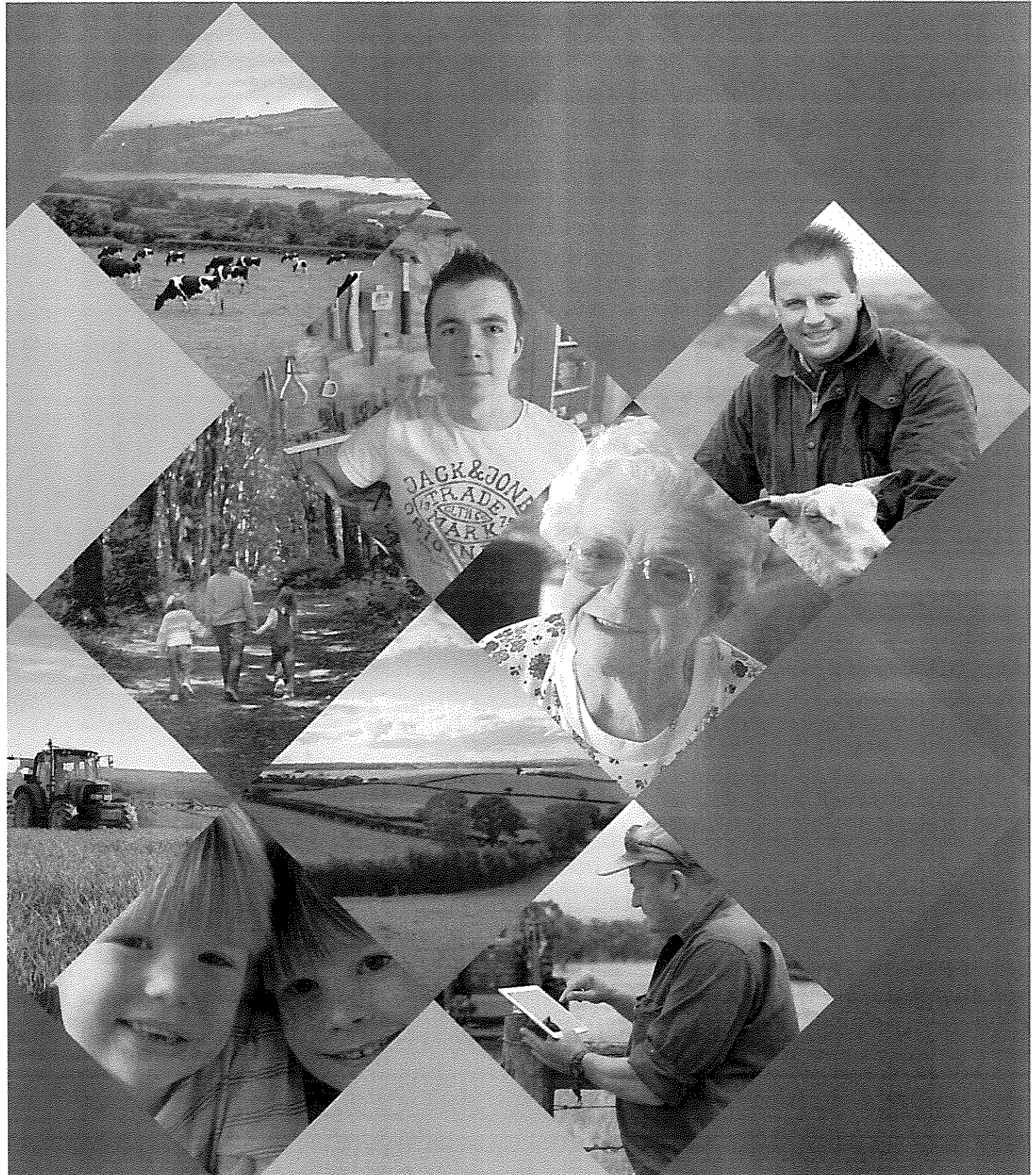


Rural Needs Impact Assessment



Title of Strategy, Policy, Plan or Public Service:

Name of Organisation:

Invest Northern Ireland

Title of Strategy, Policy, Plan or Public Service:

Employment Law Advice & Guidance

Step 1: Define the Issue

Key questions to consider:

- *What are the objectives of the strategy, policy plan or service?*
- *What impact do you intend it to have in rural areas?*
- *How is 'rural' defined for the purposes of this policy/strategy/service/plan?*
- *What would constitute a fair rural outcome in this case?*

The objective of the programme is:

To provide Invest NI clients with current employment law compliance advice on people management issues aimed at meeting short term needs. The emphasis should be on offering practical options including an assessment of risk to assist clients' decisions.

The programme is open to Invest NI customers both rural and urban and provides 30 minutes legal advice on HR issues. The advice is free to the customer at the point of delivery and is delivered via telephone.

Rural is defined as

A fair rural outcome would be that businesses located in rural have the same access to the scheme as those in no-rural areas.

Step 2: Understand the situation

Key questions to consider:

- *What is the current situation in rural areas?*
- *What evidence (statistics, data, research, stakeholder advice) do you have about the position in rural areas?*
- *If the relevant evidence is not available, can this be sourced?*
- *Do you have access to the views of rural stakeholders about the likely impact of the policy?*
- *Are there existing design features or mitigations already in place to take account of rural needs?*

Invest NI receives requests to use the scheme from rural and non-rural based clients.

As the advice is delivered via telephone conversation with the client, the location of the client does not affect the quality of the service.

Step 3: Develop and appraise options

Key questions to consider:

- *Are there barriers to delivery in rural areas?*
- *If so, how can these be overcome or mitigated?*
- *Will it cost more to deliver in rural areas?*
- *What steps can be taken to achieve fair rural outcomes?*

There are no barriers to delivery in rural areas as the service is delivered via telephone. The costs to the client is free for the 30 minute contact regardless of location.

Step 4: Prepare for Delivery

Key questions to consider:

- *Do the necessary delivery mechanisms exist in rural areas?*
- *Have you considered alternative delivery mechanisms?*
- *What action has been taken to ensure fair rural outcomes?*
- *Is there flexibility for local delivery bodies to find local solutions?*
- *Are different solutions required in different areas?*

The delivery solution exists in rural and non-rural locations.

Step 5: Implementation & Monitoring

Key questions to consider:

- *Have you set any rural specific indicators or targets to monitor?*
- *How will the outcomes be measured in rural areas?*
- *Are there any statistics or data that you will collect to monitor rural needs and impacts?*


Invest NI has no specific rural targets and the scheme is used as and when required.

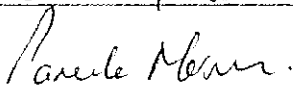
Step 6: Evaluation & Review

Key questions to consider:

- What processes are in place to evaluate and review the implementation of the policy, strategy, plan or service?
- Have rural needs been factored into the evaluation process?
- How will lessons learned in relation to rural outcomes be used to inform future policy making and delivery?

The programme was evaluated by Cogent in 2018 as part of the People Solutions service.

Rural Needs Impact Assessment undertaken by:	David McKeown
Position:	Programme Manager
Signature:	
Date completed:	23 August 2018

Rural Needs Impact Assessment approved by:	Pamela Hannon
Position:	EQUALITY MGR.
Signature:	
Date completed:	23 AUG 2018.

