

Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI

**TITLE: Trial of BIS Programme targeted at SME covering Financial Management, Cost Reduction and Strategic Positioning.
(Name to be determined)**

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, New TSN 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.

What does this policy/programme aim to achieve for the customer? (who does it mainly affect)?	<ul style="list-style-type: none">▪ The Programme will provide company decision makers with the practical concepts, tools and frameworks to ensure their business not only survives in the short term but has the capacity to grow and thrive when a positive economic cycle turns.▪ Each client company will develop an action plan detailing their relevant business improvement activities for each module completed.▪ Ongoing monitoring of progress against the plan will be by the Invest NI Client Executive/Business Adviser.
What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).	<ul style="list-style-type: none">▪ The programme will provide practical and focused support to assist Invest NI client companies in implementing measures to improve efficiencies and optimise productivity across the day to day operations of the business. Programme content will focus on practical financial management, profit improvement, strategic and succession issues prevalent to the

	current operating environment and also in planning & positioning for an economic upturn.
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 ?)	<ul style="list-style-type: none"> ▪ The Programme is an initiative from the Business Improvement Services division of Invest NI in response to difficulties faced by SME's in the current difficult economic environment. The Tendering process has been conducted through CPD. The Programme will be delivered through the appointed provider(s).
How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)	<ul style="list-style-type: none"> ▪ The new programme will be delivered initially as a trial to Invest NI's Local Office Network Clients. ▪ The programme will be available to clients on a modular basis and clients will have the option of doing one or all modules. These modules will be delivered through a series of seminars and one to one mentoring sessions. It is proposed that 10 client companies per module will participate in this initial trial. Participant companies will be drawn from Invest NI's Regional Office Network via Client Executive nomination.
What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).	<ul style="list-style-type: none"> ▪ Budgetary & Time. The trial of this programme should be delivered in the most cost effective manner and must be delivered in a timely fashion to meet current and immediate needs of SME's. ▪ Client uptake: Participating clients will be required to make a nominal contribution to programme costs.
How does Invest NI monitor the delivery of this policy/programme?	<p>The following shall be reviewed during and at the end of the trial by Invest NI and the Provider.</p> <ol style="list-style-type: none"> 1) Invest NI to attend all workshops to assess the appropriateness and effectiveness of the programme content. 2) Timeliness of the service provider in providing mentoring support to client companies shall be monitored 3) Ongoing monitoring of progress against the SMART action plan by the Invest NI Client Executive/Business Adviser 4) Invest NI to host (service providers to also attend) follow-up networking lunch where participants will give brief update (5-10 mins max) on progress on their individual Action Plans.
What other feedback, research, consultation or additional information is available to assess	The Department of Enterprise, Trade and Investment Quarterly Economic Review, Economic Research Winter issues 2008/09 states that" The current economic

<p>and screen the impact of this policy/programme? (ie consultative reports, evaluations, surveys, complaints ,monitoring etc).</p>	<p>downturn is now the major concern for developed countries around the world. The credit crunch and instability in the global financial markets, along with falling business and consumer confidence, is leading to a significant deterioration in the prospects for growth.”</p> <p>The need for SME intervention in the areas of practical financial management, profit improvement and cost reduction prevalent to the current difficult economic operating environment and also in planning & positioning for an economic upturn is therefore considered appropriate at this time.</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>Target group for the programme trial are SME's who are Invest NI Local office network clients. Invest NI's local office network covers all geographic regions of NI.</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:

The programme will be open to all of Invest NI's Local Office clients

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:

The programme will be open to Invest NI SME's from all regions within Northern Ireland and there is no evidence to suggest that the different groupings 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:

The programme has the potential to disadvantage those with a disability in respect of delivery. However seminar venues will be chosen in accordance with Invest NI policy to mitigate against this. Mentoring sessions will be delivered on the company premises.

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

- Invest NI Client facing Divisions Focus group was held to determine need and suggested delivery format.
- Local office Network Management team consulted and sign-off business case
- CPD for tendering process
- Invest NI's Business Improvement Services Director, Business case and TOR sign-off.

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

- Delivery structure was amended as per final TOR to incorporate suggestions from Invest NI Client facing Divisions Focus group.

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

- Please see comments stated 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:

Seminar/Workshop venues will be arranged within Invest NI guidelines. It is envisaged that workshops for each of the 3 modules will be delivered in different geographic locations across Invest NI's Local Office network were possible.

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

- All module seminars content must be approved by Invest NI prior to delivery and Invest NI will monitor program effectiveness during delivery as per TOR.
- Ongoing monitoring of progress against the SMART action plan by the Invest NI Client Executive/Business Adviser

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

The programme will be available to all Invest NI Local Office clients via Client Executive nomination. If the programme is successful it may be rolled out to the entire Invest NI Client base.

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	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.)

Summary of Decision

Name(s) of Screening Personnel:	Claire Drumgoole
Role:	Business Improvement Services
Decision to Conduct Equality Impact Assessment: YES / NO:	NO
Date:	6/5/09
Signed: (Screening Personnel):	
Approved: (Director):	