

Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI

TITLE: Taxi & Executive Car Service

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, New TSN 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.

What does this policy/programme aim to achieve for the customer? (who does it mainly affect)?	To provide the use of taxi's and executive cars for the transportation of staff and potential investor's and clients as required.
What does this policy/programme aim to achieve for Invest NI? (Provide the main objectives).	To provide clear guidance and an ordering system for the use of executive cars and taxis when required.
Where did the policy/programme originate? (i.e. is this solely an Invest NI programme or are we working in partnership with any other department/ organisation?)	The policy originated with the Industrial Development Board (IDB) and was transferred to Invest NI when the Non Departmental Public Body (NDPB) was created. Invest NI appoint a contractor to carry out this service through the Central Procurement Directorate (CPD).
How is this policy /programme delivered or implemented? (i.e. by delivery agents, client executives, senior management, other agencies?)	A contractor is appointed through a CPD tender process. The Invest NI Facilities Management (FM) provider will coordinate the service on behalf of Invest NI. The Invest NI Contract Management Team (CMT) will

	<p>monitor the service provision.</p> <p>When a member of staff requires a taxi or executive car, a transport order form is completed and forwarded to the facilities team who will arrange the service provision.</p>
<p>What are the constraints on this policy/programme? (Budgetary, legislative, EU directives etc).</p>	<p>Individual cost centres budgetary restrictions, Invest NI's internal procedures (based on standard audatory procedure for appropriate use of the service and appropriate approvals) and CPD guidelines.</p>
<p>How does Invest NI monitor the delivery of this policy/programme?</p>	<p>The CMT have overall responsibility for monitoring the service provision, with Invest NI's FM Provider operating the service on a day to day basis.</p> <p>The effectiveness and efficiency of the service will be monitored through the annual survey of all services as well as ad hoc checks with users.</p>
<p>What other feedback, research, consultation or additional information is available to assess and screen the impact of this policy/programme? (I.e. consultative reports, evaluations, surveys, complaints, monitoring etc).</p>	<p>Employers For Disability NI were consulted with, in regards to the transport order form for the service, and they have provided feedback which we have incorporated to make the service more accessible.</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>There are no groupings specifically targeted through this policy.</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:

The policy applies to all members of staff fairly and consistently irrespective of which equality group(s) they belong to.

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:

Those with a disability have the potential to have differing needs in relation to transportation services and we have highlighted this to the service providers and stated our obligation as a public authority. We have also adapted the Transport Order form to ensure that any adjustments required are highlighted so that we may be aware in advance and cater for them.

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:

The policy does have the potential to disadvantage those with a disability however we have ensured that physical access to vehicles is taken account of by the service provider and we have engaged with Employers for Disability NI to ensure requests for the service are accessible and all encompassing.

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

Employers For Disability NI

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

We have included a form of words regarding reasonable adjustments to the Transport Order Form and we have also adapted the font type and size to make the form more accessible.

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

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:

The Transport Order Form has been modified to ensure a more inclusive service for those with disabilities.

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

The effectiveness and efficiency of the service will be monitored through the annual survey of all services as well as ad hoc checks with users.

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

A large, empty rectangular box with a thin black border, intended for the user to provide their 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	YES	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? (I.e. conducting any further consultations, gathering monitoring data, liaising with other departments or organisations etc.)

Summary of Decision

Name(s) of Screening Personnel:	Patrick McSorley
Role:	Equality Co-ordinator - HR
Decision to Conduct Equality Impact Assessment: YES / NO:	No
Date:	19.03.09
Signed: (Screening Personnel):	<i>Patrick McSorley</i>
Approved: (Director):	<i>Ken Hegel</i>

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