

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

Name of the policy

Sustainable Productivity Programme (SPP)

Is this an existing, revised or a new policy?

The SPP brought together into one programme activity that had previously been separate programmes run by the Sustainable Development (SD) team and previously screened. (SD Consultancy Framework, Envirowise, Carbon Trust Energy Management including CT Loan Fund and Industrial Symbiosis.) In addition a new grant was added to the SPP – the Resource Efficiency Capital Grant (RECG).

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

The aim of this support is to improve the competitiveness, productivity and sustainability of local businesses through identification and achievement of cost savings in the consumption of water, energy and raw materials through:

- SD Consultancy Framework – audits & technical consultancy
- Industrial Symbiosis – through a tendered service provider
- Energy Efficiency Loan Fund – operated by Carbon Trust
- Resource Efficiency Capital Grant – for INI Clients
- Resource Efficiency Advisory Support – provided by a team of

Technical Advisors

The programme aims to :-

Provide cost saving to Northern Ireland business through the support provided in the SPP.

The Programme will directly fit with PSA 1: Improving Northern Ireland's manufacturing and private services productivity – it will help businesses realise their potential by freeing up operational costs and stimulating investment in new market opportunities.

The Sustainable Productivity Programme will deliver directly against Invest NI's proposed Corporate Plan target to 2014/15:

“support businesses to identify £60 million of resource and waste prevention savings”

This target is also incorporated within Northern Ireland's Sustainable Development Strategy and the associated Sustainable Development Implementation Plan published by OFMDFM.

(<http://www.ofmdfmi.gov.uk/eisusdevstrategy.pdf> and http://www.ofmdfmi.gov.uk/focus_on_the_future.pdf)

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

No – all support is open to the wider business base with the exception of the Resource Efficiency Capital Grant which is open to Invest NI Client Companies only.

If so, explain how.

N/A

Who initiated or wrote the policy?

The SD team – ministerial approval was granted.

Who owns and who implements the policy?

Invest NI SD Team

Implementation factors

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

No

If yes, are they

- financial
- legislative
- other, please specify _____

Main stakeholders affected

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

- staff
- 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
Religious belief	DTZ Economic Appraisal of the Invest NI Sustainable Productivity Programme March 2011 – detail around the rationale for the SPP which included consultations with businesses and stakeholders. Previous screenings for elements of the SPP. <ul style="list-style-type: none">• SD Consultancy Framework• EQIA – Business Development Solutions – which included:<ul style="list-style-type: none">▪ Carbon Trust Energy Programme-▪ Environmental Awareness Programme▪ Green Technology Initiative
Political opinion	As above
Racial group	As above
Age	As above
Marital status	As above

Sexual orientation	As above
Men and women generally	As above
Disability	As above
Dependants	As above

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	The evidence suggests there are no needs, experiences or requirements for any of the Section 75 categories in the SPP.
Political opinion	The evidence suggests there are no needs, experiences or requirements for any of the Section 75 categories in the SPP.
Racial group	The evidence suggests there are no needs, experiences or requirements for any of the Section 75 categories in the SPP.
Age	The evidence suggests there are no needs, experiences or requirements for any of the Section 75 categories in the SPP.

Marital status	The evidence suggests there are no needs, experiences or requirements for any of the Section 75 categories in the SPP.
Sexual orientation	The evidence suggests there are no needs, experiences or requirements for any of the Section 75 categories in the SPP.
Men and women generally	The evidence suggests there are no needs, experiences or requirements for any of the Section 75 categories in the SPP.
Disability	The evidence suggests there are no needs, experiences or requirements for any of the Section 75 categories in the SPP.
Dependants	The evidence suggests there are no needs, experiences or requirements for any of the Section 75 categories in the SPP.

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	SPP open to all – with the exception of the RECG which is open to all Invest Clients only.	None
Political opinion	SPP open to all – with the exception of the RECG which is open to all Invest Clients only.	None
Racial group	SPP open to all – with the exception of the RECG which is open to all Invest Clients only.	None
Age	SPP open to all – with the exception of the RECG which is open to all Invest Clients only.	None
Marital status	SPP open to all – with the exception of the RECG which is open to all Invest Clients only.	None
Sexual orientation	SPP open to all – with the exception of the RECG which is open to all Invest Clients only.	None
Men and women	SPP open to all – with the exception of the RECG which is open to all Invest	None

generally	Clients only.	
Disability	SPP open to all – with the exception of the RECG which is open to all Invest Clients only.	None
Dependants	SPP open to all – with the exception of the RECG which is open to all Invest Clients only.	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		No – as all strands of the SPP are open to the wider business base with the exception of the RECG which is open to all Invest NI Clients
Political opinion		No – as all strands of the SPP are open to the wider business base with the exception of the RECG which is open to all Invest NI Clients
Racial group		No – as all strands of the SPP are open to the wider business base with the exception of the RECG which is open to all Invest NI Clients

Age		No – as all strands of the SPP are open to the wider business base with the exception of the RECG which is open to all Invest NI Clients
Marital status		No – as all strands of the SPP are open to the wider business base with the exception of the RECG which is open to all Invest NI Clients
Sexual orientation		No – as all strands of the SPP are open to the wider business base with the exception of the RECG which is open to all Invest NI Clients
Men and women generally		No – as all strands of the SPP are open to the wider business base with the exception of the RECG which is open to all Invest NI Clients
Disability		No – as all strands of the SPP are open to the wider business base with the exception of the RECG which is open to all Invest NI Clients
Dependants		No – as all strands of the SPP are open to the wider business base with the exception of the

		RECG which is open to all Invest NI Clients
--	--	---

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	The SPP will have no impact on good relations for these groups.	None
Political opinion	The SPP will have no impact on good relations for these groups.	None
Racial group	The SPP will have no impact on good relations for these groups.	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 opportunity to promote better relations through the activity of the SPP.
Political opinion		No opportunity to promote better relations through the activity of the SPP.
Racial		No opportunity to

group		promote better relations through the activity of the SPP.
-------	--	---

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.

The SPP has no impact on people with multiple identities.

Part 3. Screening decision

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

No requirement to complete an EQIA as evidence shows that as the programme is open to the wider business base and Invest NI clients for the RECG there are no areas raised that need further screened.

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.

N/A.

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

N/A

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.

N/A

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
Peter Larmour	DP	04/09 ¹² /2013
Approved by: <i>Chris Hill</i>	<i>Director</i>	<i>14/3/14</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 the public authority's website as soon as possible following completion and made available on request.

