

Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI TITLE: Equality Monitoring Strategy

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.

<p>What does this policy/programme aim to achieve for the customer? (who does it mainly affect)?</p>	<p>The equality monitoring strategy aims to gather statistical data in relation to the equality groupings for those who avail of Invest NI assistance whether that is financial or non-financial. The strategy will impact on our relationship with individuals and companies with whom we engage and will require Invest NI to request additional information from them.</p>
<p>What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).</p>	<p>The data that is gathered will be used to monitor the different forms of assistance which Invest NI provides to determine whether there are any adverse impacts, and if any are identified to then address them.</p>
<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>Schedule 9 of the Northern Ireland Act 1998 requires public authorities to prepare an equality scheme showing how they propose fulfilling the duties imposed by Section 75, including monitoring any adverse impact of policies adopted by the authority on the promotion of equality of opportunity. Invest NI have therefore put together a</p>

	monitoring strategy to comply with this.
How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)	<p>There are two aspects to the delivery of the strategy. For each programme which is delivered to individuals the Third Party Organisation which delivers it on our behalf will give the attendee a monitoring form to complete. A person within that organisation will then transfer the monitoring statistics to a spreadsheet and send these to Invest NI's Equality Unit.</p> <p>With regard to monitoring of companies, each company who has received an intervention from Invest NI over the past financial year will be sent a monitoring form asking for the breakdown of their workforce – this will then be sent back to Invest NI Equality Unit to collate.</p>
What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).	Monitoring of the Section 75 groups is a mandatory requirement on Invest NI by the Equality Commission. However, there is no legislative requirement on companies or individuals to provide this information and this therefore may be a constraint on the information we will be able to gather. At present we will only be monitoring 5 out of the 9 Section 75 categories for individuals and 4 out of the 9 for companies.
How does Invest NI monitor the delivery of this policy/programme?	The number and quality of returns will be monitored on a yearly basis to determine if the process is becoming embedded with companies and individuals.
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).	We have met with a representative from the Equality Commission regarding the proposed strategy to ensure there would be no adverse impact associated with the monitoring. We have had a very positive response rate and there have been no complaints or comments from companies regarding additional burden on business.
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).	The monitoring categories covered will be age, gender, community background, ethnic origin and disability for individuals and gender, community background, ethnic origin and disability for companies. As this is a new process the aim is to try and gather data on the categories which are deemed as most readily available with the option of adding in further categories as the process becomes embedded.

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:

As stated above the strategy will in the first instance look at community background, racial group, age, gender and disability with the option to include other categories as the process embeds. However all those availing of Invest NI assistance will receive a monitoring form for completion

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 indication that different groups will have different needs, experiences, issues and 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:

We have consulted with the Equality Commission and used their published guidance while developing the monitoring strategy and there has been no indication that this policy could create problems specific to it.

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

We contacted the Equality Commission and client facing Invest NI staff. We also engaged a consultant with expert knowledge in the Equality field.

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

Advice from internal staff and Equality Commission guidance have helped to establish the process for collection and collation of the monitoring data.

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:

Through implementation of this strategy we would aim to identify any areas for which we more clearly need to promote and encourage the involvement of those with a disability.

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

Monitoring form returns will be reviewed each year to determine if the amount of nil returns is growing or reducing.

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

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		Low	All personal data will be anonymised for reporting purposes and will not be subject to FOI. Also all data will be collected and stored in line with Data Protection principles.
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.)

Summary of Decision

Name(s) of Screening Personnel:	Lynsay McConnell / <i>PAMELA MARRON</i>
Role:	Equality Officer
Decision to Conduct Equality Impact Assessment: YES / NO:	No
Date:	01/05/2009
Signed: (Screening Personnel):	<i>PAMELA MARRON</i>
Approved: (Director):	DAMIAN MCAULEY

