



<b>Subject:</b>	<b>Notice of Motion – Work Safe – Home Safe</b>
<b>Date:</b>	23rd October, 2025
<b>Reporting Officer:</b>	Nora Largey, City Solicitor/Director of Legal and Civic Services
<b>Contact Officer:</b>	Jim Hanna, Democratic Services and Governance Manager

**Restricted Reports**

**Is this report restricted?**

**Yes**

☐

**No**

☒

**Please indicate the description, as listed in Schedule 6, of the exempt information by virtue of which the council has deemed this report restricted.**

**Insert number**

☐

1. Information relating to any individual
2. Information likely to reveal the identity of an individual
3. Information relating to the financial or business affairs of any particular person (including the council holding that information)
4. Information in connection with any labour relations matter
5. Information in relation to which a claim to legal professional privilege could be maintained
6. Information showing that the council proposes to (a) to give a notice imposing restrictions on a person; or (b) to make an order or direction
7. Information on any action in relation to the prevention, investigation or prosecution of crime

**If Yes, when will the report become unrestricted?**

**After Committee Decision**

**After Council Decision**

**Sometime in the future**

**Never**


**Call-in**

**Is the decision eligible for Call-in?**

**Yes**

☒

**No**

☐

<b>1.0</b>	<b>Purpose of Report/Summary of Main Issues</b>
1.1	To consider the Notice of Motion received for the meeting of the Council on 3rd November, 2025 in relation to Work Safe – Home Safe.
<b>2.0</b>	<b>Recommendation</b>
2.1	<p>Members are asked to note that, in accordance with Standing Orders, Notices of Motion which commit the Council to expenditure or falls within the remit of a particular Committee must be referred to the appropriate committee for consideration and report.</p> <p>At this time Members are only asked to note that the Notice of Motion has been received and that a subsequent report will be brought to Committee, if that Committee so agrees, outlining a detailed consideration of the Notice of Motion and the potential costs implications.</p> <p>The Committee is asked to note that this motion will be referred on the first instance to the Licensing Committee.</p>
<b>3.0</b>	<b>Main Report</b>
3.1	<p><b><u>Key Issues</u></b></p> <p>The Committee will be aware that Standing Orders 13 (m) to (r), as agreed by the Council at its meeting on 4th October, are as follows:</p> <p>(m) <i>The Standards and Business Committee will have delegated authority to adopt or reject Notices of Motion. The Lord Mayor will indicate at the Council meeting those Notices of Motion that have been considered by the Standards and Business Committee and whether such Notices of Motion were rejected or adopted. In either case, the proposer only may speak on the issue at Council.</i></p> <p>(n) <i>The Standards and Business Committee will refer all Notices of Motion directly to a standing committee when the matter to which the Notice of Motion refers falls within the remit of that committee. At Council, the Lord Mayor will indicate that the Notice of Motion was received and referred. There will be no speakers on such Notices of Motion at Council.</i></p> <p>(o) <i>The Standards and Business Committee will refer Notices of Motion for consideration by full Council when the Notice of Motion relates to a strategic or constitutional matter.</i></p> <p>(p) <i>The Standards and Business Committee will not have the power to amend the wording of any Notice of Motion that is being referred to the full Council for debate.</i></p> <p>(q) <i>Any amendments to Notice of Motions to be proposed at the Council are to be furnished at least one day in advance of going to the full Council and will be circulated to Party Group Leaders in advance of the Council meeting.</i></p>

3.2

- (r) *In referring any matter to the full Council, the Standards and Business Committee may determine to restrict contributions to the debate in relation to any Notice of Motion to one per political party. At the Council meeting, the Lord Mayor will clearly indicate if the restriction applies.*

The following motion has been received:

**Work Safe / Home Safe Council Motion**

Unite's Work Safe / Home Safe campaign is a direct response to the harassment, violence, and unsafe travel faced by hospitality and night-time economy workers in Belfast. Research shows that over 90% of hospitality workers experience sexual harassment at work. Unite's 2025 survey in Northern Ireland found:

- 42% of workers walk home after shifts due to lack of transport,
- 77% receive no employer support for safe travel,
- 53% have *witnessed or experienced harassment or assault* on their way home after a shift,
- 68% of women routinely witness or experience sexual harassment in the workplace.

This Council notes:

1. That harassment, spiking and gender-based violence remain widespread in hospitality and the night-time economy, disproportionately affecting women, young, migrant and LGBT+ workers.
2. That hospitality and the night-time economy are major employers and economic drivers for Belfast and Northern Ireland, supporting tens of thousands of jobs and contributing over £1 billion annually to the regional economy.
3. That the Northern Ireland Executive, has announced funding for a one-year pilot of late-night public transport services in Belfast, with Belfast City Council co-funding the scheme. This is a welcome step that will help customers and the public get home safely, strengthen the night-time economy, and improve the city's connectivity. However, it does not remove the responsibility on employers to provide safe, paid transport home for staff who finish work after public services end.
4. That under the Licensing (NI) Order 1996 and Entertainment Licensing (NI) Order 1985, the Council has powers to promote public safety and prevent crime and disorder through licensing policy.

This Council resolves to:

1. Amend Belfast City Council's licensing and entertainment policy to require venues seeking late-night opening to:
  - Adopt and enforce zero-tolerance anti-harassment and anti-spiking policies;
  - Display clear reporting procedures for staff and customers;

	<ul style="list-style-type: none"> <li>○ Provide safe transport home, paid for by the employer, for staff finishing after hours where public transport is more limited or unavailable.</li> </ul> <p>2. Adopt a Belfast Charter against harassment in hospitality, based on Unite's Work Safe / Home Safe campaign, including:</p> <ul style="list-style-type: none"> <li>○ Scrapping sexist dress codes;</li> <li>○ Visible anti-harassment and reporting posters;</li> <li>○ Free, discreet spiking test kits in venues;</li> <li>○ Funding and mandating training on harassment and workplace safety developed with the involvement of, and full access for, trade unions and women's groups.</li> </ul> <p>3. Work with Unite, the Department for Infrastructure and Translink to ensure the late-night transport pilot:</p> <ul style="list-style-type: none"> <li>○ Prioritises passenger and staff safety through staffing, CCTV and lighting;</li> <li>○ Covers public demand without being used as a substitute for employer-funded transport for staff;</li> <li>○ Is reviewed with input from hospitality workers, including transport workers, and their unions.</li> </ul> <p>4. Lobby the Northern Ireland Executive, the Department for Communities and MLAs to introduce stronger protections and minimum standards so that all workers can travel home safely after late and unsocial hours, and so that employers play their full part in funding safe and fair transport.</p> <p>5. Report annually on progress, consulting with workers, unions and transport staff, and publish findings on safety, compliance and the impact on harassment and violence in the night-time economy.</p> <p>Proposer: Councillor Áine Groogan</p> <p>Seconder: Councillor Michael Collins</p>
3.3	The motion calls upon the Council to undertake a number of measures in relation to Unite's Work Safe / Home Safe campaign. It cuts across the work of a number of Committees but specifically calls for changes to powers for which the Licensing Committee has responsibility and the motion will therefore be referred to that Committee.
3.4	<p><b><u>Financial and Resource Implications</u></b></p> <p>None associated with this report.</p>
3.5	<p><b><u>Equality or Good Relations Implications</u></b></p> <p>None.</p>
4.0	<b>Documents Attached</b>

	None.