

## Appendix Two - Belfast City Council – LGBTQIA+ Action Plan 2024-2027

Actions	Expected Outcomes	Themes	Year	Activity Lead	Indicative ( year 1 )
Deliver LGBTQIA+ awareness raising training including on Bi and Trans identities in the annual corporate training schedule, and make available to all staff	Increased awareness of LGBTQIA+ issues including bias and its impact on staff and service delivery	<i>Training and Development</i>	1,2,3	Corp HR	£600
Fund 4 places for network at appropriate conferences	Increased awareness of emerging issues within the community for network to address	<i>Training and Development</i>	1,2,3	Corp HR/ Network	£ 800
Deliver LGBTQIA+ awareness training to target groups: <ul style="list-style-type: none"> <li>• senior leadership</li> <li>• procurement team</li> <li>• customer hub</li> <li>• births, deaths, marriages</li> <li>• community centres</li> <li>• play staff</li> <li>• front of house staff</li> </ul>	Increased awareness of LGBTQIA+ issues including bias and its impact on staff and service delivery	<i>Training and Development</i>	1,2,3	Corp HR	£600
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Prepared	June 2024
Date agreed by Proud Network	4 September 2024
Date agreed by CMT	
Date agreed by Committee	



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Sign up to Stonewall's Diversity Champion's Programme	Best practice research and resources available to source/ access	<i>Senior Leadership and training and development</i>			£2500
Develop peer mentoring and reverse mentoring with senior champion, Kate Bentley and other members of CMT, including development of guide for this activity	Increased awareness of LGBTQIA+ issues Including bias and its impact on staff and service delivery	<i>Training and Development</i>	1,2,3	Senior Champion/ Corp HR/ Network/ Senior Staff	Staff Resource
Allocate 5 places each year on Mental Health First Aider course to Proud members.  Participate in Mental Health Awareness Week and LGBTQIA+ Awareness Weeks each year (cross sectional with other Diversity Networks)	Better mental health awareness	<i>Training and Development</i>  <i>Health and Wellbeing</i>	1,2,3	Corp HR  Corp HR	Corporate Training Programme  Staff resources
Review any relevant existing policies in terms of language, terminology and gender neutrality and inclusion including an effective consultation mechanism for all staff	Inclusive policies with appropriate language	<i>Promoting positive attitudes and behaviours</i>	1,2,3	Corp HR	Staff resource
			1,2,3	Network	Staff Resource

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Continue to use online, Intranet, and all promotional aids (posters, pop up stands etc) as channels to promote Proud activities and membership and in particular the importance of allyship  Provide promotional materials e.g. pens, lanyards and reusable water bottles for example	Increase Proud Membership  Improve awareness and accessibility to Network	<i>Visibility and Network Growth</i>  <i>Visibility and Network Growth</i>		Network	£700
Joint event addressing a cross-sectional issue or event e.g. Disability/Race	Collaborate with other Diversity Networks in BCC to promote the wider Diversity and Inclusion message	<i>Visibility and inclusive growth of all Networks</i>	2	Network	£300
Hold a network planning day	Appropriate time out for network to plan effectively	<i>Visibility and inclusive growth of all Networks</i>	1	Network	£600
Participate in Belfast Pride including BCC vehicles and staff as part of the official parade.		<i>Community engagement and visibility</i>	1,2,3	ALL	

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Host the annual Transgender Day of Remembrance event in November each year. Use of City Hall for the event. Flying Trans flag to demonstrate support	Increased awareness of issues specifically affecting Transgender community  Celebration of LGBTQIA+ contributions	<i>Community engagement and visibility</i>	1,2,3	Network/ Corp HR	£1500
Develop an annual LGBTQIA+ calendar plan to include: TDOR TDOV LGBTQIA Awareness week Bi Visibility Lesbian visibility etc	Increased awareness of issues specifically affecting all LGBTQIA+ stands	<i>Community engagement and visibility</i>	1	Network/Corp HR	Staff Resource
Hold an annual engagement event with the sector - e.g lunch and learn event	Increased knowledge of sector needs, increased knowledge of potential opportunities for sector	<i>Community engagement and visibility</i>	1,2,3	CNS P&E Staff network	£500
Determine if feasible to expand existing Gender Neutral facilities provision in BCC workplaces	Explore option for expansion of gender neutral facilities in BCC buildings	<i>Visible inclusivity in the workplace and as a service provider.</i>	1	Corp HR/Facilities/F&R /WM	Existing PMU/WM budgets

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Contribute to and host events facilitated by local LGBTQIA+ service providers and other Networks across NI	Improved visibility, networking and learning	<i>Social Networking and community engagement.</i>	1,2,3	Network Chair	£600
Carry out a voluntary monitoring exercise for all staff when feasible	Improved knowledge of workforce mobility and demographics	<i>Monitoring/Organisational analysis</i>	1	Corp HR	Staff Resource/ Comms
Carry out a staff survey to inform action plan and work of network	Better awareness of what LGBTQIA+ staff want from the network	<i>Organisational Analysis / continuous improvement</i>	1	Corp HR and Marcomms	Staff resource
Explore opportunities for collaboration with suppliers on Employability and Diversity issues i.e. Matrix, Bryson, OH/EC	Understanding needs of LGBTQIA+ community and service users	<i>Clients, customers and service provision.</i>	2	Corp HR	Staff Resource
Explore options to improve monitoring of service users	Understanding needs of LGBTQIA+ community and service users	<i>Clients, customers and service provision</i>	3	EDU Depts Customer Hub	Staff resource

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Use BCC social media more to promote BCC as an inclusive service provider. E.g. Pride/TDOR/TDOV/LGBTQIA+ History month (profile local LGBTQIA+ Champion)	Understanding needs of LGBTQIA+ community and service users	<i>Clients, customers and service Provision, visibility</i>	1,2,3	Corp Comms	Staff Resource
Develop a legacy/ oversight document	Insight for new members and committee	<i>Visibility and Network Growth, Sustainability</i>	1	Network	Staff Resource

Total budget Year 1 is  
£10, 200.

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**Belfast**  
City Council