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| **INITIAL EQUALITY SCREENING FORM** |
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| DIVISION**:** | AME | **TEAM:** | Life and Health Sciences |
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| **Name of Policy/Decision/Practice to be Equality Screened** |
| LHS Business Navigator Programme |
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| **Is it New or Revised?** | New |
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| **Who Does the Policy Effect, e.g Service Users/Staff:** | Service Users/Applicants/Participants |
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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 Life and Health Science Business Navigator Programme (LHS BDP) is a pilot hybrid Life and Health Science Commercialisation support programme aimed at “C” level/potential “C” level executives in NI’s LHS SME’s. professionals. It is proposed that Invest NI support the pilot, six-month programme for up to 20 entrepreneurs providing financial support for programme participation £7,212.50 totalling £144,250k.Programme aims for participants are to:* Increase commercial skills and knowledge, specific to the LHS sector
* Develop networks with fellow participants in NI’s LHS sector, and particularly strong sub-sector links through peer-to-peer networking.
* Develop effective networks between participants and KOL and LHS market specialists tin NI, GB and US
* Increased knowledge of the commercial dynamics of the US market and improved understanding of how to enter and operate successfully in that market.
* To develop a Business Growth Action Plan
* Improve success in Business Development activities
* Increased engagement in additional LHS ecosystem initiatives

 Learning outcomes for participants include:* Commercialisation and strategic business planning skills
* Effective sector networking
* Export marketing
* Business Development activities including pitching/bid writing
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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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|      No impact is envisaged |

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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 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. |
| This programme is being delivered by Queens University Business School with funding paid directly to participants by Invest NI. As Queens Business School is subject to the university’s Equality Scheme and all relevant Section 75 equality obligations relating to Public Authorities, we are content that our own obligations in this regard will be managed appropriately. Programme participation criteria relate to Invest NI client criteria and the viability of the projects concerned. We will apply all normal Section 75 considerations in the selection process, including reasonable adjustments for any participant with a disability. We do not foresee any barriers to any Section 75 group, however, will review the programme through our evaluation process and will reassess if necessary. |
| [ ]  | 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: |       | Date: |       |
|  | Policy /Programme Owner |  |  |
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| Approved | Pamela Marron | Date: | 01/11/24 |
|  | Equality Manager |  |  |
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| Modifications made. | Date: |       |
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| Date: |       |
| Approved by Equality Manager |  |  |