



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 good relations within Invest NI’s Core Business	Raise awareness of equality 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 Good Relations 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 to reflect on new Business Strategy.	Completed over course of new Strategy period.
	Contribute to addressing Inequalities within NI’s Labour Market, with the aim of improving economic opportunities for all citizens, from all backgrounds.	Enhance and improve Invest NI’s capability to impact Gender imbalance within NI’s Labour Market.	Review Invest NI’s current offering of gender specific initiatives and identify opportunities for new initiatives and / or enhancements.
Through our communications team, promote female participants within case studies and testimonials to provide the role models for future generations.			Continuous promotion through our regular communication channels.
(1) Gender Imbalance			

Overarching Goals	Key Indicators	Measures	Timescales
(2) People with disabilities	In line with our Disability Action Plan, work with clients, customers, partners, and stakeholders, to deliver initiatives to further employment opportunities for the disabled.	Review Invest NI's current offering of disabled specific initiatives and identify opportunities for new initiatives and / or enhancements.	Complete by 31 st March 2025.
		In line with our Disability Action Plan, host a regular event, bringing together key partners and stakeholders to help contribute to reducing employment inequalities faced by disabled people.	Annual Event, rotated across Invest NI's Regional offices.
(3) Other Marginalised Groups & Minority Communities	Implement positive steps and take action to reduce social inclusion of marginalised groups and communities.	Review Invest NI's current specific initiatives targeted at marginalised groups and minority communities and identify opportunities for new initiatives and / or enhancements.	Complete by 31 st March 2025.
		Widen the reach of our Regional Offices in order to drive improved economic opportunities for our most deprived communities	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.
		Implement a new Alternative Talent Pathways approach, placing collaboration with partners at the centre, to streamline pathways to sustainable employment for marginalised groups and minority communities.	31 st March 2025
		In line with our ESG Action Plan, cultivate and foster better relationships with our partners to enhance engagement and interaction with representative bodies and organisations..	Improve consultation and engagement with key representative groups across the year.

