

# Section 75 Policy Screening Form

## Part 1. Policy Scoping

The first stage of the screening process involves scoping the policy or policy area. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

You should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

### Information about the policy

**Name of the policy:**

Regional Start

**Is this an existing, revised or a new policy?**

New Policy

**What is it trying to achieve? (intended aims/outcomes)**

- Regional Start is a two-year initiative designed to support locally focussed entrepreneurs into self employment. Regional Start is set in the context of Invest NI's work with local Councils and the widest possible business base.
- Enterprise Northern Ireland has been awarded the contract for Regional Start which commenced in October 2012.
- Regional Start is focussed on encouraging potential entrepreneurs to produce a business plan as one of the key early steps to starting a business and moving into self employment. Invest NI's intention is that this business plan will provide a template for the new entrepreneur to plan and access sources of funds for the business.

**Are there any Section 75 categories which might be expected to benefit from the intended policy?**

**If so, explain how.**

- The project intends to assist individuals from all backgrounds to become entrepreneurs, however, we recognise that some S75 categories may require additional support. We therefore aim to deliver an accessible service that delivers on Invest NI's equality and

diversity agenda, including females; young people within the NEET category and individuals living in NRA's.

**Who initiated or wrote the policy?**

Invest NI

**Who owns and who implements the policy?**

Invest NI

**Implementation factors**

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? Y

If yes, are they

Financial: N

Legislative: N

Other, please specify: N

**Main stakeholders affected**

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

Service users: Yes

Other public sector organisations: No

Voluntary/community/trade unions: No

Other, please specify : N/A

**Other policies with a bearing on this policy**

- What are they?

All policies and procedures attaching to the management and regulation of Invest NI support.

- Who owns them?

Invest NI and DETI.

### **Available evidence**

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

<b>Section 75 category</b>	<b>Details of evidence/information</b>
ALL	Invest NI's engagement with this Project is not envisaged to have an adverse impact on any S75 group. On the contrary we anticipate increased equality of opportunity.

### **Needs, experiences and priorities**

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>

**All**

N/A. The effective management of financial support for this Project does not raise concerns for any S75 groups.

## **Part 2: Screening Questions**

### **Introduction**

1. If the public authority's conclusion is **none** in respect of all of the Section 75 categories, then you may decide to screen the policy **out**. If a policy is 'screened out', you should give details of the reasons for the decision taken.
2. If the public authority's conclusion is **major** in respect of one or more of the Section 75 categories, then consideration should be given to subjecting the policy to an EQIA.
3. If the public authority's conclusion is **minor** in respect of one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures to mitigate the adverse impact; or an alternative policy.

### **In favour of a 'major' impact**

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and hence it would be appropriate to conduct an EQIA;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns among affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

### **In favour of 'minor' impact**

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;
- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

### **In favour of none**

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the earlier evidence, consider and comment on the likely impact on equality of opportunity / good relations for those affected by this policy, by applying the following screening questions and the impact on the group i.e. minor, major or none.

## Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds? <b>Minor/Major/None</b>		
Section 75 category	Details of policy impact	Level of impact? Minor/Major/None
Religious belief		None
Political opinion		None
Racial group		None
Age	Specific action targeted at young people not in employment, education and training.	Minor
Marital status		None
Sexual orientation		None
Men and women generally	Specific networking opportunities are available for women in business.	Minor
Disability		None
Dependants		None

2 Are there opportunities to better promote equality of opportunity for people within any of the Section 75 categories?		
Section 75 category	If <b>Yes</b> , provide details	If <b>No</b> , provide reasons
Age	It is hoped that the provision of a £1,500 business start grant for disadvantaged young people who are Not in Employment, Education or Training (NEET) who complete a business plan through Regional Start and then go on to start a business, will promote equality of opportunity. The grant will be administered by Invest NI.	

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? <b>Minor/Major/None</b>		
Good relations category	Details of policy impact	Level of impact Minor/Major/None
Religious belief	A £1,000 business start grant will be available for people who are resident within one of NI's 36 Neighbourhood Renewal Areas (NRA) who completes a business plan through Regional Start and then go on to start a business. Through this programme which is aiming to promote employment and overcome barriers, it is hoped that good relations will improve. Admittedly there may not be a direct corollary but it is likely to be a side benefit.	Likely to be minor, however we will await the results of our monitoring exercise.
Political opinion	A £1,000 business start grant will be available for people who are resident within one of NI's 36 Neighbourhood Renewal Areas (NRA) who completes a business plan through Regional	Likely to be minor, however we will await the results of our monitoring

	<p>Start and then go on to start a business. Through this programme which is aiming to promote employment and overcome barriers, it is hoped that good relations will improve. Admittedly there may not be a direct corollary but it is likely to be a side benefit.</p>	exercise.
Racial group	<p>A £1,000 business start grant will be available for people who are resident within one of NI's 36 Neighbourhood Renewal Areas (NRA) who completes a business plan through Regional Start and then go on to start a business. Through this programme which is aiming to promote employment and overcome barriers, it is hoped that good relations will improve. Admittedly there may not be a direct corollary but it is likely to be a side benefit.</p>	Likely to be minor, however we will await the results of our monitoring exercise.

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes, provide details	If No, provide reasons
	See above	

### **Additional considerations**

#### **Multiple identity**

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?



(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

No

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

### **Part 3: Screening Decision**

In light of your answers to the previous questions, do you feel that the policy should (please underline one):

1. Not be subject to an EQIA (with no mitigating measures required)
2. Not be subject to an EQIA (with mitigating measures /alternative policies)
3. Not be subject to an EQIA at this time
4. Be subject to an EQIA

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

Not felt necessary at this time as the project will continue to be managed according to procedures that have already been subject to scrutiny under S75.

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

As this is a positive action measure there is no need at this stage to amend the policy, however we do commit to continuing to monitor and review the programme, particularly with regard to any unforeseen impact on any S75 groups.

In light of these revisions, is there a need to re-screen the revised/alternative policy? Yes / No. If No, please explain why

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

**Timetabling and prioritising EQIA**

If 3. or 4., is the policy affected by timetables established by other relevant public authorities? YES / NO

If YES, please provide details:

Please answer the following questions to determine priority for timetabling the EQIA. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for EQIA.

<b>Priority criterion</b>	<b>Rating (1-3)</b>
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist

you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: \_\_\_\_\_

## **Part 4: Monitoring**

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development. You should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007). The Commission recommends that where the policy has been amended or an alternative policy introduced, then you should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Please detail proposed monitoring arrangements below:

## **Part 5: Approval and Authorisation**

<b>Screened by:</b>	<b>Position/Job Title</b>	<b>Date</b>
<i>Paula Markon</i>	<i>Equality Manager</i>	<i>26/03/13</i>
<i>Paula Markon</i>		
<b>Approved by:</b>		
<i>David Bradshaw</i>	<i>RS PROGRAMME MANAGER</i>	<i>26 MAR 13</i>
<i>DAVID BRADSHAW</i>		

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on your website as soon as possible following completion and made available on request.