

Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI TITLE: Competence Centre 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)?	A Competence Centre is a group of businesses and researchers coming together to agree and undertake collaborative strategic research of common interest. The research must be market focused and deliver benefits to industry.
What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).	The central objective of the Competence Centre initiative is to achieve competitive advantage for industry in Northern Ireland by accessing the innovative capacity of the research community.
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 ?)	Solely an Invest NI programme.
How is this policy /programme delivered or implemented?(ie by delivery agents, client executives,	The programme will be delivered by staff in the Innovation & Capability Development Group (ICDG) in Invest NI. Expressions of interest are invited from groups of

senior management, other agencies?)	companies, outlining a common research interest and likely impact of a competence centre on their business area.
What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).	The programme will be constrained by the availability of budget.
How does Invest NI monitor the delivery of this policy/programme?	<p>Metrics will include:</p> <ul style="list-style-type: none"> - the number of companies formally associated with the Centre - the number and value of research projects carried out with companies - transfers of trained staff - new and increased R&D activities in companies
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).	None.
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 indication that access to the Competence Centre programme impacts on any of the named S75 groups and so participation is not affected.

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 amongst the named groups in relation to the Competence Centre 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

Enterprise Ireland (EI), Department of Enterprise, Trade and Investment (DETI), Invest NI Strategic Management Planning Unit, 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 and encourage participation in public life. This will be adhered to in the delivery of the Competence Centre 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:

- Sector
- Size of company
- 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	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.

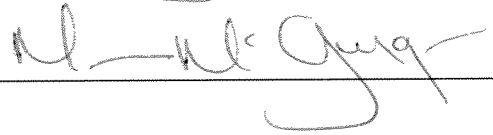
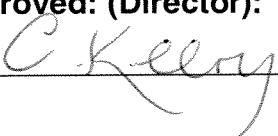
1. Indicate any potential Human Rights implications associated with this policy, the perceived degree of risk (see above) and who the victim may be.

	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.)

No

Summary of Decision

Name(s) of Screening Personnel:	<u>Maureen McCaughey</u>
Role:	<u>RTD Equality Co-ordinator</u>
Decision to Conduct Equality Impact Assessment: YES / NO:	<u> </u>
Date:	<u>3 August 2009</u>
Signed: (Screening Personnel):	<u></u>
Approved: (Director):	<u> </u>
<u></u>	<u>3.8.09</u>

