

## Invest NI Section 75 Screening

### Summary of Policy Proforma Invest NI TITLE: Social Entrepreneurship Programme

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 Social Entrepreneurship Programme (SEP) is a capability development intervention replacing the part Peace II funded SEP which ran from June 2006 - June 2008.</p> <p>It is primarily aimed at the start up space for new social enterprises and also supports existing social enterprises wishing to “step up” to the next level of growth and transitional voluntary and community organisations investigating the potential of commercial business model application to their activities. It is firmly founded in business viability and sustainability. The programme will provide business workshop support, business planning and advisory and mentoring support.</p> <p>The SEP will include the potential of Invest NI grant support dependent upon the need for the assistance. A specific loan fund product for the social economy sector at the start up stage has also been agreed with UCIT and groups will be sign posted to this as appropriate.</p> <p>The programme will be available across Northern Ireland and</p>
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	will focus on groups located in disadvantaged areas or service disadvantaged groups.
What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).	<p>The SEP is an attempt to address market failure issues in terms of supporting social economy businesses, particularly at start up phase.</p> <p>The SEP aims to provide support for new and existing social enterprises, increasing the number and quality of social enterprise starts in Northern Ireland and providing a pipeline of support to core Invest NI interventions.</p> <p>At an overarching level it aims to assist 100 businesses per annum within the programme.</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 ?)	The new programme will fit within the wider Accelerating Enterprise Strategy and the refreshed DETI Social Economy Strategy. The new SEP programme specification was prepared following the independent evaluation of the previous SEP and it takes into account the recommendations made. The programme will contribute to both local economic development objectives and Invest NI's Corporate Plan targets.
How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)	The programme delivery will be tendered for through CPD.
What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).	<p>There are no policy or programme constraints.</p> <p>The budget will be greater than the previous programme as the new programme will be 100% funded by Invest NI, unlike the previous programme which was funded by Peace II funds with only the grant element being funded by Invest NI monies.</p>
How does Invest NI monitor the delivery of this policy/programme?	Invest NI will monitor the progress of the programme delivery. The SMART objectives and project implementation plan will form the basis of the monitoring of the monthly reports all within a programme delivery contract. Meetings will be held with the delivery agent and Invest NI. An independent evaluation of the programme will be carried out.
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>The new SEP was developed following the evaluation of the Peace II funded SEP conducted by PricewaterhouseCoopers and has taken into account the recommendations made.</p> <p>Invest NI also carried out significant consultation with key sector stakeholders in order to maximise the value added contribution of the programme alongside other interventions.</p> <p>It is our intention to establish a programme consultation group to monitor the development and implementation of the</p>

	programme within the sector as a whole.
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 programme will target groups which are owned or controlled by the local community and which service a disadvantaged group or area.

## 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 - lower level of Protestant participants		
Political opinion			X
Racial group		X	
Age		X	
Marital status		X	
Sexual orientation			X
Gender		X	
Disability		X	
Dependency		X	

#### **Please Comment:**

As part of the evaluation an analysis of the community background of the SEP beneficiaries at the Enquiry and Core strands was carried out. This found that overall 37.8% of the SEP projects targeted mixed communities, 42.3% targeted Catholic communities and 19.8% targeted Protestant communities. At the Enquiry stage 31% were mixed, 48.3% Catholic and 20.7% Protestant. At the Core Stage 40.2 % were mixed, 40.2% Catholic and 19.5% Protestant. Given the variation in uptake, Invest NI will actively monitor on an ongoing basis the community background of beneficiaries to ensure that there is a balance in terms of community impacts. In particular, given the capacity building issues within deprived protestant areas, this should be further strengthened in order to identify projects from those areas and redress this imbalance.

### 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:**

Disability may require some adjustments to be made in relation to the programme delivery.

The programme is available to groups located in disadvantage areas or which provide a service to disadvantaged groups.

The programme also places an emphasis on the sustainability of social enterprises created and on growth potential.

**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:**

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

PricewaterhouseCoopers - independent evaluation - SEP participants, stakeholders, delivery agent, relevant Invest NI staff.  
 Grant Thornton - economic appraisal - stakeholders, local councils, relevant Invest NI staff.  
 Invest NI stakeholder consultations - Including: Invest NI EDT team, Start A Business team, UCIT, NICVA, SEN, UnLtd, Community Foundation, ENI, UUJ Business Liaison Unit, local Councils.

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

The recommendations of the evaluation, economic appraisal and sector stakeholder consultations which will form the Programme Consultation Group were incorporated in the design of the new programme.  
The programme will continue to target areas of disadvantage. Eighty five percent of the previous programme activity was in the most deprived wards of Northern Ireland and the remaining 15% focused on assisting / working with disadvantaged individuals. Business growth potential will be a focus of the new programme.

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

N/A

**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:**

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

An independent evaluation of the programme will be carried out which will include an analysis of participating social enterprise views. Invest NI's Section 75 monitoring strategy will be in place by April 2009 and we will be able to run reports on programme participation from June 2009 onwards.

**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	YES	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

<b>Name(s) of Screening Personnel:</b>	Catherine O'Neill
<b>Role:</b>	Client Executive
<b>Decision to Conduct Equality Impact Assessment: YES / NO:</b>	No
<b>Date:</b>	13 January 2009
<b>Signed: (Screening Personnel):</b>	<u>Catherine O'Neill</u> 13.1.09.
<b>Approved: (Director):</b>	<u></u> 15/1/09