

Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI TITLE: Short Term Aid Scheme

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 Short Term Aid Scheme (STAS) has been created to help companies access finance in the current financial and economic crisis. STAS will provide support for the retention of key posts, over and above what the Government has already established and what the UK banks have so far announced.</p> <p>STAS will provide eligible companies with grant support for agreed costs to help them maintain key skills within their workforce, and their position in the market in order that they are able to take advantage any economic upturn.</p>
<p>What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).</p>	<p>The aim of STAS is to assist a number of Northern Ireland companies in the current climate with small amounts of compatible aid, as defined in the Commission's temporary framework and the UK's notified measure; to:-</p> <ul style="list-style-type: none"> • Allow companies to maintain key employment

	<p>until an upturn arrives.</p> <ul style="list-style-type: none"> • Provide financial support to businesses that are experiencing short term difficulties in maintaining the key skills within their workforce and their position in the market.
<p>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 ?)</p>	<p>The European Commission issued a 'Temporary Community Framework for State Aid measures to support access to finance in the current financial and economic crisis' [Communication 2009/C 16/01] in mid December 2008 by way of a response to the global credit crunch.</p> <p>In January 2009 the UK, through the Department for Business Innovation and Skills or BIS (previously DBERR), notified to the Commission an umbrella scheme (under para 4.2.2 of the temporary framework, for providing up to €500K to business as a small amount of compatible aid) for up to one billion pounds to support UK businesses during the period Feb 2009 to 31st Dec 2010.</p> <p>The UK measure has been approved by the Commission and BIS has indicated it is up to England's Regional Development Agencies and the Devolved Administrations to develop their own proposals to meet the specific needs of their regions within the terms of the UK's notified measure.</p> <p>STAS is solely an Invest NI programme. Invest NI is the only body authorised in NI to implement schemes under the UK's notified measure (the appropriate legislation is cited by DBERR in the measure).</p> <p>Other NI government Departments or local Councils are not eligible to provide intervention assistance or to implement such schemes.</p>
<p>How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)</p>	<p>The programme will be delivered through Invest NI's Client facing team.</p> <p>Initially two selection panels will be convened to assess casework. It is expected that these panels will comprise a representative from Innovation, Capability and Development Group, a rep from Strategic Management and Planning and will be chaired by an Senior Management Team member from the Clients Group.</p>

	<p>For proposed assistance over £250K, financial appraisal by Invest NI's Corporate Finance, Appraisal and Advice Division (CFAAD) and approval by two members of Invest NI's Top Management Team will be required.</p>
<p>What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).</p>	<p>STAS is subject to the rules laid down within the EC's 'Temporary Community Framework for State Aid measures to support access to finance in the current financial and economic crisis'.</p> <p>(Communication 2009/C16/01] published in mid December 2008 by way of a response to the global credit crunch; and subsequently is limited to BIS's notification of its umbrella scheme under para 4.2.2 of the temporary framework, i.e. for providing up to €500K to business as a small amount of compatible aid.)</p> <p>At the time of BIS's notification to the commission, Invest NI indentified a potential £25m of funds from its existing baseline that could be used for intervention as part of the £1 billion notified. Invest NI is not however constrained by this amount under the UK notification in terms of spending more or spending less.</p> <p>Invest NI is not seeking additional budget cover to implement this scheme over the two financial years 2009/10 and 2010/11. Invest believes that its existing baseline should be available for this scheme. As such, an initial budget of £15m will be identified for this programme (£7m 2009/10 and £8m 2010/11).</p> <p>The Scheme is not eligible for ERDF assistance as its remit falls outside the Lisbon Agenda and rationale for the EU Sustainable Competitiveness Programme 2007 — 2013.</p>
<p>How does Invest NI monitor the delivery of this policy/programme?</p>	<p>The latest date for expenditure to be eligible for support under the scheme is 31st December 2010, with all payments made by 31st March 2011. Thereafter a programme evaluation will begin in June 2011 and a final report will be available by 31 December 2011.</p>
<p>What other feedback, research, consultation or additional information is available to assess and</p>	<p>Invest NI will nominate members of its Senior Management Team (SMT) to undertake a quality assessment of 5% of cases supported, across the full range of interventions made, on a monthly basis and recommend improvements to the approval process</p>

<p>screen the impact of this policy/programme? (ie consultative reports, evaluations, surveys, complaints ,monitoring etc).</p>	<p>should these be deemed necessary.</p> <p>In addition the uptake of the scheme will be monitored under the Invest NI Equality Monitoring Strategy during 2010. This will allow us to analyse the employee make up of those companies participating in the Scheme in terms of Disability, Race, Community Background and Gender.</p>
<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>	<p>Support is available across all sectors, to companies of all sizes.</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:

Company employee make up will be analysed in terms of disability, race, community background and gender during 2010 as part of the Invest NI Monitoring Strategy.

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:

Where companies or individuals request assistance reasonable adjustments will be made.

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

Dept of Enterprise, Trade and Investment (NI)
 Dept of Finance and Personnel (NI)
 Dept of Business, Enterprise and Regulatory Reform

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

Comments were reflected in policy as it was drafted. Final policy was shared with above organisations prior to implementation.

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?

Monitoring in projects against objectives outlined in the cases for support undertaken as per Invest NI standard monitoring procedures. As mentioned previously the Scheme will also be monitored under the INI Equality Monitoring Strategy.

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

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.)

Once the analysis of the Scheme under the Equality Monitoring Strategy is complete we will assess how the Scheme could be improved in terms of equality of opportunity.

Summary of Decision

Name(s) of Screening Personnel:

Mark Carruthers

Role:

Deputy Principle

Decision to Conduct Equality Impact Assessment: YES / NO:

No

Date:

22/05/2009

Signed: (Screening Personnel):



Approved: (Director):

