

Public Document Pack

**Democratic Services Section
Chief Executive's Department
Belfast City Council
City Hall
Belfast
BT1 5GS**

21st August, 2019

MEETING OF STRATEGIC POLICY AND RESOURCES COMMITTEE

Dear Alderman/Councillor,

In addition to those matters previously notified to you, the following items will also be considered at the meeting to be held at 9.30 a.m. on Friday, 23rd August, 2019.

Yours faithfully,

SUZANNE WYLIE

Chief Executive

AGENDA:

To follow item 6a

Additional items 2d, 2e, 3h, 4f, 5e and 8h

2. Restricted Items

- (d) Proposed Governance Arrangements for Spending Financial Developer Contributions secured through Section 76 Planning Agreements (Pages 1 - 8)
- (e) Innovation and Growth Commission (Pages 9 - 12)

3. Matters referred back from Council/Motions

- (h) Motion - Welfare Mitigation Schemes - Response from Department for Communities (Pages 13 - 18)

4. Governance

- (f) Code of Conduct for Councillors - Response from Northern Ireland Local Government Commissioner for Standards (Pages 19 - 20)

5. **Belfast Agenda/Strategic Issues**

(e) Update on Inclusive Growth (Pages 21 - 32)

6. **Physical Programme and Asset Management**

(a) Update on Physical Programme (Pages 33 - 50)

8. **Equality and Good Relations**

(h) Diversity Action Plans (Pages 51 - 64)

By virtue of paragraph(s) 3 of Part 1 of Schedule 6
of the Local Government Act (Northern Ireland) 2014.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 6
of the Local Government Act (Northern Ireland) 2014.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 6
of the Local Government Act (Northern Ireland) 2014.

Document is Restricted

This page is intentionally left blank



Subject:	Motion – Welfare Mitigation Schemes
Date:	23rd August, 2019
Reporting Officer:	Henry Downey, Democratic Services Officer
Contact Officer:	Henry Downey, Democratic Services Officer,

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider a response from the Department of Communities to the motion on Welfare Mitigation Schemes, which was passed by the Council at its meeting on 1st July.
2.0	Recommendation
2.1	The Committee is requested to consider the response and to take such action thereon as may be determined.
3.0	Main Report
3.1	<p>At the Council meeting on 1st July, the following motion, which was proposed by Councillor Canavan and seconded by Councillor Black, was passed:</p> <p style="padding-left: 40px;">“The policy of austerity and welfare cuts imposed by the British Government is wrong and should be reversed.</p>

This Council recognises that mitigation packages have provided vital support to the most vulnerable members of our society and should continue to be provided as Tory austerity measures continue to impact.

The Council notes with deep concern the range of reports published recently which highlight the serious risk of greater hardship for many within our community, if welfare mitigations do not continue beyond March 2020. These reports include:

- Welfare Reform: Mitigations on a Cliff Edge;
- Cliff Edge Coalition NI; and
- NIAO: Welfare Reforms in NI.

The Council calls on all parties to support the need to continue welfare mitigations beyond March 2020, agrees to write to the Department for Communities calling for it to take all steps necessary to ensure that mitigations schemes will continue to help the most vulnerable in our community and calls for the immediate restoration of the Northern Ireland Assembly and Executive so that it can take decisions and actions on this important issue.”

3.2 A response to the Council’s motion has since been received from Ms. T. Meharg, Permanent Secretary, Department for Communities, a copy of which is attached.

3.3 The Permanent Secretary states that the legislation made following the Fresh Start Agreement, which provided authority to make welfare supplementary mitigation payments, will end on 31st March, 2020 and that no funding will be allocated beyond that date. In the continued absence of the Assembly, the Department for Communities is, therefore, unable to amend the existing welfare supplementary mitigations legislation beyond March, 2020, as such regulations would be subject to Affirmative Resolution.

3.4 She explains that, in line with the Fresh Start Agreement, the Department for Communities has undertaken a review of Welfare Mitigation Schemes. The outcome of that review was published on 25th March, 2019 and can be accessed at www.communities-ni.gov.uk/publications/review-welfare-mitigation-schemes.

3.5 Following on from the review, the Department has held a series of public engagement events with key stakeholders, primarily, the advice sector, voluntary/community groups and Housing Associations, to obtain feedback on the review which had been undertaken into the mitigation schemes.

3.6	<p>The Permanent Secretary concludes by pointing out that the Department for Communities is aware of the challenges which are likely to arise from the termination of the welfare mitigation package and is currently considering all of the evidence surrounding the potential impact.</p> <p><u>Financial and Resource Implications</u></p>
3.7	<p>None</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.8	None
4.0	Documents Attached
	None

This page is intentionally left blank



Department for
Communities

www.communities-ni.gov.uk

From: Tracy Meharg
Permanent Secretary

Level 9
Causeway Exchange
1-7 Bedford Street
BELFAST
BT2 7EG

Telephone: 028 90 823301
E-mail: tracy.meharg@communities-ni.gov.uk
Our Ref: PSC 0824.19
Date: 25 July 2019

Mr Henry Downey
Democratic Services Officer
Belfast City Council
Legal and Civic Services Department
City Hall
Belfast
BT1 5GS

Via e-mail democraticservices@belfastcity.gov.uk

Dear *Henry*

WELFARE MITIGATION SCHEMES

Thank you for your letter of 19 July in which you detail the Motion that was passed by Belfast City Council on 1 July regarding the welfare mitigation schemes.

Mitigation schemes post 31 March 2020

The legislation made following the Fresh Start Agreement which provides authority to make welfare supplementary mitigation payments will end from 31 March 2020. Similarly there is no funding for welfare mitigations allocated beyond this date. In the continued absence of the Assembly the Department is not able to make amendments to the existing welfare supplementary mitigations legislation (to enable the Department to continue the mitigation schemes beyond March 2020) as such regulations would be subject to Affirmative Resolution.

In line with the Fresh Start Agreement the Department completed a Review into the Welfare Mitigation Schemes that was published on 25 March 2019. This can be found on the Department's website at www.communities-ni.gov.uk/publications/review-welfare-mitigation-schemes.

Following on from this the Department held a series of public engagement events with key stakeholders, primarily the Advice Sector, voluntary/community groups and Housing Associations, to gain feedback on the review into the mitigation schemes.

The Department is aware of the challenges likely to arise from the termination of the welfare mitigation package and is currently considering all the evidence of the potential impact from the schemes ending.

I trust you find this response helpful.

Yours sincerely



TRACY MEHARG
PERMANENT SECRETARY



Subject:	Code of Conduct for Councillors: Response from Northern Ireland Local Government Commissioner for Standards
Date:	23rd August, 2019
Reporting Officer:	John Walsh, City Solicitor / Director of Legal and Civic Services
Contact Officer:	John Walsh, City Solicitor / Director of Legal and Civic Services

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	The purpose of this report is to update Members on correspondence received from the Northern Ireland Local Government Commissioner for Standards.
2.0	Recommendations
2.1	The Committee is asked to note the contents of the report.
3.0	Main Report
	<u>Key Issues</u>
3.1	Following an adjudication by the NI Local Government Commissioner for Standards and the consideration by Strategic Policy and Resources Committee of a notice of motion requesting the need for clarity and clear guidance on the Code of Conduct for Councillors on 25th January 2019, I wrote to the Commissioner to seek clarity specifically in relation to her

	interpretation of paragraph 6.9 of the Code and to invite her to attend Committee on a future date to discuss the motion and the issues relevant to it.
3.2	The issue I raised related to her interpretation of paragraph 6.9 which deals with a dispensation permitting Councillors to vote on issues when the appointment has been made by the Council or otherwise permitting them to remain and speak on an issue when they have an association with an organisation which has been formed for a public purpose. The Commissioner appeared to have misstated the correct legal position in the adjudication report referred to.
3.3	The Commissioner's response accepts that the position I had adopted in respect of this particular portion of the Code is correct. Accordingly, my advice to Members about dispensations and significant non-pecuniary interests is that if your relationship with a public body or organisation formed for a public purpose arises, that you may participate and vote on decisions affecting that organisation, other than in those cases in which you are a member of the management committee and the decision to be taken relates to finance or property.
3.4	In response to the invitation to attend Committee, the Commissioner felt it would not be appropriate to attend.
	<u>Financial and Resource Implications</u>
3.6	None
	<u>Equality or Good Relations Implications/Rural Needs Assessment</u>
3.7	None
4.0	Documents Attached
	None



Subject:	Update on Inclusive Growth
Date:	23rd August, 2019
Reporting Officer:	John Tully, Director of City and Organisational Strategy
Contact Officer:	Christine Robinson, Head of Strategy, Policy and Partnerships

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	Members will be aware that officers are currently drafting an inclusive growth strategy to outline the council's commitment to creating an inclusive city.
1.2	This report provides the Committee with a high level overview of the commitments contained within the strategy and outlines the next steps that will be undertaken to ensure that a final strategy is presented to committee in September and a public consultation commences in October.

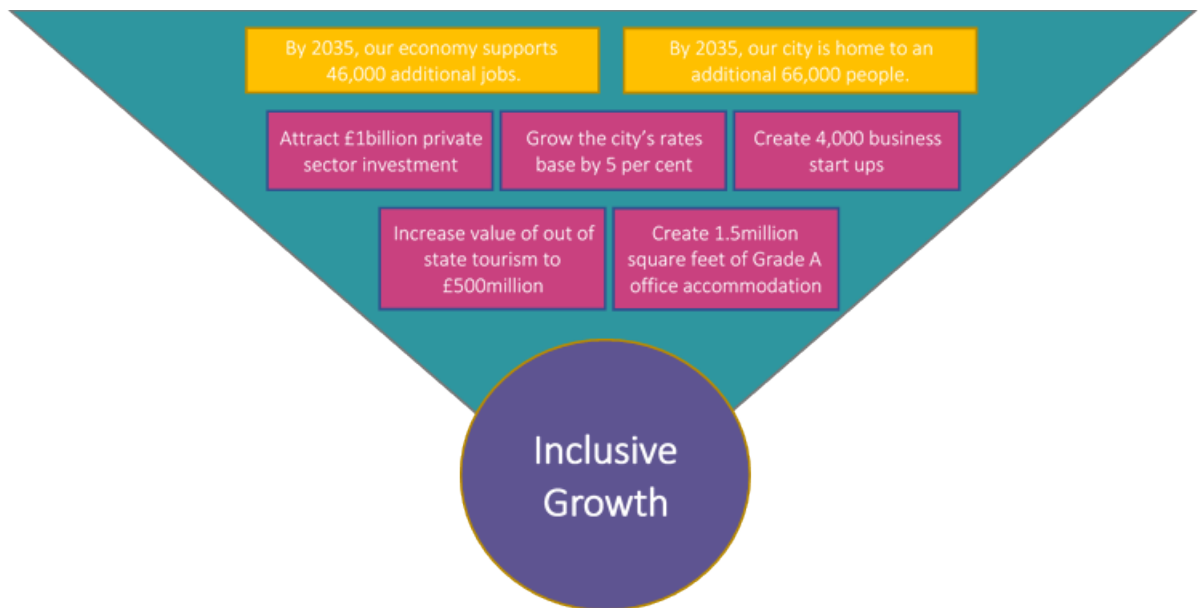
2.0	Recommendations
2.1	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> i. note the wide range of commitments included within the inclusive growth strategy and that it will be accompanied with a one year action / delivery plan; ii. note that a full version of the document will be sent to parties week in the commencing 26th August for review and comment and that officers will engage with political parties to receive comments; iii. note that a final document will be brought before the Committee in September; and iv. agree to an all-party launch of the strategy for consultation in October 2019.
	Main Report
3.1	<p>At the SP&R Committee meeting on 20th April 2018, Members agreed to a five step approach to developing an inclusive growth framework for the city, and following a series of one to one interviews with Party Group Leaders, Committee Chairs, Chief Officers and an all member workshop, as well as a detailed analysis of the data available in Belfast, an Inclusive Growth statement and definition was agreed.</p>
3.2	<p>Subsequently at the SP&R Committee meeting on 7th December 2018, a draft bespoke Belfast City Council inclusive growth decision-making framework was presented and agreed. This framework is designed to ensure that inclusive growth is placed at the heart of policy, capital and programme decisions. Furthermore, members also agreed, that in the first instance, our efforts would be focused on the following four target inclusive growth groups:</p> <ul style="list-style-type: none"> 1. Workless residents; 2. Residents with low skill levels; 3. In work, low earning individuals; and 4. Young people not in education, employment or training (NEET).
3.3	<p>These inclusive growth groups have been determined based on a review of the evidence and the consultation carried out with Members. Furthermore, these groups align to the ambitions and priorities set out in the Belfast Agenda.</p>

3.4 During the one to one interviews and at the workshop, Members consistently highlighted a number of actions they felt needed taken forward as part of inclusive growth. Whilst these are not specifically part of the Inclusive Growth Decision Making Framework, they were felt necessary in moving forward the inclusive growth agenda. Since then officers from within the Strategy, Policy and Partnerships team have been working with departments to develop the Inclusive Growth Strategy.

The focus of the Strategy

3.5 The Inclusive Growth Strategy sits within the overarching framework of the Belfast Agenda and is closely aligned to its economic growth ambitions.

3.6 The Belfast Agenda is an ambitious plan for the city, with a strong economic focus and far-reaching targets for population and jobs growth. In order to address the long term challenges facing people in Belfast such as health and educational inequalities, the need for good relations, ensuring people feel safe and have good living conditions, we need to focus on growing our economy and ensure the benefits are felt by everyone.



3.7 Council has therefore rightly set out an ambitious economic growth agenda – this is highlighted by our success and commitment to securing the Belfast Region City Deal, the creation of a range of investment funds and interventions designed to make Belfast a great place to locate and start a business. We are also committed to creating a strong and vibrant city centre – its development is vital for attracting private sector investment, creating revenue and enabling the sustainability of council expenditure and service delivery.

3.8	Of course, economic and population growth on its own is not enough. These are a means to an end to help us reduce inequalities and create opportunities for all. Not everyone in Belfast has benefited in the past and unless there is a paradigm shift in our policy framework this will continue. While Belfast currently displays great economic optimism, it is imperative the benefits of this growth are inclusive, where everyone has the opportunity and aspiration to succeed.
3.9	The Strategy is one aspect of the work that is underway with partners to ensure that the ambitions of the Belfast Agenda are met. Members are asked to note that further detail on core strands of work being implemented with Community Planning Partners will also be brought to Committee in September.
3.10	<p>The document focuses strongly on our role as an inclusive corporate body looking at what we do in areas of:</p> <ul style="list-style-type: none"> ➤ procurement – social value and sustainability ➤ employment – recruitment, fair work and employability & skills ➤ investment - decision making framework ➤ service design/provision - inclusive
3.11	It also focuses on our influencing and civic leadership role , acting as a call to action to others across the City.
3.12	It has been designed to be a living document – therefore, as our expertise and evidence base develops we will strengthen commitments and set targets. To support this a first year action plan will be published alongside the consultation document and an updated action plan will be produced for each subsequent year thereafter. Members are asked to note that development of the policies and initiatives required to create an ‘Inclusive Belfast’ will continue alongside the public consultation.
3.13	It is important to note that implementation will require ongoing policy development and operational decisions e.g., procurement, City Charter, ring-fencing of budget for apprenticeships etc.

Key Commitments

3.14 The table below summaries key commitments:

Chapter	High Level Commitments
Our Inclusive Growth Statement & Cohorts	This defines what inclusive growth means for us as a council and where, over the next few years, we will focus our efforts. It reiterates our inclusive growth cohorts.
Our Corporate Commitments	<p>This details how, as a corporate body, we will contribute toward inclusive growth and provide civic leadership for the city.</p> <p><u><i>Harnessing procurement to social value</i></u></p> <ul style="list-style-type: none"> • Develop Social Value Procurement Framework and Toolkit; • Ensure environmental and sustainability considerations will be a key aspect of our social value framework; • Develop local supply base, remove barriers and increase capacity of underrepresented suppliers; • Support development of cooperatives or new business to meet demand; • Develop capacity building programme for local businesses; and • Pilot social value through two council procurement contracts and identify two Belfast based anchor institutions willing to develop their own social value procurement framework. <p><u><i>Promoting inclusive growth through our role as an employer</i></u></p> <p>Promotion of fair work and good quality jobs</p> <ul style="list-style-type: none"> • Pay Real Living Wage and create a Real Living Wage City;

		<ul style="list-style-type: none"> • Mainstream equality, diversity and inclusion; • Work with employee networks to improve employee voice; and • Only endorse the use of casual contracts when both parties enjoy flexibility. <p>Improving participation in employment</p> <ul style="list-style-type: none"> • Offer apprenticeships and commit to a target number of recruitment campaigns; • Ring-fence 25% of suitable entry level posts for inclusive growth groups and provide pre-recruitment programme support; • Review employability support and design targeted workplan with partners; and • Develop a city wide Volunteering Strategy and Staff Volunteering Policy. <p><u><i>Embedding an Inclusive Growth Decision Making Framework</i></u></p> <ul style="list-style-type: none"> • Ensure that our major decisions are aligned to our inclusive growth ambitions; • Test and implement Inclusive Growth Decision Making Framework; and • Encourage our city partners to use the decision making framework.
	<p>Creating an Inclusive City</p>	<p><u><i>Inclusive Growth City Charter and growth sectors</i></u></p> <ul style="list-style-type: none"> • Co-design Inclusive Growth City Charter and assessment tools with key anchor institutions and partner organisations; • Work with organisations to seek alignment with CSR activity; • Develop a strategy to access private/philanthropic funding; and • Work with stakeholders to establish digital innovation and tech inclusion group – addressing

		<p>barriers to participation and setting employment targets.</p> <p><u><i>Prioritising employability and skills /Belfast Region City Deal</i></u></p> <ul style="list-style-type: none"> • Develop and deliver a Belfast Employability Pathway – working with partners to combine our collective requirement power, ring fencing entry level opportunities; • Deliver suite of sectoral employment academies; • Development and launch of citywide GCSE revision programme; • Deliver schools based employment academies supporting young people in year 12 at greatest risk of not achieving/dropping out; and • Improve connectivity of neighbourhoods to opportunity by maximising the opportunity of BRCD to deliver BRT II. <p><u><i>Promoting inclusive growth through planning powers</i></u></p> <ul style="list-style-type: none"> • Develop and adopt Developers Contribution Framework; and • Continue to pursue the Councils ambitions in relation to affordable housing. <p><u><i>Inclusive Civic Voice</i></u></p> <ul style="list-style-type: none"> • Test a range of innovative approaches to harness civic voice; and • Develop and test new models of engagement with the CVSE sector.
	<p>Holding Ourselves to Account</p>	<ul style="list-style-type: none"> • Develop an Inclusive Growth Monitor and Dashboard; • Establish Inclusive Growth Oversight Board; • Continue to learn from best practice; and • Publish a yearly action plan.

3.15	<p>Next Steps</p> <p>The following steps are recommended:</p> <ul style="list-style-type: none"> • A detailed document will be circulated to all parties week commencing 26th August; • SP&R 20th September 2019 – bring draft strategy to SP&R Committee for approval. Final draft strategy to be agreed and ratified at 1st October 2019 Council; • September 2019 – Early testing/engagement of draft strategy with key anchor institutions, businesses and trade unions; • October 2019 – Public Launch of Inclusive Growth Strategy; and • October – December 2019 – Undertake public consultation on draft strategy and associated comprehensive equality screening to further inform final strategy. <p>Financial and Resource Implications</p> <p>3.16 While the Strategy Policy and Partnership team will continue to prioritise the work on Inclusive Growth, it is anticipated that additional developmental resource will be required to both mainstream the strategy within council and embed and develop the approach externally with partners.</p> <p>Equality or Good Relations Implications/Rural Needs Assessment</p> <p>3.17 The Inclusive Growth Strategy is inherently inclusive and is aimed at bringing about inclusive economic growth to all residents, irrespective of identity. A draft comprehensive screening has been completed and will be consulted on alongside the draft strategy.</p>
4.0	Documents Attached
	Appendix - Draft Inclusive Growth Policy Commitments

This page is intentionally left blank

Appendix 1: Draft Inclusive Growth Policy Commitments

Corporate Procurement

- Social Value Procurement Framework & Toolkit
- Environmentally sound procurement
- Understand our demand, impact and supply chain
- Develop local supply base, remove barriers and increase capacity of underrepresented suppliers
- Support development of co-operatives or new business to meet demand
- Inclusive growth framework for capital projects throughout City

Corporate Employment

- Offer public sector apprenticeships
- No exclusivity in casual contracts
- Ring-fence entry level posts and provide pre-recruitment support
- Pay real living wage
- Review and enhance our community outreach programme
- Develop a Volunteering Strategy
- Mainstream equality, diversity & inclusion

Civic Leadership

- Co-design Inclusive Growth City Charter & assessment
- Align partner CSR activity
- Establish a digital innovation and tech inclusion group
- Developer contributions framework & affordable housing policy
- Design & deliver Belfast Workplace
- Improved civic & CVSE voice
- Connectedness – BRT II
- Social Enterprise Action plan
- Promote use of SVP
- Create a Living Wage City

Accountability

- Living document – yearly action plan (1st published with plan)
- Setting targets, through committee, as we build evidence base and expertise
- Develop an Inclusive Growth Monitor & Dashboard
- Oversight Group
- Best practice – members & officers

This page is intentionally left blank



Subject:	Update on Physical Programme (including Capital Programme 2019/2020)
Date:	23rd August, 2019
Reporting Officer:	Sinead Grimes, Director of Physical Programmes Ronan Cregan, Deputy Chief Executive
Contact Officer:	Omar Balite, Programme Office Coordinator Shauna Murtagh, Programme Office Coordinator

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	<p>The Council's Physical Programme covers over 150 live regeneration projects across a range of funding streams including the Capital Programme, Leisure Transformation Programme, Belfast Investment Fund, Local Investment Fund, Social Outcomes Fund and the projects which the Council is delivering on behalf of other agencies. This report outlines:</p> <ul style="list-style-type: none"> - an overview of physical projects which have recently been completed

	<ul style="list-style-type: none"> - the Capital Programme and capital financing for 2019/2020 - a request for the Council to act as delivery agent for two externally funded projects
2.0	Recommendations
2.1	<p>The Committee is requested to:</p> <ul style="list-style-type: none"> • note the update on the Physical Programme as at 3.1 below and that the Physical Programmes Department is happy to arrange a site visit to any projects that have been completed and/or are underway. <p>Capital Programme and Capital Financing 2019/2020 <i>(to be read in conjunction with the Medium Term Financial Plan and Efficiency Report which is also on the agenda)</i></p> <ul style="list-style-type: none"> • note the update on the Capital Programme for 2019/2020 as outlined in 3.3 below and in Appendix 2 and the update on Capital Financing as outlined in 3.6 below • note the deficit in capital financing in 2021/22 and 2022/23 and the challenges to be taken into consideration in relation to the future Physical Programme and note that Party Group Briefings will be undertaken as part of the rates setting process to update Members on the status of projects along with the emerging implications for future investment decisions and in particular the potential impact on the district rate. These will be delivered in conjunction with the Director of Finance & Resources. • agree to add the 'Upgrade of the Waterfront Escalators' as a Stage 1 – Emerging project onto the Capital Programme due to operational requirements <p>Role of the Council as delivery agent</p> <ul style="list-style-type: none"> • agree in principle that the Council acts as the delivery agent for two projects which are receiving external funding from other sources (the Belfast Islamic Centre and the VOYPIC/Include Youth) subject to the Council receiving a management fee for the delivery, full funding packages being in place and further discussions with Legal Services <p>Procurement</p> <ul style="list-style-type: none"> • agree that any necessary procurement processes (including the invitation of tenders and/or the use of appropriate 'framework' arrangements) be initiated for any Physical Programme's projects including externally funded projects for 2019/2020 as required, with contracts to be awarded on the basis of most economically advantageous tenders received and full commitment to deliver.

<p>3.0</p> <p>3.1</p> <p>3.2</p>	<p>Main Report</p> <p><u>Key Issues</u></p> <p>Update - Capital Programme</p> <p>The Council's rolling Capital Programme is a significant regeneration programme of investment across the city, which improves the existing Council assets or provides new council facilities. An update on the key projects under the programme is outlined below:</p> <p>Recently completed physical projects:</p> <ul style="list-style-type: none"> - Navarra Place - Navarra playground includes MUGA and the removal of an interface structure at the boundary with Serpentine Road (DoJ / MUGA Programme Phase 2) - Upgrades to parks, open spaces and playgrounds – including the refurbished playgrounds at Orangefield Park and Barnett Demesne (Shaws Bridge) - Corporate Projects - including the replacement of the PA system at Waterfront, Wireless LAN, external brickwork at Ulster Hall and roof replacement at City Hall - Local Investment Fund - Lambh Dhearg GAC (WLIF2-06), Cregagh Sports Club (ELIF2-11), Corpus Christi Youth Club (WLIF2-14), Colin Valley Football Club (WLIF2-16) and Brantwood & Loughside Football Club (NLIF061) <p>Photos of a number of the recently completed projects are attached at Appendix 1. Members are asked to note that the Physical Programmes Department is happy to arrange site visits for Members/ Party Groups to any physical project.</p> <p>Capital Programme and Capital Financing 2019/20</p> <p><i>Members are asked to note that this section should be read in conjunction with the Medium Term Financial Plan and Efficiency Report which is also on the agenda)</i></p> <p>The Council incurs both capital expenditure and capital financing costs in the delivery of its Capital Programme</p> <ul style="list-style-type: none"> • Capital Expenditure is the expenditure incurred in the actual delivery of contracts e.g. the actual payments to the contractor for a construction contract (see Appendix 2) • Capital Financing is the method the council uses to fund the capital expenditure. The capital financing costs include loan repayments (principle and interest); revenue contributions (cash payments to repay or avoid taking out loans); capital receipts and external funding.
----------------------------------	--

3.3 The **SP&R Committee has approved a capital financing budget of £21,524,022 for 2019/2020**. Members will be aware however that the Council has already committed financing to a range of physical projects under the Capital Programme as outlined in Appendix 1 and 2 and a number of non-recurrent projects which accounts for £7.56m of this. Loan and interest repayments are an additional £12,037,982. The Capital Programme also includes a number of Stage 1- Emerging Projects.

Table 1- Existing Capital Financing Budget 2019/2020

Existing Capital Financing Budget		£21,524,022
<u>Less: Physical Programme Commitments (capital programme and non-recurrent projects)</u>	£7,562,829	
Existing BCC Loans	£11,439,307	
Lisburn/ Castlereagh Transferred Loans	£598,675	
		(£19,600,811)
Balance Remaining		£1,923,211

3.4 Members are asked to note that although the above shows that there is a balance remaining of £1.9m the Director of Finance in the Quarter 1 Finance Update Report which is also on the agenda for consideration by the Committee, is recommending that, given the departmental and district rate forecasts, no further reallocations or cash flow payments are considered until the Quarter 2 position is presented to the Committee in November 2019.

3.5 **Future financing** - Members are asked to note that there are a range of physical projects which the Council must undertake from a health and safety, legislative and/or operational perspective in order to ensure that the Council fulfils its statutory duties and continues to run 'fit for purpose' services. These will all require capital financing. A number of these are already on the Capital Programme (*Waste Plan – Kerbside Collection system and Waste Transfer Station, Reservoir Safety works, Fleet Programme and IT programme*). These are all either Stage 1 – Emerging or Stage 2 – Uncommitted projects currently which means that final budgets have not yet been agreed however estimates have been used in order to calculate the impact of these on the capital financing budget and the availability of capital financing in the future. Members are asked to note that there is a requirement from an operational perspective to upgrade the escalators within the Waterfront in 2021/2022 and this has also been built into scenario planning in respect of the impact on capital financing. Members are also asked to agree that the upgrade of the escalators is added as a Stage 1- Emerging Project onto the Capital Programme.

3.6 The table below shows that just to do the current committed projects on the Capital Programme plus the projects which are required from a health & safety, operational and/or legislative perspective means that there **will be a capital financing deficit of £576k in 2021/22 and £574k in 2022/23.**

Table 2 – Capital Financing – Impact of current committed projects

	Expenditure financed	2019/20	2020/21	2021/22	2022/23	2023/24
Total Financing Required	£279,616,052	19,600,811	20,061,872	22,100,029	22,098,272	20,706,550
Cap Financing Budget		21,524,022	21,524,022	21,524,022	21,524,022	21,524,022
Capital Financing Available		1,923,211	1,462,150	- 576,007	- 574,250	817,472

3.7 Members will be aware that there is an emerging list of future Physical Projects which have already been raised (detailed in the Medium Term Financial Plan and Efficiency Report) however Members are asked to note that none of these have financing associated with them. This evidences the increasing pressure in terms of overall affordability which the Physical Programme is facing. It is proposed Party Group Briefings will be undertaken as part of the rates setting process to update Members on the status of projects along with the emerging implications for future investment decisions and in particular the potential impact on the district rate. These will be delivered in conjunction with the Director of Finance & Resources.

Council acting as delivery agent

3.8 Members will be aware that over the past couple of years the Council has been requested to deliver a number of externally funded initiatives including Social Investment Fund (SIF) and Urban Villages (UV) projects and projects that received DfC match funding. These requests recognise both the successful track record of the Council as delivery agent as well as the unique role of the Council as civic leader in the city. **In total the Council is acting as delivery agent for over 90 projects worth in excess of £45m (this includes both completed, live and planned projects).** Members are asked to note that the Council's Insurance Unit has advised that the Council's Professional Indemnity Insurance only provides cover for services provided to third parties for a fee. This means that, where it is acting solely as the delivery agent for a third party project, the Council can only rely on its professional indemnity insurance policy if a management fee is received. Committee is asked to note therefore that the Council will be advising in the future that it will only be able to consider acting as the delivery agent for any third party projects if the proposal includes a management fee.

3.9	<p>Requests for Council to act as delivery agent – Members are asked to note that the Council has recently been requested to act as the delivery agent for two projects – the Belfast Islamic Centre and VOYPIC/Include Youth. Committee is asked to note that these projects are being 100% externally funded with DFC being a core funder for both. Final details of the funding package for both projects is being confirmed however the other funders require confirmation of the delivery mechanism for the projects before agreeing funding. There is no Council financial commitment to either project. Committee is asked to agree in principle to the Council acting as delivery agent for these projects subject to the Council receiving a management fee for the delivery, full funding packages being in place and further discussions with Legal Services</p>
3.10	<p>Committee is asked to note that amended letters of offer have now been received for a number of projects where the Council is acting as the delivery agent. Amended letters of offer are commonly received to reflect minor adjustments required following tender returns. The majority of these projects are underway or nearing completion and several of these projects are match funded by the Council, either under the various funding streams i.e. LIF/BIF/SOF or through close alignment with ongoing Council initiatives. The amended letter of offer amounts is attached at Appendix 3 and Members are asked to note these.</p> <p>Approval to Procure</p>
3.11	<p>Members are asked to agree that necessary procurement processes (including the invitation of tenders and/or the use of appropriate ‘framework’ arrangements) be initiated for any Physical Programme projects including externally funded projects for 2019/2020 as required, with contracts to be awarded on the basis of most economically advantageous tenders received and full commitment to deliver.</p>
3.14	<p><u>Financial and Resource Implications</u></p> <p><i>Financial</i> – As per report</p> <p><i>Resources</i> – Officer time to deliver as required</p>
3.15	<p><u>Equality or Good Relations Implications/ Rural Needs Assessment</u></p> <p>All capital projects are screened as part of the stage approval process</p>
4.0	<p>Documents Attached</p> <p>Appendix 1 – Photos of completed projects</p> <p>Appendix 2 - Capital Programme 2019-20</p> <p>Appendix 3 – Amended letters of offer for externally funded projects</p>

Appendix 1 - Completed projects photos

Navarra Place playground (before/ after)



Playground Refurbishment Programme – Shaws Bridge playground (before/ after)



Playground Refurbishment Programme – Orangefield Park playground



LIF – Colin Valley Football Club



LIF – Cregagh Sports Club (before/ after)



LIF - Lambh Dhearg GAC



LIF – Brantwood & Loughside FC



LIF - Corpus Christi Youth Club



Urban Villages – Benview Community Centre



Urban Villages – Footprints Women’s Centre



Urban Villages – Foundry Training Café



This page is intentionally left blank

APPENDIX 2 - CAPITAL PROGRAMME AND CAPITAL FINANCING

TABLE 1 - Stage 3 & Stage 2 - Committed Schemes Planned Capital Expenditure

	Total Cost	External Funding	Net Cost	Capital Expenditure		
				2019/20	2020/21	2021>>
Schemes at Stage 3 - Committed Projects						
<i>Tier 3 - Schemes completed</i>						
Half Moon Lake	200,000	-	200,000	3,286	-	-
Girdwood Hub	11,530,963	11,180,963	350,000	100,000	-	-
Drumglass Park	421,875	-	421,875	7,000	-	-
Sally Gardens - Pitch	1,141,142	425,000	716,142	59,000	-	-
Innovation Factory	8,750,000	5,009,000	3,741,000	7,112	-	-
Belfast Waterfront Exhibition and Conference Centre	29,564,400	18,564,400	11,000,000	26,649	-	-
Waterfront Parallel Project	2,900,000	-	2,900,000	495	-	-
Roselawn Site Extension - Section Z2-Z4	1,550,000	-	1,550,000	31,407	-	-
North Foreshore - Green Economy Business Park Infrastructure	9,622,223	6,000,000	3,622,223	10,000	14,436	-
Fleet Replacement Programme 2016/17	2,100,000	-	2,100,000	-	-	-
Playground Refurbishment Programme 2016/17	580,000	-	580,000	-	-	-
Tropical Ravine Refurbishment	4,105,500	2,405,500	1,700,000	-21,009	-	-
Skegoniel Site	270,000	-	270,000	5,969	-	-
Falls Park Open Space	270,000	-	270,000	-18,132	-	-
City Hall West Wing, Outdoor Space & Cenotaph	200,000	-	200,000	29,247	-	-
Clarendon Playing Fields (MUGA)	452,000	-	452,000	84,713	-	-
Playground Refurbishment Programme 2017/18	580,000	-	580,000	16,529	-	-
Ulidia Playing Field	1,100,000	-	1,100,000	30,000	445,925	-
Tier 3 Total	75,338,103	43,584,863	31,753,240	372,266	460,361	-
<i>Tier 2 - Schemes currently underway</i>						
Connswater Community Greenway/East Belfast Flood Alleviation Scheme	30,892,976	25,742,976	5,150,000	100,000	439,849	-
Pitches Strategy	15,197,896	1,197,896	14,000,000	598,642	-	-
LTP - Olympia Regeneration	21,750,000	2,750,000	19,000,000	1,679,932	-	-
Whiterock Community Corridor	1,700,000	-	1,700,000	79,527	811,203	-
North Foreshore - Development Sites Infrastructure works	6,876,220	-	6,876,220	777,314	1,080,000	4,189,362
Alleygating Phase 4	700,000	-	700,000	43,126	-	-
LTP - Andersonstown Regeneration	25,000,000	-	25,000,000	11,032,146	325,000	-
LTP - Lisnasharragh	20,000,000	-	20,000,000	7,979,101	260,000	-
Playground Refurbishment Programme 2018/19	812,000	232,000	580,000	338,333	-	-
Fleet Replacement Programme	4,170,000	-	4,170,000	2,676,787	2,200,000	2,200,000
LTP - Brook	15,000,000	-	15,000,000	7,741,662	195,000	-
Springfield Ss PIV Shared Spaces - Contingency	300,000	-	300,000	300,000	-	-
Blanchflower Playing Fields	1,100,000	-	1,100,000	425,955	-	-
Navarra Place (MUGA Programme Phase 2)	186,000	-	186,000	169,838	-	-
IT Programme - Corporate HR/Payroll System	328,910	-	328,910	27,251	-	-
City Cemetery - Baby Plot Memorial	50,000	-	50,000	28,537	-	-
IT Programme - Bereavement Services System	50,000	-	50,000	31,000	-	-
Tier 2 Total	144,114,002	29,922,872	114,191,130	34,029,151	5,311,052	6,389,362
<i>Tier 1 - Schemes at tender preparation stage</i>						
City Cemetery - HLF	2,307,000	1,687,000	620,000	144,699	443,006	-
Relocation of Service Yard at City Cemetery, Falls Park (includes Design)	461,000	-	461,000	461,000	-	-
Tier 1 Total	2,768,000	1,687,000	1,081,000	605,699	443,006	-
<i>Tier 0 - Schemes at risk</i>						
New Crematorium at Roselawn	18,000,000	-	18,000,000	125,000	200,000	17,488,836
IT Programme - Replacement of Planning Portal*	-	-	-	-	-	-
IT Programme - Customer Focus Programme*	-	-	-	-	-	-
Non-recurrent	1,200,449	-	1,200,449	1,200,449	-	-
LGR	505,772	-	505,772	505,772	-	-
Tier 0 Total	19,706,221	-	19,706,221	1,831,221	200,000	17,488,836
Stage 3 Total	241,926,326	75,194,735	166,731,591	36,838,337	6,414,419	23,878,198

* Projects agreed by Committee but final budgets not yet approved as this is subject to Committee approval - financing has been allocated

Total of Stage 3 and Stage 2 Schemes 38,561,494 30,665,288 23,878,198

Capital Financing Cost of Planned Expenditure	14,196,445	13,531,490	14,474,045
---	------------	------------	------------

Capital Financing	Legacy	2,366,153	2,318,113	2,270,071
Capital Financing	Feasibility	250,000	250,000	250,000
Capital Financing	Planned Maintenance	0	1,000,000	1,000,000
Capital Financing	Non-recurrent	900,449	-	-
Capital Financing	LGR	505,772	-	-

Capital Financing subtotal	18,218,819	17,099,603	17,994,116
----------------------------	------------	------------	------------

TABLE 2 - Schemes to be delivered from H&S/Operational perspective

As outlined in the Physical Programme Update report at 3.5 there are a range of schemes which the Council must undertake from a health and safety , legislative or operational perspective. These are all either Stage 1 – Emerging or Stage 2 – Uncommitted projects currently which means that total costs have not yet been agreed however estimates have been used in order to calculate the impact of these on the capital financing budget and the availability of capital financing in the future. The overall impact of adding these projects onto the existing committed projects is shown in Table 2 pf the report and below - this shows a capital financing deficit in 2021/22 and 2022/23

	Total Cost	External Funding	Net Cost	Capital Expenditure		
				2019/20	2020/21	2021>>
Schemes to be delivered from H&S/Operational perspective						
<i>Boodles Dam (Stage 2 - Uncommitted)</i>	-	-	-	-	-	-
Roselawn Extensions (Stage 2 - Uncommitted)	-	-	-	-	-	-
Cathedral Gardens (Buoy's Park) (Stage 2 - Uncommitted)*	-	-	-	-	-	-
Waste Plan - New citywide kerbside collection system (Stage 2 - Uncommitted)	-	-	-	-	-	-
Waste Plan - Waste Transfer Station Upgrade (Stage 2 - Uncommitted)	-	-	-	-	-	-
Belfast Zoo - Health & Safety Works (Stage 2 - Uncommitted)	-	-	-	-	-	-
Fleet Investment Programme (Additional to the Fleet Programme)	-	-	-	-	-	-
Waterfront Escalators**	-	-	-	-	-	-
IT programme (Stage 1- Emerging)	-	-	-	-	-	-
Reservoir Safety (Stage 1 - Emerging)	-	-	-	-	-	-
New cemetery (Stage 1- Emerging)	-	-	-	-	-	-
Belfast Blitz (Stage 1- Emerging)	-	-	-	-	-	-
Total	-	-	-	-	-	-

* up to a maximum of £5million previously agreed by Committee

** proposed new Stage 1 - Emerging project subject to Committee approval

Capital Financing Required (Cost of H&S/Operational Expenditure)	1,381,992	2,962,269	4,105,913
--	-----------	-----------	-----------

Total Capital Financing required to deliver committed schemes and H&S schemes	19,600,811	20,061,872	22,100,029
---	------------	------------	------------

CAPITAL FINANCING BUDGET	21,524,022	21,524,022	21,524,022
--------------------------	------------	------------	------------

CAPITAL FINANCING AVAILABLE	1,923,211	1,462,150	-576,007
-----------------------------	-----------	-----------	----------

This page is intentionally left blank

SP&R Physical Programme Update
Appendix 3 – Amended letters of offer for externally funded projects

Project	Total Award	Funder
PIPS Suicide Prevention Ireland	£538,868	Social Investment Fund
Joanmount Methodists Church	£45,195	Social Investment Fund
Mount Merrion Parish Development Project	£101,770	Social Investment Fund
Glenburn Methodist Church Community Outreach Project	£89,097	Social Investment Fund
South City Resource Centre (St. Simon's Church Hall)	£592,852	Social Investment Fund
Short Strand Community Forum Play Area	£92,882	Urban Villages
Belfast Bikes (East locations)	£164,906	Urban Villages
Colin Allotments and Healthy Living Centre	£89,705	Urban Villages
Footprints Women's Centre	£103,485	Urban Villages
Benview Community Centre	£161,854	Urban Villages
The Foundry Training Café	£168,740	Urban Villages
The Diamond Project	£246,132	Urban Villages
Glenbryn Playground	£387,019	Urban Villages / DfC
John Paul Youth Club	£194,047	Urban Villages
Rev. Robert Bradford Memorial Park	£603,050	Urban Villages / DfC
Sandy Row Play Park	£244,368	Urban Villages
Sacred Heart Marrowbone	£1,364,623	Urban Villages / Dept. of Education
New Park in Colin	£4,131,167	Urban Villages
White Rise	£156,412	DfC
Dunmurry Station Footpath (Blacks Path)	£26,000	DfC
Grace Family Centre	£705,170	Urban Villages / DfC
Cancer Lifeline	£266,367	DfC
Paisley Park	£22,250	DfC

This page is intentionally left blank



Subject:	Diversity Action Plans
Date:	23rd August, 2019
Reporting Officer:	John Tully, Director of City and Organisational Strategy
Contact Officer:	Christine Sheridan, Head of Human Resources

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Some time in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report or Summary of Main Issues
1.1	To agree the proposed activity within the Gender Action Plan (GAP) and LGBT+ Action Plan for 2019-2020 and agree resources to deliver the plans.
2.0	Recommendation
2.1	The Committee is asked to agree the GAP Year 2 (2019-20) and LGBT+ Action Plan (2019-20) and agree the necessary resource to deliver the plans.
3.0	Main report
	<u>Key issues</u>
3.1	Our Equality and Diversity Framework runs from April 2017 to March 2021 and outlines how we will tackle inequalities and promote diversity in our city. It is built around four key priorities:

- A. Leadership, partnership and organisational commitment
- B. Understanding our communities through data and consultation
- C. Delivering services accessible to all
- D. Developing a skilled and diverse workforce

3.2 The Framework includes a series of actions to be delivered to help achieve these priorities and under Priority A, Leadership, Partnership and Organisational Commitment, the Council has committed to developing and delivering a Gender Action Plan, LGBT+ Action Plan and a Race Action Plan.

3.3 In May 2018, the Women’s Steering Group agreed a three year GAP for delivery between April 2018 to March 2021. Year 2 of the current GAP has been costed and is being presented to Strategic Policy and Resources Committee for approval. HR has developed an LGBT+ Action Plan for 2019/20, in collaboration with the LGBT+ staff network and this is also being presented, with costs, for approval. A Race Action Plan has still to be developed.

Gender Action Plan (GAP)

3.4 The GAP, developed by our Women’s Steering Group (WSG), is divided into four key themes :

- Women in the council
- Women in the community
- Women in the economy
- Women in the city

3.5 Many of the actions, in particular those with a focus on women in the community, the economy and the city are aligned to delivery of the Belfast Agenda. WSG has successfully delivered a number of gender initiatives via its GAP in 2018/19 including delivery of a pilot Women’s Community Leadership Programme - “Grow, Lead, Change” and hosting of a regional gender budgeting conference. We have also submitted our assessment for the Gender Diversity Chartermark NI. In addition, the wider Women’s Network Group delivered an impressive schedule of personal development events and activities.

3.6 Included for year 2 is a proposed event to bring together both male and female employees to discuss gender issues in the workplace jointly and how these might be addressed. Year 2 actions and the resources required to deliver them are set out in Appendix 1. Some

	<p>actions from the 18/19 plan not yet delivered, have been carried forward into year 2, most notably the joint senior officer and elected member leadership development programme, which was postponed until after the elections.</p> <p>LGBT+ Action Plan</p> <p>3.7 This plan sets out our proposed activity for 2019/20 and has been developed jointly between HR and the LGBT+ staff network which has grown considerably in size and visibility in the last year. Actions include our first participation in the Stonewall Workplace Equality Index, a national benchmarking exercise that will assess our commitment as an organisation to LGBT+ equality and show us where we need to improve; more LBGT+ awareness raising training and activity and increased community activity in particular, the staff network's presence in Belfast Pride 2019. The proposed plan is attached at Appendix 2.</p> <p>Disability Action Plan</p> <p>3.8 SP&R should also note that, under Section 49 of the Disability Discrimination (NI) Order 2006, we are required develop and submit a Disability Action Plan (DAP) to the Equality Commission for Northern Ireland (ECNI). Development of the plan is led by the Equality & Diversity Unit within Legal and Civic Services and this will be finalised in due course.</p> <p>The People Strategy</p> <p>3.9 One of the key themes in the emerging People Strategy will be Diversity and Inclusion and it is hoped that a more strategic approach to the management of our people and workforce development planning will ensure that our diversity and inclusion activity is fully aligned to our corporate priorities and delivery of the Belfast Agenda, in particular our Inclusive Growth Strategy.</p> <p><u>Financial and Resource Implications</u></p> <p>3.10 The cost of delivery of the proposed Gender Action Plan actions is estimated at £40,500. Please note this includes £16 000 of approved activity carried over from 2018/19. The cost of delivery of the LGBT+ Action Plan is £9,300. Both plans will be met from the existing Organisational Development budget.</p>
--	---

3.11	<p>The plan also identifies the role that individual business units and departments have in delivery of the plan.</p> <p><u>Equality or Good Relations Implications/Rural Needs Assessment</u></p>
3.12	<p>The delivery of the Gender and the LGBT+ Action Plans will result in positive outcomes. The promotion of equality and diversity entails more than the elimination of discrimination, it requires proactive action. The actions contained within both plans will not only impact on internal operations but also have a positive impact externally on women and the LGBT+ community in our city.</p>
4.0	Documents Attached
	<p>Appendix 1 – GAP Year 2 (2019-20)</p> <p>Appendix 2 - LGBT+ Action Plan (2019-20)</p>

Appendix 1

GENDER ACTION PLAN 2018 – 2021 (Year 2019-20)

WOMEN IN THE COUNCIL			
-to ensure that BCC organisational culture, policies and practices empower talent development at all levels, for elected members and officers and remove any form of discrimination			
Action	Who	Cost	Year
Hold annual IWD event for staff	HR IWD working group WNG	£6000	2
Deliver 2 nd mentoring programme (men and women)	HR	£3000	2
Deliver Women Leaders Programme (members and officers)	WSG HR External facilitator	£12000	2 (postponed from 18/19)
Deliver 2 nd work shadowing initiative with CX (linked to mentoring programme)	HR CX office	Staff resources	2
Deliver short modular personal development sessions for WNG members	HR	£3000	2 (c/f from Year 1)
Provide Lord Mayor and Deputy Lord Mayor work shadowing opportunities to youth forum members	Lord Mayors Unit Youth Forum	Staff resources	2 (c/f from Year 1.
Participate in NI Gender Diversity Charter assessment against annual targets and activities	CX HR	£2500	2
Commission and start delivery of unconscious bias training - to start with CMT	HR	£1000	2
Continue to facilitate WNG, including Belfast Women in Tec Group	Digital Services/ WNG	Staff Resources	2
Develop/ agree transgender guidance document for staff	HR LGB&T Network	Staff resources	2

Ensure effective promotion of BCC as an employer that values and supports equality and diversity (external website, job info to potential applicants, press releases etc.)	HR MarComms Staff network	Staff Resources	2
Hold event/ workshop for both male and female staff to jointly explore/ discuss gender issues and identify any issues to be addressed	HR Staff networks	£1000	2
WOMEN IN THE COMMUNITY -with the purpose of increasing the representation of women in leadership positions throughout communities across Belfast by ensuring that processes are in place to increase women's involvement in decision making in communities			
Fund annual external IWD event.	Equality Unit	£6000	2
Finalise baseline assessment of current engagement and activity in relation to gender	WNG Departments	Staff resources	2 (c/f from Year 1)
Hold Transgender remembrance event	Head of HR LGB&T network	LBGT+ budget	2
Consider use of new exhibition space to further promote/ tell stories of female role models Explore the potential for City Hall tours based around women in the city	Director of Legal Services WSG WNG	Staff Resources TBC	2
WOMEN IN THE ECONOMY -to ensure all council policies and strategies influence and facilitate the active and fair participation of both women and men in the economy			
Hold a gender capacity building event for community planning partners	WSG HR Policy Unit	£1000	2 (c/f from Year 1)
Develop 'gender lens' ('equality lens') to build into future policy development – in conjunction with wider equality and diversity work to develop a diversity lens as part of Belfast Agenda Action Plan	EEDO HR Policy Unit	£3000	2

Identify employability partners to deliver employability/ outreach initiatives for women. (Link to City Deal proposals)	HR/OD Economic Initiatives	Staff resources	Ongoing as opportunities arise
Identify opportunities for pre-recruitment programmes targeted at females furthest removed from the labour market	HR	Staff resources	Ongoing as opportunities arise
The Northern Ireland Female Enterprise Challenge - A collaborative programme between the 11 Local Councils, Invest NI, and Women in Business NI (WIB) to promote and support female enterprise. . This programme also includes sponsorship for the WIB conference. Enterprise and Employability support for underrepresented groups – Belfast City Council programme of support to enable underrepresented groups (including females) to overcome the barriers to starting a business or accessing employment opportunities.	Economic Development	£6,200	2
	Economic Development	£90,000	2

WOMEN IN THE CITY			
-to ensure that the needs of women across the city are identified and used to influence and impact upon the regeneration of the city including social infrastructure design and community facilities provision			
As part of the ongoing baseline audit of all Council assets determine if Council assets are 'fit for purpose' in terms of the needs of all genders and that gender needs are looked at as part of the development of any new council asset	Property and Projects Department C&NS Place & Economy Dept	Staff resources Potential cost if additional works required	2
As part of the ongoing area working /place shaping work and the Physical Investment Programme look at opportunities of how the needs of women can be better met across the city	Property & Projects Department Place and Economy C&NS A Strategic Hub External stakeholders	Staff resources Potential associated costs for GAP 19/20 & 21/22	2
Work with City Partners on achievement of Safe City status and retain ' platinum level' status	BCC ONUS External partners	£2000	2

TOTAL APPROXIMATE COSTS - £ 40,500k for year 2 (excl ED funded initiatives)

Appendix 2

LGBT+ Action Plan 2019-2020

Theme - Training and Development				
Outcomes	Actions required	Timing	Lead	Indicative costs
Increased awareness of LGBT+ bias	Source and deliver awareness training	2019-20	HR/ Network Chair	£700 total For 2 sessions
LGBT employees feel comfortable to be their whole selves Line managers understand key issues and their responsibilities	Review diversity training to ensure LGBT+ issues covered	2019-20	HR	Staff Resource
Better mental health	Source and deliver the Mental Health First Aider course for up to 10 network members	2019-20	HR	£1000

Theme – Promoting positive attitudes

Outcomes	Actions required	Timing	Lead	Indicative costs
<p>All relevant policies are inclusive and use gender neutral language where possible</p> <p>Clear processes in place for staff to raise issues around discrimination/bullying/harassment based on gender and sexual orientation</p>	<p>Review staff policies.</p>	<p>2019-20</p>	<p>HR</p>	<p>Staff Resource</p>
<p>Guidance available for trans employees and their managers and for staff delivering services to the trans community</p>	<p>Develop Transgender policy / guidance</p>	<p>2019-20</p>	<p>HR</p>	<p>Staff Resource</p>

Theme – Promotion and ensure visibility of Network including senior champions				
Outcomes	Actions required	Timing	Lead	Indicative costs
Increased awareness of and participation in network	Promote via Interlink/ Email	2019-20	Network Chair	Staff Resource/ Comms
Increased awareness about staff network and senior support	Articles profiling senior champion and allies	2019-20	Chair / Network	Staff Resource/ Comms
	Source promotional material	2019-20	Network	£1000 Staff Resource/ Comms
Confirmed network identity	Agree name for network and promote as appropriate	2019-20	Network	
Potential applicants aware BCC is an employer that values and supports equality and diversity	Ensure relevant info on external website , job info to potential applicants , press releases etc.)	2019-20	HR MarComms Staff network	

Theme – Community Engagement				
Outcomes	Actions required	Timing	Lead	Indicative costs
Bigger and better participation in Pride and more visibility of BCC support for LGBT+ community Visible support for LGBT Community	Participate in Pride	2019-20	Network	£2500
	Build participation with network members and staff	2019-20	Network	Staff Resource
Increased awareness of issues faced by Trans community and awareness of need for remembrance	Hold annual Transgender Day of Remembrance event	2019-20	Network/HR	£800
Theme – Social Networking				
Outcomes	Actions required	Timing	Lead	Indicative costs
Improved visibility, learning and positive outcomes	Facilitate an event between NI Stonewall organisations	2019-20	Network	£800

Theme – Employee Lifecycle / Organisational Analysis				
Outcomes	Actions required	Timing	Lead	Indicative costs
Feedback from staff re LGBT issues	Circulate Stonewall survey online for at least 4 weeks	2019-20	HR /Marketing and Comms	Staff Resource/ Comms
Position in national benchmarking exercise	Membership of Diversity Champions Programme and participation in Stonewall Equality Index	2019-20	HR and Staff network	£2500
Areas for improvement identified	Consider diversity survey results to identify improvements that are need going forward	2019-20	HR	Staff Resource/ Comms
Ensuring comprehensive info on staff is available and up to date.	Carry out voluntary staff monitoring exercise	2019-20	HR	Staff Resource
	Update application monitoring forms	2019-20	HR	Staff resource

Theme – Inclusive Workplace				
Outcomes	Actions required	Timing	Lead	Indicative costs
Gender neutral facilities for staff	Consider feasibility of gender neutral toilet in City Hall and city centre offices.	2019/20	HR/Facilities Mgt	Corporate Maintenance Budget approval if work necessary
			Total	£9300