

Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI TITLE: NI Business Info Website

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)?	Nibusinessinfo is a web portal providing practical business advice. The target audience is all businesses in Northern Ireland. The information on the website is localised to be relevant to businesses in Northern Ireland. The aim of the site is to make it easier for businesses to find the information they need (employing people, finding premises, health & safety, etc.) in one place.
What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).	The website provides a "one stop shop" of practical business advice to all businesses in Northern Ireland available 24/7. This allows our businesses to be better informed giving them access to more information resources directly and reduces the number of basic enquiries to Invest NI.
Where did the policy/programme originate? (ie is this solely an Invest NI programme or are we working	Invest NI - Accelerating Entrepreneurship Strategy 2003.

in partnership with any other department/ organisation ?)	
How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)	Combination of Invest NI staff to create and verify content on the website with the hosting and content management system provided by a Businesslink.gov.
What are the constraints on this policy/programme?	Annual budget is £220K.
How does Invest NI monitor the delivery of this policy/programme?	Client feedback and customer surveys.
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).	<ul style="list-style-type: none"> • Prior to site launch in June 2006, five user testing sessions were conducted to assess the impact of the website and its tools. • An online survey was conducted from April-October 2008 to assess users' satisfaction with nibusinessinfo.co.uk. 184 surveys were completed. The majority of these (152) responses were obtained from registered users following the release of the email invitation. • A follow-up impact assessment survey is currently being conducted among approximately 300 NI businesses and results are scheduled for delivery in late November 2009. • nibusinessinfo.co.uk is a localised and syndicated version of the businesslink.gov.uk website. businesslink.gov.uk has conducted an accessibility study of their site of which nibusinessinfo.co.uk is based. • In addition to actively seeking feedback the nibusinessinfo.co.uk has an online form where visitors can submit their comments on the site and the services it provides on an ongoing basis. This facility is also promoted via the monthly newsletter.
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>Nibusinessinfo.co.uk is aimed at all businesses and individuals considering starting or developing their businesses.</p> <p>There is also specific advice and guidance for specific groups including: women; those aged 50 plus; disabled persons; minority ethnic; low income; young people; those working with vulnerable children and adults.</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 or uptake by different groupings.

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 the possibility that those with a disability will have differing needs in relation to this service however we have ensured that the website is W3C AA compliant to enable us to cater to this need.

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

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

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:

5. Have you identified opportunities to:

a) promote positive attitudes towards disabled people;

b) encourage participation by disabled people in public life?

Please Specify:

We have developed a selection of information guides to fulfil this specific aim.

These include:

- Recruiting and employing disabled people
- Improve access to and use of your facilities for disabled employees
- Helping disabled employees in your business
- Change practices to give disabled people equal access
- What to consider before making an adjustment for disabled employees
- Funding and support for employers recruiting disabled people
- When an employee becomes disabled
- Discrimination against disabled people
- Provide auxiliary aids or services so disabled people can access your goods or services.

There are a number of guides on the site relevant to support potential start-ups, employees' rights and employers' responsibilities. These include:

- Starting a business as a disabled person
- Recruiting and employing disabled people
- Vehicles for disabled people
- Improve access to and use of your facilities for disabled employees
- Helping disabled employees in your business
- Change practices to give disabled people equal access
- What to consider before making an adjustment for disabled employees
- Funding and support for employers recruiting disabled people
- Supply or installation of goods for the personal or domestic use of a disabled person
- Finance for disabled entrepreneurs
- When an employee becomes disabled

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

Visitor statistics and customer surveys.

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 (Website is W3 AA compliant)	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.

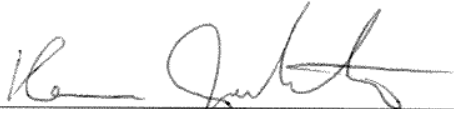
1. Indicate any potential Human Rights implications associated with this policy, the perceived degree of risk (see above) and who the victim may be.

	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.)

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Summary of Decision

Name(s) of Screening Personnel:	Kevin Johnston
Role:	Head of eBusiness and Nibusinessinfo
Decision to Conduct Equality Impact Assessment: YES / NO:	No
Date:	02/10/2009
Signed: (Screening Personnel):	
Approved: (Director):	