

## Invest NI Section 75 Screening

### Summary of Policy Proforma Invest NI TITLE: Design 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.

What does this policy/programme aim to achieve for the customer? (who does it mainly affect)?	The aim of Invest NI's suite of Design initiatives (i.e. Design advice/ mini Design programme & Design Development Programme) is not only to inspire businesses but also to facilitate and embed the use of design through the provision of professional services, supported by programmes that will develop long-term capability and robust new product development processes in Northern Ireland companies.
What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).	From Invest NI's perspective, the suite of Design initiatives (i.e. Design advice/ mini Design programme & Design Development Programme) will ensure clients get the most from their products/processes achieving: <ul style="list-style-type: none"> <li>- increased sales;</li> <li>- greater market share; and/or</li> <li>- the development of new and better products and services.</li> </ul>
Where did the policy/programme originate? (ie is this solely an Invest NI programme or are we	A standalone Invest NI programme.

working in partnership with any other department/ organisation ?)	
How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)	<p>Service delivery via multiple specialist delivery agents. A full-time "Design Manager" has been appointed by invest NI to manage Third Party relationships. Part of the Design Manager's remit is to ensure that management information is recorded throughout the life of the new service. This will include better tracking of the design service uptake on an ongoing basis:</p> <ul style="list-style-type: none"> <li>- by company size</li> <li>- by company sector</li> <li>- by source of referral; and</li> <li>- by rate of conversion from design advice to project implementation.</li> </ul> <p>This information will inform the awareness//promotions calendar.</p>
What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).	The programme receives an annual allocation under IRTD's budget.
How does Invest NI monitor the delivery of this policy/ programme?	<p>An independent formal evaluation will be prepared first qtr 2012.</p> <p>Structures are in place to allow quarterly monitoring. The Design Service is subject to review on an ongoing basis with minor amendments being implemented where appropriate.</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).	Invest NI has now implemented its equality monitoring strategy and all companies who have received an intervention from the Design Programme in 08/09 financial year have now received a monitoring form. The data from these forms will be collated by the Equality Monitoring Team and reports run by August 2009.
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).	No.

## 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		No	
Political opinion		No	
Racial group		No	
Age		No	
Marital status		No	
Sexual orientation		No	
Gender		No	
Disability		No	
Dependency		No	

**Please Comment:** There is no evidence that participation in the Design Programme will reflect on any of the named S75 groups.

### 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		No	
Political opinion		No	
Racial group		No	
Age		No	
Marital status		No	
Sexual orientation		No	
Gender		No	
Disability		No	
Dependency		No	

**Please Comment:** There is no evidence that different needs, priorities, issues and experiences exist among the named groups in relation to the Design Programme.

**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		No
Political opinion		No
Racial group		No
Age		No
Marital status		No
Sexual orientation		No
Gender		No
Disability		No
Dependency		No

**Please Comment:** No relevant groups, organisations or individuals identified.

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

Previous programme participants, Department of Enterprise, Trade and Investment (DETI), Department of Finance and Personnel (DFP), Invest NI's Strategic Management & Planning Division, Invest NI Innovation and Capability Division, Invest NI's Top Management Team.

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

All comments received were taken onboard and considered in finalising the programme.

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

Non applicable.

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:** This programme will be open to all companies and will be inclusive of all groupings. Invest NI implemented a Disability Action Plan in 2008 which aims to promote positive attitudes towards people with a disability and encourage their participation in public life. This initiative will be adhered to in the delivery of the Design Programme.

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

On-going programme monitoring captures details pertaining to:

- Number of programme participants
- Size/location of companies
- Sector
- Type of project

Programme expenditure is also considered by IRTD on a monthly basis.

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

No.

## 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	<del>YES</del> /NO	YES/ <del>NO</del>		
Political Opinion	<del>YES</del> /NO	<del>YES</del> /NO		
Age	<del>YES</del> /NO	<del>YES</del> /NO		
Gender	<del>YES</del> /NO	YES/ <del>NO</del>		
Disability	<del>YES</del> /NO	YES/ <del>NO</del>		
Sexual Orientation	<del>YES</del> /NO	<del>YES</del> /NO		
Dependants	<del>YES</del> /NO	YES/ <del>NO</del>		
Marital Status	<del>YES</del> /NO	<del>YES</del> /NO		
Racial Group	<del>YES</del> /NO	<del>YES</del> /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.)

None.

**Summary of Decision**

<b>Name(s) of Screening Personnel:</b>	Richard Christie / Mairead McGuigan
<b>Role:</b>	Design Programme Manager / IRTO Equality Co-ordinator
<b>Decision to Conduct Equality Impact Assessment: <del>YES</del> / NO:</b>	
<b>Date:</b>	3 August 2009
<b>Signed: (Screening Personnel):</b>	M - McGuigan
<b>Approved: (Director):</b>	
C. Keery	3-8-09