



Department of
Justice

An Roinn Dlí agus Cirt

Mánnystrie o tha Laa

DOJ Section 75

EQUALITY SCREENING FORM

**Name of Policy: Police Service of Northern Ireland Injury on Duty Scheme –
Consultation on proposed changes to the Police Service of Northern
Ireland and Police Service of Northern Ireland Reserve (Injury Benefit)
(Amendment) Regulations 2006.**

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 persons 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 has been 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.

The [flowchart](#) details the equality screening process.

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 note 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:

Police Service of Northern Ireland Injury on Duty Scheme –

Consultation on proposed changes to the Police Service of Northern Ireland and Police Service of Northern Ireland Reserve (Injury Benefit) (Amendment) Regulations 2006. (2006 Regulations)

Is this an existing, revised or a new policy?

Proposed revision of policy.

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

The Department of Justice has a statutory responsibility to bring forward regulation(s) to amend the Police Service of Northern Ireland and Police Service of Northern Ireland Reserve (Injury Benefits) Regulations 2006.

The Northern Ireland Audit Office (NIAO) published a report (March 2020) on both the PSNI Injury on Duty Scheme (“the Scheme”) and the Northern Ireland Civil Service

Scheme, which applies to prison officers. The report recommended the Scheme should be reviewed to ensure that the financial support currently given to police officers, and their families, for injury or death in the line of duty, meets modern day requirements and remains sustainable in the future. This consultation asks nine questions on possible changes to the above policy. Following an analysis of this consultation a further consultation will be undertaken on the proposed changes to these regulations.

It should also be noted that the Regulations governing the Scheme have not been reviewed for several years, to ensure it is suitable for modern day policing and continues to provide financial support to officers and their families, should they be injured or killed in the line of duty.

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

Yes,

If so, explain how.

All ex PSNI police officers who have been injured in the line of duty are eligible to apply for an Injury on Duty award. The award is intended to replace loss of earnings, due to an injury which has been sustained by the ex-police officer.

Who initiated or wrote the policy?

The Department of Justice is responsible for the legislation and any regulatory amendments.

Who owns and who implements the policy?

The Department of Justice owns the policy for Injury on Duty Schemes. Northern Ireland Policing Board/ Police Service of Northern Ireland implement 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 delete as appropriate)?

financial

Failure to undertake this work may expose the Board and the PSNI to potential fiscal / budgetary issues which could adversely impact on the delivery of the Injury on Duty scheme.

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:

Police Service of Northern Ireland

Northern Ireland Policing Board

Police Federation for Northern Ireland

Superintendents Association of Northern Ireland

Chief Police Officers Staff Association

Northern Ireland Retired Police Officers Association

RUC GC

Other policies with a bearing on this policy

- what are they?

No – as the consultation are proposals to the Injury on Duty scheme a further consultation will be required for changing the scheme.

- who owns them?

No – as the consultation are proposals to the Injury on Duty scheme a further consultation will be required for changing the scheme.

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 Equality Commission has produced this guide to [signpost to S75 data](#).

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

This consultation seeks to obtain views on the potential proposals for changes to the 2006 Regulations.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Religious Belief evidence / information:

There is no statistical analysis available for this category.

Political Opinion evidence / information:

There is no statistical analysis available for this category.

Racial Group evidence / information:

There is no statistical analysis available for this category.

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:

There is no statistical analysis available for this category.

Disability evidence / information:

There is no statistical analysis available for this category.

Dependant/s' evidence / information:

There is no statistical analysis available for this category.

Needs, experiences, and priorities

Considering the information referred to above, what are the different needs, experiences, and priorities of each of the following categories, in relation to the policy/decision?

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

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Religious Belief:

These amendments will not result in any different needs, experiences, or priorities for Injury on Duty Award applicants in relation to this section 75 category.

Political Opinion:

These amendments will not result in any different needs, experiences, or priorities for Injury on Duty Award applicants in relation to this section 75 category.

Racial Group:

These amendments will not result in any different needs, experiences, or priorities for Injury on Duty Award applicants in relation to this section 75 category.

Age:

These amendments will not result in any different needs, experiences, or priorities for Injury on Duty Award applicants in relation to this section 75 category.

Marital Status:

These amendments will not result in any different needs, experiences, or priorities for Injury on Duty Award applicants in relation to this section 75 category.

Sexual Orientation:

These amendments will not result in any different needs, experiences, or priorities for Injury on Duty Award applicants in relation to this section 75 category.

Men and Women Generally:

These amendments will not result in any different needs, experiences, or priorities for Injury on Duty Award applicants in relation to this section 75 category.

Disability:

These amendments will not result in any different needs, experiences, or priorities for Injury on Duty Award applicants in relation to this section 75 category.

Dependants:

These amendments will not result in any different needs, experiences, or priorities for Injury on Duty Award applicants in relation to this section 75 category.

Part 2. Screening questions

Introduction

In deciding as to whether there is a need to carry out an equality impact assessment, the public authority should consider its answers to 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, the 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:

- introduce measures to mitigate the adverse impact; or
- to introduce 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 a 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 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 of the 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

No adverse impact on equality of opportunity.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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

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

No adverse impact on equality of opportunity.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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

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

No adverse impact on equality of opportunity.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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

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

No adverse impact on equality of opportunity.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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

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

No adverse impact on equality of opportunity.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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

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

No adverse impact on equality of opportunity.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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

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

No adverse impact on equality of opportunity.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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

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

No adverse impact on equality of opportunity.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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

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

No adverse impact on equality of opportunity.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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:

None, as the proposed changes will apply equally to all applicants regardless of their religious belief.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Political Opinion - If Yes, provide details:

If No, provide reasons

None, as the proposed changes will apply equally to all applicants regardless of their religious belief.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Racial Group - If Yes, provide details:

If No, provide reasons

None, as the proposed changes will apply equally to all applicants regardless of their religious belief.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Age - If Yes, provide details:

If No, provide reasons:

None, as the proposed changes will apply equally to all applicants regardless of their religious belief.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Marital Status - If Yes, provide details:

If No, provide reasons:

None, as the proposed changes will apply equally to all applicants regardless of their religious belief.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Sexual Orientation - If Yes, provide details:

If No, provide reasons:

None, as the proposed changes will apply equally to all applicants regardless of their religious belief.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Men and Women generally - If Yes, provide details:

If No, provide reasons:

None, as the proposed changes will apply equally to all applicants regardless of their religious belief.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Disability - If Yes, provide details:

If No, provide reasons:

None, as the proposed changes will apply equally to all applicants regardless of their religious belief.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Dependants - If Yes, provide details:

If No, provide reasons:

None, as the proposed changes will apply equally to all applicants regardless of their religious belief.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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**:

The policy will not impact on good relations between people of different religious beliefs

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

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Details of the likely policy impacts on **Political Opinion**:

The policy will not impact on good relations between people of different political beliefs

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

(Underline as appropriate)

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Details of the likely policy impacts on **Racial Group**:

The policy will not impact on good relations between people of different racial groups

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

(Underline as appropriate)

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

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:

No. A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Political Opinion - If Yes, provide details:

If No, provide reasons

No. A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Racial Group - If Yes, provide details:

If No, provide reasons

No. A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Additional considerations

Multiple identity

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.

No, it is not considered that the proposed changes would not have any differential impact to those with multiple identities.

A further consultation will be informed by the analysis / results of this consultation, and this will help inform the final proposals.

Part 3. Screening decision

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

Screened out.

It is not considered the proposed changes would have any differential impact therefore no EQIA is required.

Please note following analysis of this consultation a further consultation will be undertaken on the changes to the 2006 Regulations. An Equality Impact Assessment will be carried out on this consultation.

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.

This consultation is to gather views on the suggested proposals to the 2006 Regulations. Once proposals are finalised a further consultation will be undertaken. The results of this second consultation will inform the legislative amendments to the Regulations, to ensure a fiscally sustainable IOD Scheme remains in place.

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 Equality 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 Equality 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?

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 an 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 [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.

N/A

Part 4. Monitoring

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

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).

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: Allan Crone
Position/Job Title: Deputy Principal
Date: 20/03/2024

Approved by: Jeff McGuinness
Position/Job Title: Grade 5
Date: 25/03/2024

Prior to final approval the Screening Form should be forwarded to DOJESSS@justice-ni.gov.uk for comment/quality assurance. Contact the branch should you require advice or have any queries prior to this stage.

Any NIPS forms should be forwarded to Peter.Grant@justice-ni.gov.uk

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 DoJ website as soon as possible following completion and made available on request.

Separately from undertaking screening of the policy, consideration must also be given in respect of undertaking a Rural Needs Impact Assessment (RNIA). This is to ensure that public authorities comply with their duty under Section 1(1) of the Rural Needs Act (NI) 2016.