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| **INITIAL EQUALITY SCREENING FORM** |
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| DIVISION**:** |      Transformation | **TEAM:** | ESG |
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| **Name of Policy/Decision/Practice to be Equality Screened** |
| Environmental, Social and Governance (ESG) Strategy |
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| **Is it New or Revised?** | new |
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| **Who Does the Policy Effect, e.g Service Users/Staff:** | Service users and staff |
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| **Question 1** – Define the aim of the Programme or . What is it trying to achieve? (Intended aims/outcomes) |
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| In our role as an economic development agency, ESG is about sustainable development; environmental and social sustainability underpinned and supported by good governance. Invest NI has a major role in making a positive impact on the lives of our citizens through our market interventions and project support. Our ESG Strategy outlines how we, and the companies and eco systems we support, can make that positive contribution by looking at how we operate, the services we offer, and the policies we follow, through a social and environmental lens. The Strategy provides us with a framework to assess business practices and performance on sustainability and social issues and provides a way to measure business risks and opportunities in those areas. To do this we must operate from a position of credibility and ensure we are holding the highest standards, so we can confidently expect the businesses we support to do the same. |
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| **Question 2** – Does the Programme or have the potential to have an impact on the promotion of equality impact for any of the Section 75 groupings? (See Question 4 for list of equality groups.) |  |
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| If no go to Question 6 – Good Relations. | If yes please continue. |
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| The intention of the strategy is to have a positive impact on all section 75 groupings through the inclusion of a framework to assess our own and our clients’ business practices and performance on sustainability and social issues, and identifying risks and opportunities in those areas.The ESG Strategy will provide the strategic direction for all policies, programmes and support (both internal and external) ensuring that environmental and social considerations are central to how we operate.The ESG Strategy align with the Department for Economy’s 10X Vision and will operationalise the focus on Innovation, sustainability and inclusivity through our work. |
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| **Consideration of Available Date/Research** |
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| **Question 3** – What  is there available – statistics or perception – to help you decide who the Programme or might affect the most? i.e. What evidence, qualitative or quantitative, have you gathered to inform your decision making process? |
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| **Assessment of Impact** |
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| **Question 4** – Explain if what you plan to do is likely to be perceived as having a high, medium or low impact upon the 9 Equality groupings according to their needs. Also if what you are planning to do is likely to be perceived as having a positive or negative effect upon the 3 different groups in relation to the promotion of good relations. |
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| **9 Equality Groups** | **Perceived Impact****High – (H)****Medium - (M)****Low – (L)** | **Why this rating?** | **Promotion of Good Relations****(Yes/No)** | **Why this rating?** |
| Religious Belief | M |  |  | Positive impact anticipated |
| Racial/Ethnic Group | H | If need is identified then targeted support/ action may be implemented |  | Positive impact anticipated |
| Political Opinion | M |       |  | Positive impact anticipated |
| Age | H    | As above | Yes |  |
| Gender | H     | As above | Yes |  |
| Marital Status | H     | As above | Yes |  |
| Sexual Orientation | H     | As above | Yes |  |
| Disability | H     | As above | Yes |  |
| Dependants | H     | As above | Yes |  |
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| **Opportunities to better promote Equality of Opportunity** |
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| **Question 5** – Are there steps which could be taken to reduce any adverse impact upon the Section 75 groups as identified in Question 4? |
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| The intention of the ESG strategy is to have a positive impact by promoting social and environmental sustainability and the promotion of fair and transparent governance within Invest NI and through our customer base. We would therefore anticipate no adverse impact. |
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| **Good Relations** |
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| **Question 6** – Is there an opportunity in what you are trying to do to better promote Good Relations between the groups relating to Religious Belief or Racial/Ethnic Group or Political Opinion? |
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| Yes, by promoting the wider social sustainability agenda through all of Invest NI support and interventions. |

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| **Consultation** |
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| **Question 7** – Tell us about who have talked to about your proposals internally or externally to help you decide if the needs further or no further equality investigation. |
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| The ESG strategy was developed by an internal working group, with the support of an external ESG professional. This external involvement ensured best practice and rigour were applied to the process. Extensive external benchmarking was carried out with companies and organisations in the private and public sectors in NI, GB and RoI to establish best practice.The draft strategy was presented regularly to ELT and Operating Directors to ensure the direction of travel was agreed.Staff were also consulted via survey to establish the ‘material issues’ that should be included in the strategy and these have now formed the key pillars of the strategy.External stakeholder engagement has not taken place yet but this is being explored as part of the T&F group stakeholder engagement survey. We have also consulted the Invest Ni Equality manager. |
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| **Question 8** – In light of the above should the be |
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| [ ]  | Screened Out – No Equality Issues – Please provide rationale for this decision. |
| As detailed above only positive impact us anticipated due to the nature of this strategy, however, we will continue to monitor any programmes resulting from our ESG policy for any equality issues. |
| [ ]  | Screened Out with some adjustments. – What adjustments have you made? |
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| [ ]  | Screened In for a deeper level of analysis of what is being considered or intended to be undertaken. (EQIA) – Please provide rationale for this decision. |
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| Signed: | Paddy Robb | Date: | 16.06.2023 |
|  | Policy /Programme Owner |  |  |
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| Approved | Pamela Marron | Date: | 30/08/23 |
|  | Equality Manager |  |  |
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| Modifications made. | Date: |       |
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| Date: |       |
| Approved by Equality Manager |  |  |