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| **INITIAL EQUALITY SCREENING FORM** | | | | | | |
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| DIVISION**:** | Technology & Services Division | | | **TEAM:** | Entrepreneurship Team | |
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| **Name of Policy/Decision/Practice to be Equality Screened** | | | | | | |
| Enterprise Development Pilot 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 | | | |
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| **Question 1** – Define the aim of the Programme. What is it trying to achieve? (Intended aims/outcomes) | | | | | | |
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| This is a Pilot programme to inform the development of a mainstream Leadership and Enterprise Development Programme specifically aimed at assisting potential Innovation Driven Enterprises (IDEs) to scale rapidly. The programme forms part of what will be a wider range of initiatives, emerging from participation in MIT’s Regional Entrepreneurship Accelerator Programme, which will be subjected to separate equality screening exercises. | | | | | | |
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| **Question 2** – Does the Programme 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, although other aspects of REAP will have an impact. |
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| If no go to Question 3 – Consideration of Data | | | | If yes please provide details below. | | |
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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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| Northern Ireland may have a rich history of innovation and entrepreneurship, but our comparative performance over the past decade has lagged behind the rest of the UK and other small, advanced economies. Since the economic crash of 2008, NI’s entrepreneurial performance compared to the rest of the UK has been much slower to recover from the subsequent recession. The recent 2021 NI Global Entrepreneurship Monitor (GEM) Report shows that the rate of Total Earlystage Entrepreneurship (TEA) in Northern Ireland in 2021 is 9.1%, significantly lower than a figure of 11.5% in the UK overall or 11.8% in England, and slightly lower than that of 10.3% in Wales and 9.5% in Scotland. While the TEA rate for females in Northern Ireland has increased recently (from 3.1% in 2019 to 4.5% in 2020 to 7.2% in 2021), the gap between males and females has widened in 2021, as the rate for males has bounced back even more aggressively (from 6.2% in 2020 to 11% in 2021). Furthermore, research commissioned by Belfast City Council by Hart et al (2020) summarises the position: “Across official measures NI’s [business] start-up activity relative to the UK has been slow to recover to pre-recession levels in NI and, combined with a decrease in survival, has resulted in a limited increase in the business population. Business births were just 11% higher in 2019 compared with 2007; business survival rates have declined overtime, the number of employer businesses has been static since 2010 and the proportion of high growth businesses, at 5. 1% in Northern Ireland, lags the UK (6.2%).” To truly transform our economy and strengthen our performance, we therefore need to create an environment that will stimulate and support innovation, creativity and entrepreneurship — the most effective and valuable point of focus is the stimulation of innovation-based economic activity. This can be achieved by helping to create, support and grow Innovation Driven Enterprises (IDEs) within the local economy. IDEs are high growth, technology driven companies, ranging from start-ups to large scale tech and mature businesses. IDEs are engines of economic growth, generating larger scale high value job creation and tax revenues, making up a significant proportion of R&D investment and exports. Northern Ireland has historically seen low numbers of tech start-ups, scale-ups and high growth companies compared to other higher performing UK regions. Current data, which relates to 2014-2018, shows Northern Ireland now has the highest share of start-ups reaching £1 million turnover of all the UK nations, as well as the second highest rate of businesses scaling to £3million. However, between 2017 and 2020 the rate of Northern Ireland businesses experiencing high growth, whilst higher than Scotland, lagged well behind both England and Wales. | | | | | | |

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| **Is any impact on equality of opportunity anticipated? If yes please continue, if no, proceed to Q6.**  **NO**  **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 3 groupings as identified in Question 4? | | | | |
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| No | | | | |

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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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| Internally, discussions on the proposed interventions have taken place with colleagues from the following teams;  Regional Business and Equality. | | | | | | | |
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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. | | | | | |
| A number of positive actions are being considered as part of the Regional Entrepreneurship Accelerator Programme in order to assist NI businesses, including the development of a Marketing and Communications Strategy and Action Plan, the focus of which will be to promote Entrepreneurship in particular to Youth, Females and Part-time Workers.  Specific programmes or policies which are developed under the above strands will be subject to separate equality screening. However, this specific programme is not anticipated to have an impact on equality of opportunity for any specific S75 groups apart from a wider positive impact resulting from increased economic prosperity. The programme is therefore screened out. | | | | | | | |
|  | | 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: | | | Gren Armstrong | | | Date: | 12/5/23 |
|  | | | Policy /Programme Owner | |  | |  |
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| Approved | | | Pamela Marron | | | Date: | 20/04/23 |
|  | | | Equality Manager | |  | |  |
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| Modifications made. | | | | | | Date: |  |
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|  | | | | | | | |
| Date: |  | | |
| Approved by Equality Manager | | | | |  | |  |