

## Invest NI Section 75 Screening

### Summary of Policy Proforma Invest NI TITLE: Construction Services Pilot Seminar 22/05/2009

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.

<p>What does this policy/programme aim to achieve for the customer? (who does it mainly affect)?</p>	<p>The Construction Services Seminar is intended to highlight the Invest NI intervention principles and to promote Invest NI services to Construction Services businesses (ie architects and consulting engineers). It is hoped that businesses who meet the Invest NI client definition will take advantage of Invest NI services and increase their export sales as a result.</p>
<p>What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).</p>	<p>It is hoped that the seminar will encourage Construction Services businesses to look at export markets, so that they are able to meet the Invest NI client definition, and become active Invest NI clients.</p>
<p>Where did the policy/programme originate? (ie is this solely an Invest NI programme or are we working in partnership with any other</p>	<p>This is an Invest NI initiative and arises from the Invest NI Services Strategy produced in 2006.</p>

department/ organisation ?)	
How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)	The seminar will be delivered by Invest NI staff (manager/executives).
What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).	<p>This is a pilot project which will help gauge levels of interest. It is planned, dependent on feedback, to roll this out across the province and across other professional services sectors.</p> <p>Initial constraints are logistical, the venue has capacity for about 50 people, which is why the Seminar has not been promoted within general media at this stage.</p>
How does Invest NI monitor the delivery of this policy/programme?	Invest NI will monitor the number of businesses participating in follow on activities and the number of new clients created on CCMS. This information will be evaluated such that the profile of those who attended can be used to inform future events.
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).	<p>There are many reports relating to the downturn in the Construction Services, primarily relating to the 'credit crunch'.</p> <p>Similarly there was widespread consultation undertaken in the development of the Invest NI Services Strategy.</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>The initial invitation list has been drawn from membership of the Royal Institute of British Architects (RIBA) and the Association of Consulting Engineers (ACE). RIBA was used as it is the professional body for chartered architects and architectural practices must have at least 1 registered member. ACE was used as it provides a broad cross section of different disciplines within consulting engineering.</p> <p>However, no business operating in this sector is excluded and, dependent on the outcome of the pilot seminar, it is intended to host additional seminar(s) in different location(s).</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:**

There is no evidence to suggest higher or lower participation or uptake from the different groupings at this time.

### 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:**

There is no evidence or indication that different groups 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:**

There has been no indication that policies of this type create problems that are specific to them.

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

The professional services team contacted Bill Taylor and Phil Carson from the Association of Consulting Engineers (ACE), who agreed to forward the promotional flier on behalf of Invest NI to their membership. Details of RIBA clients were obtained from the RIBA website and the promotional fliers were sent directly from Invest NI by email.

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

Feedback and evaluation from the Pilot Programme will inform the team as to any potential opportunities which could better promote equality of opportunity.

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

Please see 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:**

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

Invest NI is implementing a process to monitor the composition of its client base. The seminar should result in the creation of new clients who will be monitored as part of this process.

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

No

## Summary of Screening

<b>Section 75 Category</b>	<b>Is there any evidence of potential under-representation of any Section 75 groups in this policy/programme?</b>	<b>Is there any evidence that people from any S75 groups have any issues / difficulties /problems with this policy/programme?</b>	<b>In your assessment is any further additional action required to address any under representation or problems associated with this policy/programme?</b>	<b>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</b>
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.

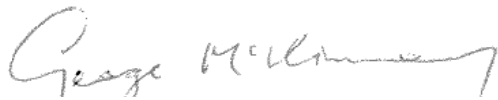
**1. Indicate any potential Human Rights implications associated with this policy, the perceived degree of risk (see above) and who the victim may be.**

	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**

<b>Name(s) of Screening Personnel:</b>	<b>George McKinnney</b>
<b>Role:</b>	<b>Manager – Professional Services Team</b>
<b>Decision to Conduct Equality Impact Assessment: YES / NO:</b>	<b>No</b>
<b>Date:</b>	<b>21/05/2009</b>
<b>Signed: (Screening Personnel):</b>	
<b>Approved: (Director):</b>	