

Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI Invest NI Policy Relating to Disability and Third Party Organisations (TPOs)

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 policy aims to provide information to those with a disability who are taking part in Invest NI programmes run by TPOs. It lays out Invest NI's commitment to equality and details the support and reasonable adjustments which will be made available to those with a disability.
What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).	It aims to provide clear guidance on the assistance which is available to those with a disability taking part in Invest NI programmes.
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 ?)	This is solely an Invest NI policy.

<p>How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)</p>	<p>The policy will be delivered by TPOs who are carrying out programmes on Invest NI's behalf. They will give each person who takes part in a programme a copy of the policy and should any reasonable adjustments need to be undertaken they will consult with the Invest NI programme manager on the most suitable route to take.</p>
<p>What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).</p>	<p>There are no constraints on this policy.</p>
<p>How does Invest NI monitor the delivery of this policy/programme?</p>	<p>Feedback will be gathered from TPOs and Invest NI programme managers.</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>A pre-consultation exercise was conducted with a variety of disability umbrella groups to determine if any changes to the policy would be required or if it could be improved in any way. Feedback which was gained has been incorporated into the policy.</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>This policy concentrates solely on those with disabilities to ensure that they are aware of the support available when entering into programmes run on Invest NI's behalf through a TPO.</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:

This policy will be made available to all those who take part in Invest NI programmes run by TPOs however it is specifically targeted at providing assistance for those who may have a disability, therefore uptake of this policy will be specifically from this grouping.

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:

This policy will only be relevant to those with a disability.

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 conducted a pre-consultation with a number of umbrella groups who would deal with disabilities and there has been no indication that this policy will create problems for this group.

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

British Deaf Association, Employers For Disability, MENCAP, NI Association for Mental Health, RNIB (NI), RNID (NI) and Disability Action.

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

Some general points were raised around the communication and access strategy Invest NI have. While we ensure that all of our programmes undergo screening/EQIA to ensure accessibility we will also address this further in the forthcoming "Communication and Access EQIA". The policy has also changed the terminology "loop phone" to "loop system" and "missed attendance" to "programme attendance".

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 policy itself aims to provide clear guidelines on how Invest NI will apply reasonable adjustments for those with disabilities who wish to take part in its programmes run by TPOs.

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

Feedback from Invest NI programme managers and TPO organisations will be sought.

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		
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: Lynsey M'Connell

Role: Equality officer

Decision to Conduct Equality Impact Assessment: YES/NO:
None Required

No

Date:

6 May '09

Signed: (Screening Personnel):

Rhona Stewart

Approved: (Director):

Dominic DeFul
28th May 2009