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| **LlINITIAL EQUALITY SCREENING FORM** | | | | | | |
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| DIVISION**:** | SKILLS & COMPETITIVENESS | | | **TEAM:** | COLLABORATIVE GROWTH | |
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| **Name of Policy/Decision/Practice to be Equality Screened** | | | | | | |
| COLLABORATIVE GROWTH & CLUSTERS PROGRAMME (Temporary programme name) | | | | | | |
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| **Is it New or Revised?** | | REVISED | | | | |
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| **Who Does the Policy Effect, e.g Service Users/Staff:** | | | Service Users, public/private sector organisations, academic institutions, businesses, wider stakeholders with an interest in the specific sectors that are the focus of any particular network/cluster. | | | |
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| **Question 1** – Define the aim of the Programme or . What is it trying to achieve? (Intended aims/outcomes) | | | | | | |
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| This is a revised programme designed to replace the existing Collaborative Growth Programme (CGP) which was subjected to an Independent Economic Evaluation and Appraisal (2023), both of which found no negative equality impact/s arising.  The Programme provides facilitation support to encourage companies to engage in collaboration activities to develop their skills, enhance their knowledge base, stimulate open innovation and ultimately exploit emerging opportunities both within and across sectors.  It aims to increase competitiveness and economic resilience across NI through collaboration.  The programme is well aligned with the DfE Minister’s vision for the economy which aims to achieve Net Zero, improve Productivity, create Good Jobs and achieve Regional Balance across Northern Ireland. | | | | | | |
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| **Question 2** – Does the Programme or have the potential to have an impact on the promotion of equality impact for any of the Section 75 groupings? (See Question 4 for list of equality groups.) | | | | | | **No** |
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| If no go to Question 6 – Good Relations. | | | | If yes please continue. | | |
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| **Consideration of Available Date/Research** | | | | | | |
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| **Question 3** – What  is there available – statistics or perception – to help you decide who the Programme or might affect the most? i.e. What evidence, qualitative or quantitative, have you gathered to inform your decision making process? | | | | | | |
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| **Assessment of Impact** | | | | |
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| **Question 4** – Explain if what you plan to do is likely to be perceived as having a high, medium or low impact upon the 9 Equality groupings according to their needs. Also if what you are planning to do is likely to be perceived as having a positive or negative effect upon the 3 different groups in relation to the promotion of good relations. | | | | |
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| **9 Equality Groups** | **Perceived Impact**  **High – (H)**  **Medium - (M)**  **Low – (L)** | **Why this rating?** | **Promotion of Good Relations**  **(Yes/No)** | **Why this rating?** |
| Religious Belief | L |  | No | The Programme is self-selecting and is aimed at enhancing NI’s economic competitiveness and prosperity; as such there is no specific focus on the promotion of good relations. |
| Racial/Ethnic Group | L |  | No | The Programme is self-selecting and is aimed at enhancing NI’s economic competitiveness and prosperity; as such there is no specific focus on the promotion of good relations. |
| Political Opinion | L |  | No | The Programme is self-selecting and is aimed at enhancing NI’s economic competitiveness and prosperity; as such there is no specific focus on the promotion of good relations. |
| Age | L |  | No | The Programme is self-selecting and is aimed at enhancing NI’s economic competitiveness and prosperity; as such there is no specific focus on the promotion of good relations. |
| Gender | L |  | No | The Programme is self-selecting and is aimed at enhancing NI’s economic competitiveness and prosperity; as such there is no specific focus on the promotion of good relations. |
| Marital Status | L |  | No | The Programme is self-selecting and is aimed at enhancing NI’s economic competitiveness and prosperity; as such there is no specific focus on the promotion of good relations. |
| Sexual Orientation | L |  | No | The Programme is self-selecting and is aimed at enhancing NI’s economic competitiveness and prosperity; as such there is no specific focus on the promotion of good relations. |
| Disability | L | We recognise the additional needs of people and will offer reasonable adjustments in order to ensure that our services are completely accessible. This includes literature in alternative formats and the use of text phone for those with hearing difficulties. | No | The Programme is self-selecting and is aimed at enhancing NI’s economic competitiveness and prosperity; as such there is no specific focus on the promotion of good relations. |
| Dependants | L |  | No | The Programme is self-selecting and is aimed at enhancing NI’s economic competitiveness and prosperity; as such there is no specific focus on the promotion of good relations. |
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| **Opportunities to better promote Equality of Opportunity** | | | | |
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| **Question 5** – Are there steps which could be taken to reduce any adverse impact upon the Section 75 groups as identified in Question 4? | | | | |
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| We do not consider that the Programme will impact negatively on any Section 75 groups.  An interim evaluation of the Programme is due to take place in 2027, with a final evaluation in 2033 – both will include analysis of the monitoring statistics and will allow us to identify any under representation of the Section 75 groups and act accordingly. | | | | |
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| **Good Relations** | | | | |
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| **Question 6** – Is there an opportunity in what you are trying to do to better promote Good Relations between the groups relating to Religious Belief or Racial/Ethnic Group or Political Opinion? | | | | |
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| It is unlikely there will be an opportunity to directly impact on Good Relations. | | | | |

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| **Consultation** | | | | | | | |
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| **Question 7** – Tell us about who have talked to about your proposals internally or externally to help you decide if the needs further or no further equality investigation. | | | | | | | |
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| Invest NI Equality Manager. | | | | | | | |
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| **Question 8** – In light of the above should the be | | | | | | | |
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|  | | Screened Out – No Equality Issues – Please provide rationale for this decision. | | | | | |
| The Collaborative Growth & Clusters Programme (previously known as the Collaborative Growth Programme) is a funding mechanism open to groups of Northern Ireland companies who want to collaborate with each other, and other stakeholders, in order to improve their economic competitiveness.  Applications to the Programme are assessed in line with Invest NI’s established intervention principles, which are a purely economic test and do not preclude any Section 75 category from making an application. All reasonable adjustments with respect to assistance in completing the application will be accommodated.  The Programme has been subject to an independent Economic Evaluation and Appraisal and no adverse impact on any Section 75 category was found.  Invest NI will continue to monitor the Programme as it develops and will take the necessary steps to mitigate against any future adverse impacts, should they arise. | | | | | | | |
|  | | Screened Out with some adjustments. – What adjustments have you made? | | | | | |
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|  | | Screened In for a deeper level of analysis of what is being considered or intended to be undertaken. (EQIA) – Please provide rationale for this decision. | | | | | |
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| Signed: | | | Nicola McCloskey | | | Date: | 16 May 2024 |
|  | | | Policy /Programme Owner | |  | |  |
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| Approved | | | Pamela Marron | | | Date: | 18th June 2024 |
|  | | | Equality Manager | |  | |  |
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| Modifications made. | | | | | | Date: |  |
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| Date: |  | | |
| Approved by Equality Manager | | | | |  | |  |