



Invest NI Good Relations Strategy

April 2024- March 2025

In May 2013 the NI Executive published the Together: Building a United Community Strategy (T:BUC). This strategy reflects the NI Executive’s commitment to improving community relations and continuing the journey towards a more united and shared society.

Good relations legislation places a legal duty on all public bodies to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group. We promote good relations by promoting respect for all cultural identities within Invest NI and currently await guidance from N Ireland Executive’s relating to ‘Cohesion, Sharing and Integration’ as well as the Commission’s emerging guidance on ‘Contested Issues’. These documents will be used to inform our strategic approach to addressing sectarianism, racism and other forms of prejudice.

In the interim we have developed the key steps we propose to take during 2024-2025, in order to address these issues plan is linked to our Section 75 Action Plan, following our Audit of Inequalities.

Overarching Goals	Key Indicators	Measures	Timescales
Embed equality and diversity within Invest NI’s Core Business	Raise awareness of equality and good relations obligations within Invest NI.	Induction training for all new staff when they join the organisation to include Section 75 and associated obligations.	Staff to complete induction training within 3 months of commencing employment.
		100% of Invest NI staff trained in Equality, Diversity and Inclusion.	Mandatory refresher training every three years for existing staff.
	Fully embed and integrate Section 75 and associated obligations within Invest NI’s business planning process.	Formally review Invest NI’s Business Strategy EQIA on an annual basis as part of our business planning process.	Annual business planning process.
		Equality obligations to be addressed within business strategy and business plan.	Annual business planning process.
		Review and refresh all Section 75 and associated policies.	Completed over course of new Strategy period.
		Equality screen all relevant emerging and adopted policies.	Complete quarterly and annual screening review and reports as required.
		Enhance communication and engagement with wider staff regarding Section 75 and associated obligations through internal communication channels.	Regular updates facilitated through corporate communication channels.
		Review and refresh the appointment and role of equality coordinators across Invest NI to help enhance the provision	Annually
Address inequalities within Invest NI’s			

remit within Marginalised Groups & Communities		of equality related expertise.	
	Fully account for equality and associated obligations within procurement policies.	Review and refresh procurement guidance to ensure it fully accounts for equality and associated obligations and update staff as needed.	Complete during Year 1 of Business Strategy.
	Improved consultation with Section 75 group Stakeholders .	Review all Invest NI's Equality, Diversity, Inclusion and Social frameworks and action plans and combine in to one streamlined Action Plan.	
		Implement our Environmental, Social and Governance (ESG) framework, to improve wider engagement and consultation on our services to maximise activity levels across marginalised groups and communities, including, but not limited to, the ethnic minority, economically disadvantaged and LGBTQ+ communities.	
	Improved regional outreach activity.	Widen the reach of our Regional Offices in order to drive improved economic opportunities for our most deprived communities	Complete by 30 th June 2025.
		Cultivate and foster better relationships with our partners to enhance engagement and interaction with representative bodies and organisations in line with our Good Relations Strategy.	Deliver ESG Framework and Actions.
			Host annual networking and information events across our Regional Office areas, using a range of community and partner hubs, to promote Invest NI and its services.
			Improve consultation and engagement with key representative groups across the year.

