

## Invest NI Section 75 Screening

### Summary of Policy Proforma Invest NI TITLE: Accelerated Support Fund

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>Accelerated Support Fund (ASF) has been developed to offer clients additional support during current economic difficulties. This support will operate by combining existing schemes with the addition of salary support for existing and new members of staff.</p> <p>Under the ASF, support of up to £100k at a grant rate of 50% will be available. It is available to all clients and a Credit Crunch Diagnostic must be performed prior to any application for ASF and the impact of the economic downturn must be made clear.</p> <p>Projects will have targets of savings, increase in profits, job savings or new posts.</p>
<p>What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).</p>	<p>It aims to support projects which will assist Clients where there is evidence of the impact of the current economic climate on business.</p>

<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 ?)</p>	<p>This is solely an Invest NI programme.</p>
<p>How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)</p>	<p>Invest NI Client Executives (CE's) deliver the programme following a Credit Crunch Diagnostic being carried out.</p>
<p>What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).</p>	<p>There is a set £5m budget available from existing funding.</p>
<p>How does Invest NI monitor the delivery of this policy/programme?</p>	<p>CE's monitor individual projects and the uptake of the programme will also be monitored under Invest NI's Equality Monitoring Strategy.</p>
<p>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>	<p>Business Improvement Services (BIS) undertake a survey of clients to cover outcomes and feedback on the process. The Equality Monitoring strategy will also allow us to assess the impact of the programme.</p>
<p>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>	<p>No this is open to all Clients who have undergone a Credit Crunch Diagnostic.</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 to suggest that there is higher or lower participation by any specific grouping.

### 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 no evidence or indication that different groups will have different needs, experiences, issues or priorities in relation to this policy.

**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 which are specific to them.

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

Invest NI Senior Management  
CEs  
Invest NI Legal & Finance

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

Guidance notes included FAQ to help CEs respond quickly to queries.  
The Letter of Offer was also amended to make the process simple.

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

Please see above

**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 will ensure events are accessible and information is available in alternative formats on request.

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

On going feedback from CE's and Clients and Equality Monitoring reporting.

**7. Have you any other comments on the policy and/or screening exercise?**

The Construction sector may avail of this support in greater numbers than other sectors however this is due to the current economic conditions which have impacted on this sector.

## Summary of Screening

<b>Section 75 Category</b>	<b>Is there any evidence of potential under-representation of any Section 75 groups in this policy/programme?</b>	<b>Is there any evidence that people from any S75 groups have any issues / difficulties /problems with this policy/programme?</b>	<b>In your assessment is any further additional action required to address any under representation or problems associated with this policy/programme?</b>	<b>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</b>
Religion	NO	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.**

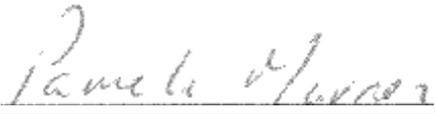
	Has this policy the potential to infringe the rights (Please Tick)		If yes indicate here the degree of risk – High, Medium or Low (See definitions above)	If yes indicate here who the potential victim(s) would be
	Yes	No		
Article 2		X		
Article 3		X		
Article 5		X		
Article 6		X		
Article 8		X		
Article 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.)**

Further analysis of our monitoring data during 09/10

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### Summary of Decision

<b>Name(s) of Screening Personnel:</b>	<b>Pamela Marron</b>
<b>Role:</b>	<b>Equality Manager</b>
<b>Decision to Conduct Equality Impact Assessment: YES / NO:</b>	<b>No</b>
<b>Date:</b>	<b>15/09/2009</b>
<b>Signed: (Screening Personnel):</b>	
<b>Approved: (Director):</b>	