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| **INITIAL EQUALITY SCREENING FORM** |
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| DIVISION**:** | International, Skills & Competitiveness | **TEAM:** |      Skills / Trade |
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| **Name of Policy/Decision/Practice to be Equality Screened** |
|      International Sales Leadership Programme |
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| **Is it New or Revised?** |      New (modelled on existing Leader Programme) |
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| **Who Does the Policy Effect, e.g Service Users/Staff:** |      Service Users – client companies |
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| **Question 1** – Define the aim of the Programme or . What is it trying to achieve? (Intended aims/outcomes) |
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| The **International Sales Leadership Programme** will inspire and empower ‘Sales Leaders’ to drive sales in international markets through the development of an international sales strategy, a structured approach to the execution and the development of leadership, sales & negotiation capabilities to enable success in a multicultural, international context. The International Sales Leadership Programme is accredited by the Institute of Sales Professionals and by the end of the programme, participants will earn an internationally recognised certification**.** |
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| **Question 2** – Does the Programme or have the potential to have an impact on the promotion of equality impact for any of the Section 75 groupings? (See Question 4 for list of equality groups.) | No |
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| If no go to Question 6 – Good Relations. | If yes please continue. |
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| **Consideration of Available Date/Research** |
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| **Question 3** – What  is there available – statistics or perception – to help you decide who the Programme or might affect the most? i.e. What evidence, qualitative or quantitative, have you gathered to inform your decision making process? |
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| **Assessment of Impact** |
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| **Question 4** – Explain if what you plan to do is likely to be perceived as having a high, medium or low impact upon the 9 Equality groupings according to their needs. Also if what you are planning to do is likely to be perceived as having a positive or negative effect upon the 3 different groups in relation to the promotion of good relations. |
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| **9 Equality Groups** | **Perceived Impact****High – (H)****Medium - (M)****Low – (L)** | **Why this rating?** | **Promotion of Good Relations****(Yes/No)** | **Why this rating?** |
| Religious Belief |       |  |  |       |
| Racial/Ethnic Group |       |       |  |       |
| Political Opinion |       |       |  |       |
| Age |       |       | - |       |
| Gender |       |       | - |       |
| Marital Status |       |       | - |       |
| Sexual Orientation |       |       | - |       |
| Disability |       |       | - |       |
| Dependants |       |       | - |       |
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| **Opportunities to better promote Equality of Opportunity** |
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| **Question 5** – Are there steps which could be taken to reduce any adverse impact upon the Section 75 groups as identified in Question 4? |
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| **Good Relations** |
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| **Question 6** – Is there an opportunity in what you are trying to do to better promote Good Relations between the groups relating to Religious Belief or Racial/Ethnic Group or Political Opinion? |
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| We do not anticipate that the programme will have the effect of better promoting Good Relations between these groups. |

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| **Consultation** |
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| **Question 7** – Tell us about who have talked to about your proposals internally or externally to help you decide if the needs further or no further equality investigation. |
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|      Invest NI’s Equality Manager. |
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| **Question 8** – In light of the above should the be |
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| [ ]  | Screened Out – No Equality Issues – Please provide rationale for this decision. |
| We have identified no barriers to equality of opportunity amongst S75 groups, however where any may arise during the course of the programme we will mitigate against them. Any requests for reasonable adjustments will also be considered and where for example, carers wish to accompany a person with disabilities on any training events we will accommodate this requirement. |
| [ ]  | Screened Out with some adjustments. – What adjustments have you made? |
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| [ ]  | Screened In for a deeper level of analysis of what is being considered or intended to be undertaken. (EQIA) – Please provide rationale for this decision. |
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| Signed: |      Catherine McGuigan | Date: |      14 March 2024 |
|  | Policy /Programme Owner |  |  |
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| Approved | Pamela Marron | Date: | 28/03/23 |
|  | Equality Manager |  |  |
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| Modifications made. | Date: |       |
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| Date: |       |
| Approved by Equality Manager |  |  |