

Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI TITLE: [Technical Development Incentive]

Invest NI is committed to achieving a successful economy in Northern Ireland which will provide equal opportunities for all. It is fully mindful of its responsibilities across the spectrum of Equality, New TSN and Human Rights.

Section 75 of the NI Act 1998 requires Invest NI, in carrying out all its functions, powers and duties, relating to Northern Ireland, 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
 - to promote positive attitudes towards disabled people,
 - to encourage participation by disabled people in public life; and
- between persons with dependents and persons without.

What does this programme aim to achieve for the customer? (who does it mainly affect)?	The aim of the Technical Development Incentive (TDI) programme is to stimulate the smaller NI SMEs into first time participation in R&D and product or process development. This should lead to new products/process and a cultural shift within the SME sector in its approach to innovation. An improvement in competitiveness and new market opportunities should also ensue. Those mainly affected will be NI's SMEs, particularly those with employees below 50.
What does this programme aim to achieve for Invest NI? (provide the main objectives).	<ul style="list-style-type: none">• Introduce SMEs to first time engagement with Technical Service Providers (TSPs) to address a problem or facilitate product/process development• Provide our Technical Advisors/Officers (TAs/TOs) with an additional tool (financial support) in their delivery of technical solutions and product/process improvements for customers.• Provide the necessary platform for companies to engage in low-level R&D&I through a simplified process and prepare them for introduction to its larger programmes.

	<ul style="list-style-type: none"> • Complement the Innovation Voucher scheme is only available to registered companies (TDI applies to all companies) and overall help to increase our Corporate Plan's target of increasing the levels of R&D&I activity in NI, particularly among SMEs. • Provide Client Executives with additional flexibility in supporting company developments, particularly new start-ups.
	<ul style="list-style-type: none"> • Provide a referral mechanism for the Technology Executives when projects and their clients are too small for their programmes
<p>Where did the programme originate? (ie is this solely an Invest NI programme or are we working in partnership with any other department/ organisation?)</p>	<p>This is solely an Invest NI programme developed within the Technical Advisory Unit (TAU) as an extension of its portfolio of services currently available to customers.</p> <p>MTP operated an Innovation Credit scheme which has since ceased and this was one of the considerations in development of the TDI programme.</p>
<p>How is this programme delivered or implemented? (ie by delivery agents, client executives, senior management, other agencies?)</p>	<p>The TDI programme will be delivered by Invest NI's TAU through its Technical Advisors and Technical Officers.</p>
<p>What are the constraints on this programme? (budgetary, legislative, EU directives etc).</p>	<p>Main constraints will be company size. Ideally companies below 50 full-time employees will be supported although there is a degree of flexibility within individual projects.</p> <p>The programme will only support the engagement of a single TSP, with areas such as travel, equipment, and overheads not supported</p> <p>State Aid guidelines in respect of De-Minimis aid will apply</p>
<p>How does Invest NI monitor the delivery of this programme?</p>	<p>Programme will be monitored using internal TAU procedures (ISO 9001 compliant) and Client Contact Management System (CCMS).</p>

<p>What other feedback, research, consultation or additional information is available to assess and screen the impact of this IV programme? (ie consultative reports, evaluations, surveys, complaints, monitoring etc).</p>	<p>Feedback will be obtained from TDI support recipients, and Client Executives</p> <p>Information on areas supported, company size, amount of investment in PPD/ improvements levered will be used to screen impact. CCMS will also be used</p>
<p>Are any groups specifically targeted through this policy/programme? If so please detail which groups (e.g. young men, older people or people from ethnic minority backgrounds etc).</p>	<p>Small Enterprises will be targeted. The scheme will be promoted across NI especially where business groups are present. Invest NI's Client and Technology Executives will be targeted by the TAU as a platform for promotion of the programme to their Client Companies.</p> <p>All the NI Universities and Colleges have been targeted, although the Innovation Voucher scheme may be of more interest from June onwards.</p>

Equality Evidence Matrix

1. Is there any evidence of higher or lower participation or uptake by different groups?

	Yes (please specify)	No	Not known
Religious belief			▲
Political opinion			▲
Racial group			▲
Age			▲
Marital status			▲
Sexual orientation			▲
Gender			▲
Disability			▲
Dependency			▲

Please Comment: There is no evidence that participation in the IV programme will reflect on any of the named S75 groups. There may be some geographical distortion in respect of the targeted small enterprises, which could have a possible religious bias in terms of scheme uptake.

2. Is there evidence or indications that different groups have different needs, experiences, issues and priorities in relation to this policy issue?

	Yes (please specify)	No	Not known
Religious belief		▲	
Political opinion		▲	
Racial group		▲	
Age		▲	
Marital status		▲	
Sexual orientation		▲	
Gender		▲	
Disability		▲	
Dependency		▲	

Please Comment: There is no evidence that different needs, priorities, issues and experiences exist among the named groups in relation to the policy issue

3. Have consultations/research with relevant groups, organisations or individuals indicated that policies of this type create problems that are specific to them? (The user engagement guide and protocol provide useful support.)

	Yes (please specify)	No
Religious belief		▲
Political opinion		▲
Racial group		▲
Age		▲
Marital status		▲
Sexual orientation		▲
Gender		▲
Disability		▲
Dependency		▲

Please Comment:

No relevant groups, organisations, individuals identified

a) List the organizations/groups/individuals both internal and external, that you contacted during the development of the policy

Invest NI Legal, Finance, SMP and Client Executives, Technology Executives and former MTP staff. The policy was also discussed within the TAU and an input from TAs/TOs received.

b) Specify how comments were incorporated into the final draft policy

Comments translated into size of company, levels of support and target support areas.

c) If ideas from groups weren't included please indicate why not

4. In relation to implementing this policy, is there an opportunity to better promote equality of opportunity or good relations by altering the policy or by working with others in Government or in the larger community?

Yes

No

If Yes, please comment:

a) promote positive attitudes towards disabled people;

b) encourage participation by disabled people in public life?

Please Specify: None identified

6. Monitoring Information: What data will be required to ensure effective monitoring of the policy following implementation?

We will obtain monitoring data on postcode, Size of company and value and impact of the work to individual companies. We will also look at how this programme will fit into the wider equality monitoring strategy which Invest NI is setting up.

7. Have you any other comments on the policy and/or screening exercise?

None

Summary of Screening

Section 75 Category	Is there any evidence of potential under-representation of any Section 75 groups in this IV programme?	Is there any evidence that people from any S75 groups have any issues / difficulties /problems with this policy/programme?	In your assessment is any further additional action required to address any under representation or problems associated with this policy/programme?	If yes, is an Equality Impact Assessment required to further assess the impact of the policy/programme on this group? Give reasons for your answer
Religion	NO	NO	NO	
Political Opinion	NO	NO	NO	
Age	NO	NO	NO	
Gender	NO	NO	NO	
Disability	NO	NO	NO	
Sexual Orientation	NO	NO	NO	
Dependants	NO	NO	NO	
Marital Status	NO	NO	NO	
Racial Group	NO	NO	NO	

Human Rights Impact Assessment

Articles as identified by European Convention of Human Rights.

- Article 2 - Right to life
- Article 3 - Prohibition of torture, inhuman or degrading treatment
- Article 4 - Prohibition of slavery and forced labour
- Article 5 - Right to liberty and security
- Article 6 - Right to fair and public trial
- Article 7 - Right to no punishment with law
- Article 8 - Right to respect for private and family life, home and correspondence
- Article 9 - Right to freedom of thought, conscience and religion
- Article 10 - Right to freedom of expression
- Article 11 - Rights to freedom of assembly and association
- Article 12 – Right to marry and to found a family
- Article 14 – The prohibition of discrimination
- Protocol 1 Article 1 – Protection of Property
- Protocol 1 Article 2 - Right to education

Definitions of degree of risk of infringement of each article:

High risk – It is foreseeable that this policy is very likely to breach this Article.

Medium risk – This policy is likely, in certain circumstances, to breach this Article.

Low risk – It is possible, though very unlikely, that this policy will breach this Article.

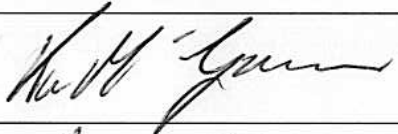
1. Indicate any potential Human Rights implications associated with this policy, the perceived degree of risk (see above) and who the victim may be.

	Has this policy the potential to infringe the rights (Please Tick)		If yes indicate here the degree of risk – High, Medium or Low (See definitions above)	If yes indicate here who the potential victim(s) would be
	Yes	No		
Article 2		▲		
Article 3		▲		
Article 5		▲		
Article 6		▲		
Article 8		▲		
Article 9		▲		
Article 10		▲		
Article 11		▲		
Article 12		▲		
Article 14*		▲		
Article 1 of Protocol 1		▲		
Article 2 of Protocol 1		▲		

Finally are there any other ways in which Invest NI might be able to improve this policy/programme area in terms of improving the equality of opportunity? (ie conducting any further consultations, gathering monitoring data, liaising with other departments or organisations etc.)

None

Summary of Decision

Name(s) of Screening Personnel:	Kieran McGuinness
Role:	Programme Manager
Decision to Conduct Equality Impact Assessment: YES / NO:	No
Date:	1 st May 2008
Signed: (Screening Personnel):	
Approved: (Director):	