

# Section 75 Policy Screening Form

## Part 1: Policy Scoping

The first stage of the screening process involves scoping the policy or policy area. 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.

You 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

Name of the policy or policy area:

<b>Propel Programme</b>
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Is this an existing, revised or a new policy/policy area?

Existing	Revised	New
	x	

**Brief Description**

<p><b>Propel is a programme for entrepreneurs who have the greatest potential to start up and scale an export focused business that is innovative and has the potential to become a significant exporter and employer.</b></p>
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What is it trying to achieve? (intended aims and outcomes)

The overarching aim of Propel is to maximize the number and impact of sustainable, knowledge intensive, high growth, export orientated start up businesses established in Northern Ireland as a result of participation on the Propel programme.

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

YES	NO	N/A
x		

If YES, explain how.

Propel is open to all Section 75 categories so therefore participants from across a range of the categories will benefit.

Who initiated or wrote the policy?

Invest NI

Who owns and who implements each element of the policy?

Invest NI owns the programme, an appointed delivery organisation will implement/deliver the programme on behalf of Invest NI.

### Implementation factors

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

YES	NO	N/A
x		

If YES, are they

Financial: YES (If YES, please detail)

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**Legislative: Y / N (If YES, please detail)**

**Other, please specify:**

The EA and Casework have identified that the target outcomes may not be achieved if there is not sufficient demand for the programme. Activity levels will be reviewed on a continuous basis and targets revisited accordingly.

**Main stakeholders affected**

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

**Staff:**

Staff of Skills & Strategy who will manage the programme.  
Invest NI CEs who will be allocated to programme participants.  
Invest NI Communications Team and Heads of other appropriate teams/divisions who will be involved in the promotion of the programme.

**Service users:**

Entrepreneurs who will participate on the programme.

**Other public sector organisations:**

DETI

**Voluntary/community/trade unions:**

**Other, please specify:**

The delivery organisation who will be appointed through a competitive tending procedure.

**Other policies with a bearing on this policy**

**What are they and who owns them?**

Policies and programmes emerging from the Invest NI Board Working Group on High Performance Start Ups. These will be owned by Invest NI.

**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 relevant Section 75 categories.

<b>Section 75 Category</b>	<b>Details of Evidence/Information</b>
	An independent evaluation of Propel was completed in March 2012 and an economic appraisal undertaken in June 2012, both by Cogent Consulting.

**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

<b>Section 75 Category</b>	<b>Details of Needs/Experiences/Priorities</b>
<b>Men and Women Generally. Disability</b>	The Propel programme, while continuing to be offered on a Northern Ireland wide basis, will continue to actively promote female participation given that females have been under-represented in the previous propel programmes eg by using female entrepreneur role models and case studies as part of the promotion and marketing campaign. The programme will also be promoted at the forthcoming 'Working For Me' seminar, which aims to encourage entrepreneurship amongst people with disabilities.

## **Part 2: Screening Questions**

### **Introduction**

1. If the conclusion is **none** in respect of all of the Section 75 categories, then you may decide to screen the policy out. If a policy is 'screened out', you should give details of the reasons for the decision taken.
2. If the conclusion is **major** in respect of one or more of the Section 75 categories, then consideration should be given to subjecting the policy to an EQIA.
3. If the conclusion is **minor** in respect of one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures to mitigate the adverse impact; or an alternative policy.

### **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 hence it would be appropriate to conduct an EQIA;
- 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 among 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 earlier evidence, consider and comment on the likely impact on equality of opportunity / good relations for those affected by this policy, by applying the following screening questions and the 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 grounds? <b>Minor/Major/None</b>		
<b>Section 75 Category</b>	<b>Details of Policy Impact</b>	<b>Level of Impact? Minor/Major/None</b>
<b>Religious belief</b>		none
<b>Political opinion</b>		none
<b>Racial / ethnic group</b>		none
<b>Age</b>		none
<b>Marital status</b>		none
<b>Sexual orientation</b>		none
<b>Men and women generally</b>	The Cogent Evaluation identified that females have been underrepresented in previous Propel programmes and recommended that any future Propel programme should continue to actively promote female participation.	minor
<b>Disability</b>		none
<b>Dependants</b>		none

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2 Are there opportunities to better promote equality of opportunity for people within any of the Section 75 categories?		
Section 75 Category	If Yes, provide details	If No, provide reasons
Men and Women generally	Yes, the programme will continue to actively promote female participation given that females have been under-represented in the previous programmes eg by using female entrepreneur role models and case studies as part of the promotion and marketing campaign. We will also promote the programme through the 'Working for Me' event aimed at people with disabilities.	

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? <b>Minor/Major/None</b>		
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
		No, while the programme is promoted throughout Northern Ireland through a wide range of mediums that reach people of different religious beliefs, political opinions and racial groupings, there is no specific action to better promote good relations.

**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

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

### **Part 3: Screening Decision**

In light of your answers to the previous questions, do you feel that the policy should:  
(please underline one):

1. **Not be subject to an EQIA (with no mitigating measures required)**
2. **Not be subject to an EQIA (with mitigating measures /alternative policies)**
3. **Not be subject to an EQIA at this time**
4. **Be subject to an EQIA**

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

No envisaged detrimental impact on any S75 category, indeed action to increase participation by women and people with disabilities is in place.

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

In light of these revisions, is there a need to re-screen the revised/alternative policy at a future date? YES / NO

If YES, when & why?

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

**Timetabling and Prioritising EQIA**

If 3. or 4., is the policy affected by timetables established by other relevant public authorities? YES / NO

If YES, please provide details:

Please answer the following questions to determine priority for timetabling the EQIA. 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 EQIA.

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 EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: \_\_\_\_\_

**Any further comments on the screening process and any subsequent actions?**

## Part 4: Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development. You 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, then you should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Please detail proposed monitoring arrangements below:

Invest NI and the appointed Delivery Organisation will have responsibility for on-going, monthly monitoring of the programme in terms of programme inputs, activities, outputs and outcomes.

In addition, an interim evaluation has been scheduled for November/ December 2014 with further interim evaluations and a final evaluation scheduled for subsequent years through the duration of the programme.

## Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
Approved by: <i>Pamela Mallon</i>	<i>P. Lavery</i>	<i>29/07/12</i>

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 your website as soon as possible following completion and made available on request.

