

Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI TITLE: Credit Crunch Diagnostic

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, Anti-Poverty and Social Inclusion Strategy 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 policy/programme aim to achieve for the customer? (who does it mainly affect)?	This is open to all Invest NI clients and provides them up to 5 days free consultancy on Finance, Sales and Marketing or Internal efficiencies. The clients then receive a diagnostic report detailing and prioritising action that should be taken. The programme was created in order to respond to current economic conditions and is necessary should the Client wish to avail of the Accelerated Support Fund.
What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).	To provide clients with tailored feedback on aspects of their business. To enable Invest NI to find the right tool to assist the business. To be used as part of an Accelerated Support Fund (ASF) application in order to set the context of the economic climate.

<p>Where did the policy/programme originate? (ie is this solely an Invest NI programme or are we working in partnership with any other department/ organisation ?)</p>	<p>This was a new initiative designed in response to the economic conditions and is solely an Invest NI intervention.</p>
<p>How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)</p>	<p>Through agreement between Client Executives and Business Improvement Services (BIS), the diagnostic is undertaken by consultants engaged by BIS.</p>
<p>What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).</p>	<p>None, however the impact of the current climate must be clear.</p>
<p>How does Invest NI monitor the delivery of this policy/programme?</p>	<p>The diagnostic reports are cleared by Client Executive's and a sample checked by BIS before payment is made.</p>
<p>What other feedback, research, consultation or additional information is available to assess and screen the impact of this policy/programme? (ie consultative reports, evaluations, surveys, complaints ,monitoring etc).</p>	<p>The clients view is sought in relation to each report. Those Clients moving to ASF are contacted individually for their views on the process and report.</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>None, all companies are eligible.</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		X	
Political opinion		X	
Racial group		X	
Age		X	
Marital status		X	
Sexual orientation		X	
Gender		X	
Disability		X	
Dependency		X	

Please Comment:

There is no evidence of higher or lower participation by any groups to date.

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		X	
Political opinion		X	
Racial group		X	
Age		X	
Marital status		X	
Sexual orientation		X	
Gender		X	
Disability		X	
Dependency		X	

Please Comment:

There is no evidence or indication that different groups have different needs, experiences, issues or priorities in relation to this policy.

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		X
Political opinion		X
Racial group		X
Age		X
Marital status		X
Sexual orientation		X
Gender		X
Disability		X
Dependency		X

Please Comment:

There is no indication that policies of this type create problems that are specific to them.

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

Senior Management and Client Executives within Invest NI.
Strategic Management and Planning Division.

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

Funding mechanism and de minimis voucher used to engage provider, both of which were already subject to an EQIA.

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

Please see above.

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:

5. Have you identified opportunities to:

a) promote positive attitudes towards disabled people;

b) encourage participation by disabled people in public life?

Please Specify:

The programme is accessible to all clients either through events or directly via their Client Executive. The service is delivered at the company premises.

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

Monitoring will take place as part of our overall Equality Monitoring Strategy.

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

There may be increased uptake of the programme from the Construction industry purely as a result of the current economic climate and its impact on this particular sector, however this does not have an impact on any other sector applying for support.

Summary of Screening

Section 75 Category	Is there any evidence of potential under-representation of any Section 75 groups in this policy/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		X		
Article 3		X		
Article 5		X		
Article 6		X		
Article 8		X		
Article 9		X		
Article 10		X		
Article 11		X		
Article 12		X		
Article 14*		X		
Article 1 of Protocol 1		X		
Article 2 of Protocol 1		X		

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.)

We will analyse the monitoring data during 2009/10.

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Summary of Decision

Name(s) of Screening Personnel:	Pamela Marron
Role:	Equality Manager
Decision to Conduct Equality Impact Assessment: YES / NO:	No
Date:	15/09/2009
Signed: (Screening Personnel):	
Approved: (Director):	