of their religious belief.

Political Opinion - If Yes, provide details:

If **No**, provide reasons: The proposed draft Regulations will apply equally to all relevant scheme members regardless of their political opinion.

Racial Group - If Yes, provide details:

If **No**, provide reasons: The proposed draft Regulations will apply equally to all relevant scheme members regardless of their racial group.

Age - If Yes, provide details:

If **No**, provide reasons: The proposed draft Regulations will apply equally to all relevant scheme members regardless of their age.

Marital Status - If Yes, provide details:

If **No**, provide reasons: The proposed draft Regulations will apply equally to all relevant scheme members regardless of marital status.

Sexual Orientation - If Yes, provide details:

If **No**, provide reasons: The proposed draft Regulations will apply equally to all relevant scheme members regardless of sexual orientation.

Men and Women generally - If Yes, provide details:

If **No**, provide reasons: The proposed draft Regulations will apply equally to all relevant scheme members regardless of gender.

Disability - If Yes, provide details:

If **No**, provide reasons: The proposed draft Regulations will apply equally to all relevant scheme members regardless of Disability.

Dependants - If Yes, provide details:

If **No**, provide reasons: The proposed draft Regulations will apply equally to all relevant scheme members regardless of dependants.

3. **To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?**

Please provide details of the likely policy impact and determine the level of impact for each of the categories below i.e. either minor, major or none.

Details of the likely policy impacts on **Religious belief**: (insert text here)

What is the level of impact? Minor / Major / **None**

(Underline as appropriate)

Details of the likely policy impacts on **Political Opinion**: (insert text here)
What is the level of impact? Minor / Major / **None**
(Underline as appropriate)

Details of the likely policy impacts on **Racial Group**: (insert text here)
What is the level of impact? Minor / Major / **None**
(Underline as appropriate)

4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Detail opportunities of how this policy could better promote good relations for people within each of the Section 75 Categories below:

Religious Belief - If Yes, provide details:

If **No**, provide reasons: The draft Regulations do not provide any opportunity to better promote good relations regarding religious belief within the proposed changes.

Political Opinion - If Yes, provide details:

If **No**, provide reasons: The draft Regulations do not provide any opportunity to better promote good relations regarding religious belief within the proposed changes.

Racial Group - If Yes, provide details:

If **No**, provide reasons: The draft Regulations do not provide any opportunity to better promote good relations regarding religious belief within the proposed changes.

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.

Based on the current workforce profile of the Police Service of Northern Ireland (PSNI), the proposals may have a greater impact on groups that are more highly represented within the service. This reflects workforce composition rather than any differential treatment arising from the proposals.

Part 3. Screening decision

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

The amendments are technical and administrative in nature and apply consistently across members of the 2015 Scheme. The revisions to the Regulations will apply to all members of the 2015 Scheme, regardless of Section 75 Category.

Based on the current workforce profile of the Police Service of Northern Ireland (PSNI), the proposals may have a greater impact on groups that are more highly represented within the service (white, protestant males). This reflects workforce composition rather than any differential treatment arising from the proposals.

Similar changes are being made to police pension schemes in Scotland, England and Wales and there is a preference to maintain parity when possible.

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 provide details.

Screened out

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

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?

No

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. N/A

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 [Author pick 1, 2 or 3 if a full EQIA is to take place]

Effect on equality of opportunity and good relations

Social need

Effect on people's daily lives

Relevance to a public authority's functions

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.

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.

Further advice on monitoring can be found at: [ECNI Monitoring Guidance for Public Authorities](#)

Part 5 - Approval and authorisation

Screened by: Victoria McClenaghan
Position/Job Title: Police Pension Policy Lead
Date: 17 June 2026

Approved by: Tim Logan
Position/Job Title: Director of Policing Policy and Strategy Division
Date: 30 June 2026