Invest NI Section 75 Screening

Summary of Policy Proforma Invest NI

TITLE: TRANSFORM

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.

What does this policy/programme aim to achieve for the customer? (who does it mainly affect)?	Transform is a strategic change programme which is seeking to accelerate the impact of our support with Northern Ireland businesses. Transform will evaluate the potential for Invest NI to improve productivity by engaging with and supporting a wider customer base than is currently the case. This programme is likely to affect NI businesses that are VAT registered (excluding agriculture) and who have the potential to grow sales outside of Northern Ireland.
What does this policy/programme aim to achieve for Invest NI? (provide the main objectives).	Transform aims to: - Improve performance and impact of our interactions; - Embed a customer-led service culture at all levels and enhance the customer experience of Invest NI; - Bringing clarity to product/service offering through streamlined and simplified services; - Improve transparency and performance reporting within a robust governance framework; - Ensuring staff are equipped with the skills, knowledge, systems & resources they need to support business needs. At present it is too early in the development of the programme to quantify the expected improvements in performance as a result of the programme. This will be carried out as part of the development of recommendations and the associated business plans for each of the key projects.

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 ?)	Transform has been developed as a response to the Independent Review of Economic Policy in conjunction with the Invest NI Board and CEO / TMT input. Transform is aligned to Minister Foster's response to the IREP recommendations and therefore Invest NI will be working closely with DETI to develop and implement the programme. Transform is also aligned to the Business Scorecard and has to date identified 18 projects under 7 themes. Each project is led by a Project Sponsor from the Top Management Team and a Project Owner from the Senior Management Team.
How is this policy /programme delivered or implemented?(ie by delivery agents, client executives, senior management, other agencies?)	The implementation of Transform will involve the entire organisation. The Customer Development theme will be the key driver to determine how Invest NI should target the wider business base to develop innovation and export growth. This project will determine how Invest NI services the wider business base through a combination of face to face engagement, telephone, digital communication channels and through partner agencies such as District Councils, NICC and Enterprise Northern Ireland.
What are the constraints on this policy/programme? (budgetary, legislative, EU directives etc).	Invest NI is operating in an environment of constrained financial resources and will have to make potentially hard choices about the future mix & configuration of services to the business community. There is no additional expenditure available to implement the recommendations of Transform and each project under Transform will identify the associated costs / benefits. Transform will be implemented under all the budgetary, legislative and programme requirements that Invest NI operates under.
How does Invest NI monitor the delivery of this policy/programme?	An overall critical path has been developed for Transform and key deadlines and interdependencies identified. A project board has been established comprising the Top Management Team and Alison Gowdy who has been seconded for 12 months to work full time on Transform. Project Agreements and Project Timelines have been established for each of the 18 projects identified under Transform. An update on critical path is provided to TMT on a fortnightly basis and to the Invest NI Board on a monthly basis. As Transform is aligned to the IREP Implementation Plan, there are additional reporting requirements and monitoring through the IREP Implementation Groups and Steering Group.
What other feedback, research, consultation or additional information is available to assess and screen the impact of this policy/programme? (ie consultative reports, evaluations, surveys, complaints ,monitoring etc).	The development of Transform is drawing extensively on the existing surveys and evaluations within Invest NI eg the outcomes of the Annual and Monthly Client Satisfaction Surveys, Programme Evaluations, customer feedback, best practice review and analysis of performance data. In addition, DETI implemented a period of consultation on the Independent Review of Economic Policy and responses were received from key representative bodies such as the CBI, IoD, Trade Unions etc. DETI has made available to Invest NI a summary of the responses to help inform the Transform programme. Invest NI has also presented the outline of Transform to the Business Alliance and will be presenting to the ETI Committee at the end of April. As the proposals within Transform are developed the Project Board will determine the extent of additional consultation required.
Are any groups specifically targeted through this policy/programme? If so please detail which groups (e.g. young men, older people	Transform targets the NI Business base and in particular those businesses which have the potential to grow and improve productivity.

or people from ethnic minority backgrounds etc).	

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		██	
Political opinion		██	
Racial group		██	
Age		██	
Marital status		██	
Sexual orientation		██	
Gender		██	
Disability		██	
Dependency		██	

Please Comment:

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		██	
Political opinion		██	
Racial group		██	
Age		██	
Marital status		██	
Sexual orientation		██	
Gender		██	
Disability		██	
Dependency		██	

Please Comment:

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		
Political opinion		
Racial group		
Age		
Marital status		
Sexual orientation		
Gender		
Disability		
Dependency		

Please Comment:

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

Sponsoring Department, DETI and Personnel Represenatives, NIPSA

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

Comments were integrated into policy development.

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

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?

The success of the individual Transform workstreams will be reviewed and adapted as necessary.

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 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				
Article 3				
Article 5				
Article 6				
Article 8				
Article 9				
Article 10				
Article 11				
Article 12				
Article 14*				
Article 1 of Protocol 1				
Article 2 of Protocol 1				

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.)

This will be dependent on each individual workstream, which have also been subject to equality screening and can be found on the Invest NI website.

Summary of Decision

Name(s) of Screening Personnel: _Pamela Harron_

Role: _Planning Manager_

Decision to Conduct Equality Impact Assessment: NO:

Date:
_10/07/10_

Signed: (Screening Personnel):
Pamela Harron

Approved: (Director):
Alison Gowdy

_29/7/2010_

Alison Gowdy