

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

Pre-Accelerator (previously known as Propel) and Accelerator Programme

Is this an existing, revised or a new policy?

Revised

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

The programme aims to :-

Maximise the number and impact of innovative, scalable, high growth export-oriented start-up sustainable businesses established in Northern Ireland as a result of participation on the Pre-Accelerator Programme; and

Support technology based, high growth potential start-ups (HPSUs) to access early stage venture capital/angel investment and establish in Northern Ireland.

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

If so, 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 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?

If yes, are they

financial

legislative

other, please specify

The EA and Casework have identified that the target outcomes may not be achieved if there is not sufficient demand of appropriate quality participants for the programme. Activity and quality 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 & Competitiveness Division who will manage the programme.

Invest NI CEs who will be allocated to programme participants.

Invest NI Communications Team.

Staff from other appropriate teams/divisions (eg Scaling and Trade) who will be involved in the promotion of the programme.

service users

Entrepreneurs and businesses who participate on the programme.

other public sector organisations

Department for the Economy.

voluntary/community/trade unions

other, please specify

The EDO (external delivery organisation) who will be appointed through a competitive CPD (Central Procurement Department) procurement process.

Other policies with a bearing on this policy

- what are they?

Policies and programmes emerging from the Invest NI Entrepreneurial Action Plan.

- who owns them?

Invest NI will own them.

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
ALL	<p>An independent Evaluation of Propel (now to be called 'Pre Accelerator) was carried out by SQW in 2015 and a detailed Economic Appraisal was carried out by Invest NI's Economics Team in 2016. An independent Economic Appraisal of the Accelerator programme was undertaken by Cogent Consulting in December 2013 and an internal Stocktake of the Accelerator was completed in April 2017.</p> <p>These appraisals took into account the requirements of Section 75 of the Northern Ireland Act 1998 and in respect of any recommendations made, were asked to consider whether there are any likely impacts on anti-poverty, social inclusion, equality of opportunity or good relations.</p> <p>In doing so, the service providers were asked to suggest measures to mitigate against any adverse impacts and also consider the accessibility of the programme for all, in line with the Disability Discrimination Act 1995.</p>

The evaluation reported no adverse impact on any S75 group.

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	None
Political opinion	None
Racial group	None
Age	None
Marital status	None
Sexual orientation	None
Men and women generally	In previous cohorts females have been underrepresented on both programmes. In going forward recruitment will continue to actively promote female participation by, for example, using female entrepreneur role models and case studies as part of the overall promotion and marketing campaign.
Disability	The needs of people with disabilities may require reasonable adjustments to be made to the delivery of the programme. We will ensure that our external delivery organisations are aware of their obligations in this respect.

Dependants	None
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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		None
Political opinion		None
Racial group		None
Age		None
Marital status		None
Sexual orientation		None
Men and women generally	Generally females have been underrepresented in previous high growth start up support programmes and it is recommended that any future programmes should continue to actively promote greater female participation.	Minor
Disability		None

Dependants		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 the programme applies to anyone meeting the programme criteria.
Political opinion		As above
Racial group		As above
Age		As above
Marital status		As above
Sexual orientation		As above
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 e.g by using female entrepreneur role models and case studies as part of the promotion and marketing campaign.	
Disability	We will ensure that all reasonable adjustments	

	required are met in order to ensure equality of opportunity.	
Dependants		No

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		none
Political opinion		none
Racial group	The programme may promote good relations between racial groupings to a minor degree as the Accelerator element will involve international and Northern Ireland participants being based within the shared workspace and being encouraged to benefit from peer to peer learning and shared experiences.	minor

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		The programme will be promoted throughout Northern Ireland and on an international basis through a wide range of mediums that reach people of different religious beliefs, political opinions and racial groupings. Therefore there is no specific action required to better promote good relations.

Political opinion		As above
Racial group		As above

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.

none

Part 3. Screening decision

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

No envisaged detrimental impact on any S75 category, indeed action to increase female participation is in place.

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.

Not at this time, however we will continue to monitor participation in the programme

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

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.

Not deemed necessary at this time, although we will continue to monitor via the evaluation process.

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


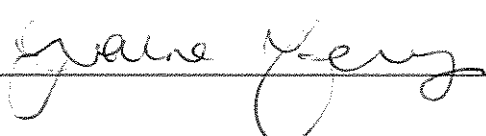
Part 4. Monitoring

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
	DP	4/9/17
Approved by:		
	G 7 -	14/9/17

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.