

## **INVEST NORTHERN IRELAND EQUALITY SCHEME 2003 - 2005**

### **EXECUTIVE SUMMARY**

#### **Introduction**

Invest Northern Ireland is Northern Ireland's new economic development agency. Established in April 2002 under the Industrial Development Act (Northern Ireland) 2002, it is a Non-Departmental Public Body (NDPB). As an NDPB it is required to produce a draft Equality Scheme which demonstrates its commitment to promoting equality of opportunity.

Invest NI has assumed responsibility for the areas of work formerly undertaken by the Industrial Development Board, the Industrial Research and Technology Unit, the Local Economic Development Unit, the Department of Enterprise Trade and Investment's Business Support Division and the business support functions of the Northern Ireland Tourist Board.

Invest NI is fully committed to the fulfilment of the Section 75 obligations on the promotion of equality of opportunity and good relations between persons of different: religious belief, political opinion or racial group, age, marital status, sexual orientation, gender, and between persons with a disability and those without, and persons with dependents and those without as required under Section 75 of the Northern Ireland Act 1998.

**This Executive Summary sets out the key elements of Invest NI's Equality Scheme:**

#### **Functions & Policies (Section 3)**

The functions and policies of Invest NI are listed in Section 3 of the Scheme.

#### **Equality Impact Assessments (EQIAs) (Sections 4 & 5)**

- All of Invest NI's policy areas are included in the Scheme for Equality Impact Assessment (EQIA) in accordance with the timetable set out in Section 5 and Annex B of the document.
- Invest NI will liaise with the Section 75 Groups and other relevant organisations as it undertakes the programme of EQIAs, and will publicly consult on the outcome of the impact assessments.

## Monitoring (Section 6)

- Knowledge of uptake of the services provided by Invest NI, and the impact of its policies on Section 75 groups, will be important in assessing progress towards equality of opportunity. Invest NI will, in consultation with the Section 75 groups, complete an assessment of current monitoring, and will develop a monitoring plan in light of the work undertaken.

## Publication of EQIAs and Monitoring (Section 7)

- Published documentation on the outcome of any EQIAs, and of any monitoring undertaken, will be in accordance with the Equality Commission's Practical Guidance published in 2001.

## Consultation (Section 8)

- Invest NI is committed to carrying out consultations in accordance with the Guiding Principles contained in the Equality Commission's "Guide to the Statutory Duties".

## Access to Information and Services (Section 9)

- It is important that information on Invest NI issues and/or services is accessible to all organisations. To ensure that this objective is achieved, Invest NI will work with DETI on the preparation of a best practice communications guide.

## Training and Awareness Raising (Section 10)

- A significant level of training has been undertaken by the predecessor agencies over the last 2 years. Invest NI intends building on these foundations and is currently developing a programme of appropriate training for all staff throughout the new agency.

## **More Information**

If there are queries in relation to the Scheme and the statutory duty, please contact:

The Equality Unit  
Strategic Management and Planning  
Invest NI  
3<sup>rd</sup> Floor, Bedford Square  
Bedford Street  
BELFAST BT2 7ES

Tel No: 028 9069 8268 or 028 9069 8226

Fax No. 028 9043 6536

Textphone: 028 9069 8585

E-mail: [equality@investni.com](mailto:equality@investni.com)

The full Equality Scheme is available by contacting Invest NI's Equality Unit, details as above.

Copies of this Executive Summary are also available in accessible formats on request – eg large print, disc, audio cassette, Braille and minority ethnic languages from the above contact point.

## **Invest NI 2003**