

Section 75 Policy Screening Form

Invest NI Business Strategy 2017 - 2021

Part 1. Policy scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

Public authorities should remember that the Section 75 statutory duties apply to internal policies (relating to people who work for the authority), as well as external policies (relating to those who are, or could be, served by the authority).

Information about the policy

This draft Business Strategy, for the period 2017-2021, charts how Invest Northern Ireland (Invest NI) aspires to deliver outcomes aligned with the Northern Ireland draft Programme for Government and the associated Industrial Strategy – Economy 2030¹.

We are conscious that the overall Northern Ireland budget has not yet been finalised. At a high, strategic level, this draft Business Strategy sets out the overall orientation of Invest NI over coming years as aligned to the NI Executive's draft plans. **However, it is duly recognised that the targets outlined within this plan may need to be realigned once the NI Executive's priorities and final budgets are agreed, and at which time further screening may be required.**

The purpose of the strategy is to continue to build on the strengths of previous initiatives thereby transforming Northern Ireland into a leading internationally competitive economy which provides opportunities for all, with a focus over the next four years on:

- Embedding innovation and entrepreneurship to support more businesses with high growth potential to start up and scale up;
- Helping more businesses successfully sell outside Northern Ireland;
- Attracting more quality inward investors; and
- Selling Northern Ireland globally in a much wider context.

This work will continue at a time of considerable change, both locally and internationally and including Brexit. Invest NI will continue to occupy a central role in the delivery of economic development within Northern Ireland, but the strategy will demand higher levels of collaboration and partnership than in the past. For example responsibility for delivering

¹ This screening report should be read in conjunction with the screening already carried out by DfE on the Industrial Strategy - <https://www.economy-ni.gov.uk/consultations/industrial-strategy>

2. TO SCALE more of our customers to grow and succeed, we will support them to drive higher levels of innovation, increase competitiveness, increase exports, grow faster and create more, higher value, jobs.

We will:

- ▶ Support those customers with the greatest growth potential to increase employment and ensure they can access the skills required to realise their ambitions;
- ▶ Prioritise our R&D and innovation support towards projects that have a clear link to exports and ensure that our research base is aligned to our sectors, clusters and niches of strength;
- ▶ Develop a new Innovation Accreditation scheme supported by an innovation branding campaign
- ▶ Work with our universities and local and international partners to stimulate clustering and collaboration;
- ▶ Develop and increase the export intensity of local companies to deliver a growth in sales outside of Northern Ireland;
- ▶ Double the number of companies participating on our Scaling Programme; and
- ▶ Support the growth ambition of existing investors.

TO STAND OUT in international markets, we will remodel our international activity to confidently showcase the best of Northern Ireland in a manner which supports our companies and sectors to realise their potential in export markets and attract the next generation of global investment to Northern Ireland.

We will:

- ▶ Support our priority sectors to raise awareness of their capability, establish key partnerships and secure new business in their priority international markets;
- ▶ Work with our partners including Tourism Ireland, Tourism NI and others to promote a brand for Northern Ireland which strengthens our international reputation to attract investment, develop strategic partnerships, grow business tourism and attract key events to Northern Ireland;
- ▶ Re-focus our activity to engage with the diaspora through NI Connections to harness the influence and contribution which this group can bring to our future economic growth, including the potential to attract back talent;
- ▶ Support our schools, Further Education colleges and universities to attract more students to study in Northern Ireland and broaden their global footprint, whilst also helping companies operating in the education technology sector to grow their exports;
- ▶ Work in conjunction with the public and private sectors to globally raise awareness of the investment opportunities in local major infrastructure projects and attract international institutional investment to Northern Ireland;
- ▶ Encourage our partners to expand our international connectivity in support of economic growth to make Northern Ireland a more attractive location for international investors and to ease the ability of businesses located here to export; and
- ▶ Further expand our international presence in key markets by opening new offices and supporting the creation of new trade, investment and innovation hubs in key geographies.

Is this an existing, revised or a new policy?

New Draft Policy

What is it trying to achieve? (intended aims/outcomes)

to nurture and support local economic activity, stimulate business investment from both local and international companies, and deliver social change.

Invest NI will also continue to engage with relevant Executive departments, including DfE, to make the case for the development of necessary physical and technical infrastructure to underpin economic activity and address social need, such as property, road and air connectivity, broadband and energy availability.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they

- Financial – the Business Strategy is contingent on the continued provision of required support and funding centrally from DfE
- Legislative – all agreed actions and interventions will be bound by relevant statutes and including anti-discrimination legislation
- other, please specify _____

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

- Staff – the Business Strategy will be managed and coordinated by Invest NI staff, working along with other key stakeholders
- Service users – all businesses that engage, or have the potential to engage, with Invest NI in the delivery of the strategic objectives
- Other public sector organisations – Invest NI will work in partnership with a wide range of public authorities in the delivery of the strategy including DfE and all councils
- Voluntary/community/trade unions – trade unions will be consulted with during the design and implementation of the strategy. Community and voluntary groups may be involved in the delivery of projects attaching to the strategy through their work with councils or directly with private sector companies.
- other, please specify _____

A breakdown of regional economic activity is shown below (March 2017)

	Reference period	Estimate	Change over quarter	Change over year
Unemployment ¹ (Sampling variability of change)	Dec-Feb 2017	46,000	-4,000 (+/-11,000)	-11,000 (+/-15,000)
Employment ² (Sampling variability of change)	Dec-Feb 2017	828,000	-9,000 (+/-18,000)	-5,000 (+/-33,000)
Economically inactive ² (Sampling variability of change)	Dec-Feb 2017	585,000	15,000 (+/-16,000)	24,000 (+/-30,000)
Unemployment rate ¹ (Sampling variability of change)	Dec-Feb 2017	5.2%	-0.4pps +/-1.2pps	-1.1pps +/-1.7pps
Employment rate ² (Sampling variability of change)	Dec-Feb 2017	68.8%	-0.5pps +/-1.3pps	0.0pps +/-2.4pps
Economic inactivity rate ² (Sampling variability of change)	Dec-Feb 2017	27.3%	0.8pps +/-1.2pps	0.9pps +/-2.3pps
Claimant Count	Mar-17	31,500	-300	-7,000
Redundancies ³	Mar-17	139		

LFS, claimant count and employee jobs data are seasonally adjusted.

1 People aged 16 and over. Unemployment rate = total unemployed as a proportion of the economically active.

2 Levels for all persons aged 16 and over, rates for working age (16 - 64).

3 Confirmed redundancies in the calendar month.

The table below indicates those in receipt of unemployment benefit by council area

Claimant count by Council Area (March 2017)

Council Area	Number of claimants			% of working age			Change over month		Change over year	
	Males	Females	All	Males	Females	All	Number	%	Number	%
Antrim and Newtownabbey	1,402	579	1,981	3.3	1.3	2.2	-4	-0.2	-328	-14.2
Ards and North Down	1,734	684	2,418	3.7	1.4	2.5	-7	-0.3	-340	-12.3
Armagh City, Banbridge and Craigavon	1,700	877	2,577	2.6	1.3	2.0	-39	-1.5	-802	-23.7
Belfast	6,007	2,251	8,258	5.5	2.0	3.7	-25	-0.3	-1,468	-15.1
Causeway Coast and Glens	1,756	888	2,644	3.9	2.0	2.9	-63	-2.3	-601	-18.5
Derry City and Strabane	3,446	1,590	5,036	7.3	3.3	5.3	-56	-1.1	-966	-16.1
Fermanagh and Omagh	1,099	553	1,652	3.0	1.5	2.3	-39	-2.3	-620	-27.3
Lisburn and Castlereagh	1,069	455	1,524	2.4	1.0	1.7	-46	-2.9	-324	-17.5
Mid and East Antrim	1,568	672	2,240	3.7	1.5	2.6	12	0.5	-163	-6.8
Mid Ulster	910	563	1,473	2.0	1.3	1.6	-31	-2.1	-379	-20.5
Newry, Mourne and Down	1,668	780	2,448	3.0	1.4	2.2	-74	-2.9	-768	-23.9
Northern Ireland	22,359	9,892	32,251	3.8	1.7	2.7	-372	-1.1	-6,759	-17.3

In comparison with the Northern Ireland average (3.8%), those councils including large urban areas (i.e. Belfast [5.5%] and L'Derry [7.3%]) are characterised by higher claimant rates, with Mid Ulster (2.0%) having the lowest rate.

INVEST NI ACTIVITY BY REGIONAL OFFICE AREA (ROA) 2010-11 TO 2014-15								
ROA	Adult Pop. (2014 Pop Est)	Offers	New Jobs	Safe Jobs	Assistance Offered (£M)	Planned Investment (£M)	Business Base Assistance Per Head (£)	Business Base Investment Per Head (£)
EAST	270,646	5,302	16,444	97	329.51	1,699.05	755	4,791
NORTH EAST	220,880	2,913	5,268	1,410	113.06	608.55	411	2,608
NORTH WEST	230,316	2,933	4,759	273	53.55	259.21	199	1,074
SOUTH	374,862	4,949	6,301	323	77.52	416.23	198	1,097
WEST	360,011	6,666	10,578	843	139.79	978.22	372	2,697
UNKNOWN		54	618	0	4.19	33.29		
TOTAL	1,456,715	22,817	43,969	2,946	717.62	3,994.54	380	2,427

1. The Unknown category represents data for which this level of detail is not available.
2. Table totals may not add due to rounding.
3. Planned Investment includes Assistance Offered.
4. Invest NI revises performance data on a regular basis to ensure that it reflects implemented projects; therefore, the data above may differ to previously published information.
5. Business Base Per Head figures are based on Adult Population from 2014 Mid Year Population Estimates and exclude non-business support such as EDOs / Universities.
6. New Jobs represent the number of jobs expected to be created by the project.
7. Safe Jobs represent the number jobs that would have been lost if the project was not supported.
8. These figures include both projects that are specifically aimed at job creation and projects that are not; therefore, job numbers do not directly correlate with the assistance and investment figures included in this table.

Profiling Invest NI Staff **This may not be necessary**

Looking within Invest NI itself by Section 75 grounds, breakdowns of Invest NI's staff as of November 2016, by grade (SOC: Standard Occupational Classification) and gender, religion and age are presented below.

Table: Gender by SOC Code

SOC Code	Male	Female	Total
9 - Other			
8 - Manual			
4 - Administrative and Clerical			
1 - Managers and Directors			
Total			

- ▶ For a seventh consecutive year, the Roman Catholic community [52.9%] comprised a greater proportion of applicants than the Protestant community [47.1%] continuing the gradual increase observed in their share over the period 2001-2015.
- ▶ In every year since 2006, members of the Roman Catholic community [53.1%] comprised a greater proportion of appointees than did the Protestant community [46.9%]. In 2015, the Roman Catholic community share increased by [1.3 pp] suggesting that the slight decrease in the Roman Catholic community share in 2014 was temporary and marks a continuation of the overall trend of increased Roman Catholic appointees to the monitored workforce of [8.1 pp] from [44.8%] in 2001.
- ▶ Members of the Roman Catholic community comprised [50.9%] of leavers from the monitored workforce. Members of the Protestant community comprised [49.1%] of leavers. Overall, the share of leavers from the Protestant community has decreased by [6.7 pp] from [55.8%] in 2001.
- ▶ The community background compositions in the public and private sectors, and in the full-time workforces, are reflective of the overall Northern Ireland workforce position. However, in respect to the part-time workforce overall and within both the private and public sectors, the compositions have a greater share of employees from those of the Roman Catholic community than the overall workforce figures.
- ▶ While those from the Protestant community continued to comprise the majority of the private sector workforce, the Roman Catholic share of the private sector workforce increased in 2015 by [0.6 pp] from [47.0%] in 2014 and by [7.2 pp] from [40.4%] in 2001 to [47.6%] (Chart 5).
- ▶ In 2015, members from the Protestant community accounted for a greater proportion of employees in the manufacturing (53.4%) and service (52.5%) sectors, while members of the Roman Catholic community accounted for a larger proportion of employees in the construction sector (55.7%). During the period 2001-2015, the Protestant community share has been decreasing across each of the component sectors, most notably within manufacturing by [9.1 pp] from [62.5%] in 2001 and construction by [9.3 pp] from [53.7%] in 2001.

Gender

The labour market continues to be segregated by gender in Northern Ireland, as elsewhere. According to the ECNI 2015 Monitoring Report, women account for more than half (52.2%) of all monitored employees in Northern Ireland, increasing their share of the monitored workforce almost year on year between 2001 (50.4%) and 2010 (52.7%). Female representation in the private sector (45.3%) was 6.9 pp lower than female representation in the overall workforce (52.2%) in 2015, whereas female employment in the public sector (65.1%) was 12.9 pp higher than the female share of the overall workforce. However, notable differences in female representation in the full-time and part-time workforces continue to be observed, with part-time workforces being more female (65.8% of the private sector and 76.1% of the public sector) and females more likely to be working in the public sector (both full-time and part-time).

According to the Equality Commission, 'While labour market outcomes by gender have shown improvement over time, scope still remains both in terms of improving the accessibility of employment and of ensuring progression within employment, into a wider

per cent, while the proportion of people aged 65 years and over rose from 13 per cent to 15 per cent.³

Disability

According to successive surveys, the employment rate among those with a disability remains low, at around one third, in comparison with 79% for those without. Employment among those with mental ill-health or learning difficulties is especially low (estimated at around 1 in 5), and the Bamford Review of Mental Health and Learning Disability (2007) has set a Northern Ireland target of 50% to be in full-time employment. Attitudes among employers, lack of qualifications and transport remain three key barriers to wider participation in the labour market among people with disabilities.

Sexual Orientation

Of various attitudinal and structural issues faced by those from the lesbian, gay and bisexual community in Northern Ireland, homophobic harassment at work features significantly, as revealed by a number of high profile tribunal cases along with research findings (Jarman, N. & Tennant, A. (2003). *An Unacceptable Prejudice: Homophobic Violence and Harassment in Northern Ireland*. Belfast: Institute of Conflict research).

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

³ Census 2011: Key Statistics for Northern Ireland Statistics Bulletin December 2012

having no relevance to equality of opportunity or good relations, a public authority should give details of the reasons for the decision taken.

If the public authority's conclusion is **major** in respect of one or more of the Section 75 equality of opportunity and/or good relations categories, then consideration should be given to subjecting the policy to the equality impact assessment procedure.

If the public authority's conclusion is **minor** in respect of one or more of the Section 75 equality categories and/or good relations categories, then consideration should still be given to proceeding with an equality impact assessment, or to:

- measures to mitigate the adverse impact; or
- the introduction of an alternative policy to better promote equality of opportunity and/or good relations.

In favour of a 'major' impact

- a) The policy is significant in terms of its strategic importance;
- b) Potential equality impacts are unknown, because, for example, there is insufficient data upon which to make an assessment or because they are complex, and it would be appropriate to conduct an equality impact assessment in order to better assess them;
- c) Potential equality and/or good relations impacts are likely to be adverse or are likely to be experienced disproportionately by groups of people including those who are marginalised or disadvantaged;
- d) Further assessment offers a valuable way to examine the evidence and develop recommendations in respect of a policy about which there are concerns amongst affected individuals and representative groups, for example in respect of multiple identities;
- e) The policy is likely to be challenged by way of judicial review;
- f) The policy is significant in terms of expenditure.

In favour of 'minor' impact

- a) The policy is not unlawfully discriminatory and any residual potential impacts on people are judged to be negligible;
- b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated

Screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? minor/major/none		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	The draft Business Strategy has the potential to drive the Northern Ireland economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy through councils will ensure that economic planning accommodates local circumstances, and including the needs of particular groups and identities.	Minor (+ve)
Political opinion	The draft Business Strategy has the potential to drive the Northern Ireland economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy through councils will ensure that economic planning accommodates local circumstances, and including the needs of particular groups and identities.	Minor (+ve)
Racial group	The draft Business Strategy has the potential to drive the Northern Ireland economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy through councils will ensure that economic planning accommodates local circumstances, and including the needs of particular groups and identities.	Minor (+ve)
Age	The draft Business Strategy has the potential to drive the Northern Ireland economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy through councils will ensure that economic planning accommodates local circumstances, and including the needs of particular groups and identities.	Minor (+ve)
Marital status	The draft Business Strategy has the potential to drive the Northern Ireland economy in a way that will provide general benefit to all its citizens, irrespective of identity. The delivery of the policy through councils will ensure that economic planning accommodates local circumstances, and including the needs of	Minor (+ve)

Racial group	The strategy aims to enhance the NI economy in a manner that will enhance the prospects of all its citizens, irrespective of identity.	
Age	The strategy aims to enhance the NI economy in a manner that will enhance the prospects of all its citizens, irrespective of identity.	
Marital status	The strategy aims to enhance the NI economy in a manner that will enhance the prospects of all its citizens, irrespective of identity.	
Sexual orientation	The strategy aims to enhance the NI economy in a manner that will enhance the prospects of all its citizens, irrespective of identity.	
Men and women generally	The strategy aims to enhance the NI economy in a manner that will enhance the prospects of all its citizens, irrespective of identity.	
Disability	The strategy aims to enhance the NI economy in a manner that will enhance the prospects of all its citizens, irrespective of identity.	
Dependants	The strategy aims to enhance the NI economy in a manner that will enhance the prospects of all its citizens, irrespective of identity.	

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

There are no particular circumstances where two or more identities may act in concert to increase the likelihood of an adverse impact under the strategy, although a combination of circumstances (e.g. age, disability, dependency) may increase the extent of marginalisation experienced by potential clients of Invest NI.

Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reasons.

At this time there is nothing inherent in the principles underpinning the Business Strategy to indicate the likelihood of an adverse impact on one or more Section 75 grounds. Instead, the strategy is inherently inclusive, affording an opportunity for businesses to grow in a way that will benefit the economy of Northern Ireland as a whole and thereby enhancing the well-being of its citizens. If during further development of the strategy it becomes apparent that there may be an adverse impact on certain groups or communities then Invest NI commits to carrying out further Section 75 work and including EQIA as and when appropriate.

If the decision is not to conduct an equality impact assessment the public authority should consider if the policy should be mitigated or an alternative policy be introduced.

Invest NI will ensure that all partners involved in the delivery of the strategy at a local level, and including councils, will continue to meet their statutory duties to promote equality of opportunity and good relations under Section 75. For example, it is anticipated that all 11 councils' Economic Plans will be subject to scrutiny through screening and EQIA as necessary.

Timetabling and prioritising

Factors to be considered in timetabling and prioritising policies for equality impact assessment.

If the policy has been '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist the public authority in timetabling. Details of the Public Authority's Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities?

Part 4. Monitoring

Public authorities should consider the guidance contained in the Commission's Monitoring Guidance for Use by Public Authorities (July 2007).

The Commission recommends that where the policy has been amended or an alternative policy introduced, the public authority should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Effective monitoring will help the public authority identify any future adverse impact arising from the policy which may lead the public authority to conduct an equality impact assessment, as well as help with future planning and policy development.

Invest NI will continue to monitor the implementation of the strategy using its existing monitoring arrangements. Where any evidence of adverse impact is found then appropriate steps will be taken to remedy the problem.

Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
Pamela Mavor	Equality Mgr	8/06/17
Approved by:		
C. Keeney	Director	8-6-17

Note: A copy of the Screening Template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the public authority's website as soon as possible following completion and made available on request.