

Section 75 Policy Screening Form

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

1 Introduction

- 1.1 Invest NI wishes to develop the leadership and management capabilities of client companies, largely SMEs with the aim of reducing the productivity gap between NI and better performing regions within GB.
- 1.2 It is intended that the Invest NI approach to leadership and management development will be progressed through a range of mechanisms: -
 - Development of an **Invest NI Leadership and Management Support Framework (LMSF)**
 - Collaboration with Department of Employment & Learning (DEL) on raising the awareness of the importance of leadership and management to NI business, through the development of a single knowledge and support access point.
 - Development of a management strand of the Business Improvement Training Programme successor
 - An application for INTERREG funding for a new "Scope 4 Growth" programme aimed at SMEs
- 1.3 As part of their methodology, Invest NI is seeking to develop a Leadership and Management Framework (LMSF) that will complement existing products and link with Department of Employment Initiatives. The concept of the LMSF is to help businesses overcome problems or barriers to growth through the development of leadership and management capabilities. The LMSF will utilise experts and will allow firms to access a range of mentors, advisors, coaches, and support networks.
- 1.4 The objective of the framework is to: *"Improve the productivity of Invest NI client companies through the development of leadership capabilities."*

1.5 The framework will include elements such as:-

- Coaching
- Business mentoring
- Facilitated workshops
- Networking opportunities
- Study visits

1.6 An Economic Appraisal was completed in May 2010

Name of the policy

Leadership and Management Support Framework

Is this an existing, revised or a new policy?

New

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

- Raise awareness of Leadership and Management through the facilitation of 5 cross sectoral peer networks/'inspiration' best practice events with 10 participants in each network per annum;
- Engage a minimum of 20 companies from INI client base in Leadership and Management company and individual diagnostics per annum;
- Provide mentoring and coaching solutions to a minimum of 20 client companies per annum;
- Realise an improvement in net profit in participating client companies as a result of improved management and leadership practices increasing productivity.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

If so, explain how.

The programme is aimed at NI based organisations but does not specifically target any Section 75 categories, it is open to both Invest NI client and non clients who can demonstrate the necessary criteria.

Who initiated or wrote the policy?

It was initiated by Business Improvement Services.

Who owns and who implements the policy?

It is owned and implemented by Business Improvement Services

Implementation factors

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

None

If yes, are they

financial

legislative

other, please specify : Willingness of NI companies to engage due to financial (match funding) and time constraints

Main stakeholders affected

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

staff

X service users

other public sector organisations

voluntary/community/trade unions

other, please specify _____

Other policies with a bearing on this policy

- what are they?

N/A

- who owns them?

N/A

Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

Section 75 category	Details of evidence/information
All	<p>The LMSF was subject to an interim Economic Evaluation and Economic Appraisal in 2010. This involved DEL, CBI, Stakeholders and has provided excellent data regarding the viability of the programme and has informed our decision regarding the absence of equality impact.</p> <p>However we will continue to monitor uptake of this programme in order to assess any future possible adverse impact.</p>

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

Section 75 category	Details of needs/experiences/priorities
Religious belief	None

Political opinion	None
Racial group	Potentially may require programme information in alternative formats
Age	None
Marital status	None
Sexual orientation	None
Men and women generally	None
Disability	Potentially require programme information in alternative formats and/or reasonable adjustments made which will be made available.
Dependants	None

Part 2. Screening questions

Introduction

In making a decision as to whether or not there is a need to carry out an equality impact assessment, the public authority should consider its answers to the questions 1-4 which are given on pages 66-68 of this Guide.

If the public authority's conclusion is **none** in respect of all of the Section 75 equality of opportunity and/or good relations categories, then the public authority may decide to screen the policy out. If a policy is 'screened out' as

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

by making appropriate changes to the policy or by adopting appropriate mitigating measures;

- c) Any asymmetrical equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people;
- d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.

In favour of none

- a) The policy has no relevance to equality of opportunity or good relations.
- b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the equality and good relations categories.

Taking into account the evidence presented above, consider and comment on the likely impact on equality of opportunity and good relations for those affected by this policy, in any way, for each of the equality and good relations categories, by applying the screening questions given overleaf and indicate the level of impact on the group i.e. minor, major or none.

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		None
Political opinion		None
Racial		None

group		
Age		None
Marital status		None
Sexual orientation		None
Men and women generally		None
Disability		None
Dependants		None
2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If Yes , provide details	If No , provide reasons
Religious belief		The programme's aim to promote leadership and management development. This is a positive action measure which is not envisaged to have an adverse impact on any S75 group
Political opinion		The programme's aim to promote leadership and management development. This is a positive action measure which is not

		envisaged to have an adverse impact on any S75 group
Racial group		The programme's aim to promote leadership and management development. This is a positive action measure which is not envisaged to have an adverse impact on any S75 group
Age		The programme's aim to promote leadership and management development. This is a positive action measure which is not envisaged to have an adverse impact on any S75 group
Marital status		The programme's aim to promote leadership and management development. This is a positive action measure which is not envisaged to have an adverse impact on any S75 group
Sexual orientation		The programme's aim to promote leadership and management development. This is a positive action measure which is not envisaged to have an adverse impact on any S75 group
Men and women generally		The programme's aim to promote leadership and management development. This is a positive action measure which is not envisaged to have an adverse impact on any S75 group
Disability		The programme's aim to promote leadership and management development. This is a positive action measure which is not envisaged to have an adverse impact on any S75 group
Dependants		The programme's aim to promote leadership and management development. This is a positive action

		measure which is not envisaged to have an adverse impact on any S75 group
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3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none		
Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief		None
Political opinion		None
Racial group		None

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes , provide details	If No , provide reasons
Religious belief		No, the programme is self selecting and is not aimed specifically at creating good relations. However we will continue to monitor uptake of this programme in order to assess any future possible possible opportunities

Political opinion		No, the programme is self selecting and is not aimed specifically at creating good relations. However we will continue to monitor uptake of this programme in order to assess any future possible opportunities
Racial group		No, the programme is self selecting and is not aimed specifically at creating good relations. However we will continue to monitor uptake of this programme in order to assess any future possible opportunities

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).

None are envisaged.

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

N/A

Part 3. Screening decision

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

The programme is open to organisations of all sizes including the wider business community. No concerns regarding equality or access were raised at the economic evaluation or economic appraisal stage. However, we will continue to monitor uptake of this programme in order to assess any future possible adverse impact.

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.

If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.

All public authorities' equality schemes must state the authority's arrangements for assessing and consulting on the likely impact of policies adopted or proposed to be adopted by the authority on the promotion of equality of opportunity. The Commission recommends screening and equality impact assessment as the tools to be utilised for such assessments. Further advice on equality impact assessment may be found in a separate Commission publication: Practical Guidance on Equality Impact Assessment.

Mitigation

When the public authority concludes that the likely impact is 'minor' and an equality impact assessment is not to be conducted, the public authority may consider mitigation to lessen the severity of any equality impact, or the

introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

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?

If yes, please provide details

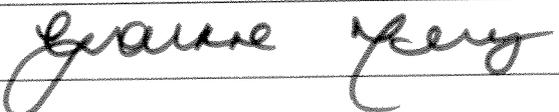
Part 4. Monitoring

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.

Part 5 - Approval and authorisation

Screened by:	Position/Job Title	Date
	SO	06.12.11
Approved by:		
	F	6.12.11.

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.